

**REGULAR MEETING
EAST HARTFORD BOARD OF EDUCATION**

**MONDAY,
OCTOBER 5, 2009**

A Regular Meeting of the East Hartford Board of Education was held on Monday, October 5, 2009, at the Connecticut International Baccalaureate Academy, 857 Forbes Street, East Hartford, CT. The meeting was called to order at 7:05 P.M. by Chairperson Mary Alice Dwyer Hughes.

PRESENT Chairperson Mary Alice Dwyer Hughes, Secretary Ram Aberasturia, Robert Damaschi, Dorese Roberts, Anita Morrison, Bryan Hall, Hilde Mayranen-O'Brien, Marcus Oladell, IV,

ALSO PRESENT Mark Zito, Superintendent of Schools
Debbie Kaprove, Assistant Superintendent of Schools
Christopher Wethje, Director of Human Resources
Al Costa, Director of Facilities
Dr. Sharon Bremner, Director of Pupil Personnel
Paul Mainuli, Director of Finance
Kimberly Barrington, Student Representative

ABSENT Karen Howe (mother is ill)

AMENDMENTS TO AGENDA

MOTION By Ram Aberasturia
Seconded by Anita Morrison
To add to this evening's agenda Consent Calendar under Old Business to remove from table and approve items a-d.
Motion unanimously carried.

AMENDMENTS TO AGENDA

MOTION By Ram Aberasturia
Seconded by Marcus Oladell, IV
Under New Business, change order of alphabetization to b-h and remain same, remove (i) and (k) l-w remain same.
Motion unanimously carried.

AMENDMENTS TO AGENDA

MOTION By Ram Aberasturia
Seconded by Anita Morrison
To place on Consent Calendar, under New Business items b-h, j, and l through w.
Motion unanimously carried.

APPROVAL OF MINUTES

MOTION By Ram Aberasturia
Seconded by Bryan Hall

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**MONDAY,
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To approve the following Minutes:
Regular Meeting, September 21, 2009
Motion unanimously carried.

MOTION

By Anita Morrison
Seconded by Dorese Roberts
To approve the following Minutes:
Special Meeting, September 30, 2009, as revised
Motion unanimously carried.

WRITTEN COMMUNICATIONS TO THE BOARD - None

STUDENT REPRESENTATIVES REPORT

Kimberly Barrington

- First quarter progress reports will be handed out on October 9th;
- October 10th – Homecoming Dance “Welcome to the Jungle” – tickets are on sale this week -- \$20;
- October 10th – first Alumni Luncheon – begins at noon – tickets will be sold at the gate;
- October 14th – PSAT day;
- Thank you to Pratt & Whitney and the Board for installing the new sound system on the varsity field – it was used today during our Boys soccer game – we won 2-0 over South Windsor.

PUBLIC PARTICIPATION

1. Victoria Brinius, 60 Rentschler St. - re: Policy 2132, Assistant Superintendent of Schools – believes the Board should take responsibility of hiring, not the Superintendent – will take away the power of the Board by allowing Superintendent to make final decision;
2. Debra Gaudette, 22 Higbie Dr. – re: Policy 2132 – will take power away from Board by allowing Superintendent to make decision – the Board should have final say to hire the best Assistant Superintendent.

INFORMATIONAL REPORTS

Human Resources/Appointments/No Action Required

Report on the Board of Education

(Dr. Jonathan Daube, President Emeritus, Manchester Community College/External Consultant – State Department of Education)

Report by Dr. Jonathan Daube regarding Board of Education

Dr. Daube noted he has been appointed by the Commissioner of Education to help the East Hartford Board of Education. He noted the Board of Education needs to be more effective. It lacks clarity about its role and responsibilities.

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Dr. Daube met with each Board member individually during the summer and thanked everyone for being so up front during his interviews. He also met with the Superintendent and the Mayor. Dr. Daube stated he took notes and hopefully will give the report in a way that you cannot tell who said what.

The following are some of the comments Board members mentioned to Dr. Daube (and some of his responses are included) during the interviews and he wanted to share them with the Board this evening:

- Some think the State should take over;
- Others believe life is different since the Cambridge group came in;
- This, too, shall pass;
- Some think that things are much better than the Cambridge Report reported;
- Some said the Board is dysfunctional and nuts;
- A staff member said, "slap them around a bit" when told Dr. Daube will be interviewing Board members;

Dr. Daube stated perception is more important than reality. It is critical to survival.

- There is a need for a public relations program; he has suggested to Superintendent Zito it should be considered to have a structured PR program;
- Our Website is weak regarding Board members – need to have a good biography; needs to be seen as focusing on kids;
- All of you mentioned politics of the Town – it is perceived to be political cliques on the Board – reach out to each other and the community;
- You don't want to say anything that you don't want to report to a newspaper;
- Some Board members are perceived to be throwing their weight around in the community and on the Board; the Chairperson and Superintendent speak for the Board – not individual Board members – when speaking to members of the community and you hear a complaint – remember, there is a process to follow.
- When visiting schools, you must act as an ordinary citizen.
- We have a new Superintendent – if he looks good, you will look good. The Board's concern should be for the Superintendent. Treat the Superintendent with respect. You can still disagree. Respect his privacy. The Superintendent **does** run the system. Some people give the Superintendent a hard time – give him real authority. Always get the Superintendent's recommendation before making a decision to a situation.
- If there is a meeting coming up and you need to talk, call the Superintendent ahead of time – surprises should be at a minimum;
- Allow the Superintendent to make mistakes;
- Allow the Superintendent to be critical of you;

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**MONDAY,
OCTOBER 5, 2009**

- Dr. Daube stated he is glad we have a Superintendent that sits among the Board – Good!
- There are serious issues with the Board and community – remember the community is changing – there are many transients here – every resident of East Hartford is yours – the Board;
- East Hartford political machines are very strong – some feel that the Board members feel they should report to the political machines. The Town should put people on the Board that will serve the children;
- Dr. Daube suggests conversations should cease regarding Dr. Martinez –she is gone – forget about the past – he does hope the plans put in place by Dr. Martinez will continue to be utilized;
- Regarding “Middle Class” moving to other school districts – the long term goal of the Board should be to reduce that number.

Dr. Daube suggested, when the Board is ready, they should have a party – possibly to celebrate something – but – do not have a party to discuss Board matters. It is possible to be role models; i.e., have a 10th grader follow you around – not now, but eventually.

Dr. Daube believes the Board is on the right track “it is a new day”. Don’t be too overwhelmed with spending a lot of time on school Board matters – that is the Superintendent’s job.

Dr. Daube congratulated Board members that have changed and “not throwing their weight around”. He suggested to pay attention to curriculum. He further suggested holding workshops and also getting together in “reading teams” to go out to various schools and read. Demonstrate to Commissioner McQuillan that East Hartford is on its way.

Ms. Mayranen-O’Brien asked Dr. Daube his thoughts on advisory councils. He stated he believes in advisory councils as well as school advisory groups.

Report on CMT and CAPT

(Mark F. Zito, Superintendent)

(Debbie Kaprove, Assistant Superintendent)

(Dr. Linda Iverson, Supervisor, Secondary Instruction)

(Marcia Huddy, Supervisor, Secondary Instruction)

Detailed results of the 2009 Connecticut Master Test (CMT) were presented. Superintendent Zito stated of most importance is that we continue to see Cohort growth and improvement in academic skills. It was noted the 5th grade results in all areas were particularly impressive. Ms. Huddy noted the Data Team process is being used to identify needs of students as well as other instructional strategies.

Limited growth was noted in grades 6,7, and 8. Superintendent Zito stressed we need to urge families to stay in East Hartford public schools, especially after fifth grade. It does make a difference in the education of their children. He also stated parents need to get more involved in the budget process.

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**MONDAY,
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Dr. Iverson noted we are using effective teaching strategies and providing on-site training. She suggested that literacy and math time be taught in the morning, rather than as presently being taught in the afternoon. Students are more energetic in the morning.

Chairperson Mary Alice Dwyer Hughes stated we expect every child to succeed. Parents must help in this ongoing process.

**Annual Secondary Summer School Report
(Debbie Kaprove, Assistant Superintendent)
(Pat Perrone, Coordinator, Adult Ed/Summer School)**

Ms. Perrone noted we had a very successful year. Enrollment increased as well as those with passing grades. Ms. Perrone reviewed the registration process and noted all students are required to have a guidance counselor's approval prior to signing up for summer school. East Hartford students do not pay a fee. It was also noted that Glastonbury students coming to our program totaled 53. We expect to continue with our success during the coming year.

COMMITTEE REPORTS

Chairperson/ Superintendent Reports

Superintendent Mark Zito

- Superintendent Zito thanked Dr. Daube for his ongoing support to the Board of Education as well as the Superintendent;
- Thanked Donna Sahlberg and staff at Central Registration for allowing us to have a very smooth enrollment process this year;
- In response to a question from a Board member, Superintendent Zito noted to date we have processed over 5,000 applications for free and reduced lunches;
- Attended Child Plan Committee meeting;
- Re: EH/Glastonbury Magnet School – Superintendent Zito was asked for an update. He stated he will contact Glastonbury for an update.
- Thanked all presenters this evening for their reports on CMT and CAPT results.
- Thank you to the union for getting Project Opening Doors into East Hartford.

Chairperson Mary Alice Dwyer Hughes

- Chairperson Mary Alice Dwyer Hughes thanked Dr. Daube for his ongoing support and assistance to our Board in helping the Board to work together as a team. We need the support of the community and parents, even if it is for volunteerism.
- Urged parents to spend time with their children in teaching them – we will do our part as a school district, but we really need your support also.

Special Committee Reports

Policy & Audit – Mary Alice Dwyer Hughes – meeting scheduled for October 21st;

Curriculum – Hilde Mayranen-O'Brien - met earlier today; there is a lot going on;

Facilities – Robert Damaschi –meeting scheduled October 8th, 5:00 P.M.

Finance & Audit – Ram Aberasturia - meeting scheduled October 7th, 5:30, Board office;

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**MONDAY,
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Future Planning – Karen Howe – In Ms. Howe’s absence, Chairperson Mary Alice Dwyer Hughes stated we will be having a redistricting study done. The State Department of Education has asked us to re-visit K-5, 6-8, then 7 & 8th grades.

PERSONNEL

MOTION

By Ram Aberasturia
Seconded by Marcus Oladell, IV
To approve one **Resignation:**
1. Elizabeth Rivera, Parent Educator, effective 9/30/09
Motion unanimously carried.

MOTION

By Hilde Mayranen-O’Brien
Seconded by Ram Aberasturia
To approve one **Retirement**, with regret:
1. Ronnie L. Wilson, Custodian II, effective 10/2/09
Motion unanimously carried.

OLD AND UNFINISHED BUSINESS

MOTION

By Ram Aberasturia
Seconded by Anita Morrison
To remove from table and approve the following:

Remove from Table and Approve Policy 1170 Recognition of Students, Citizens, Staff Members and Members of the Board of Education

(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)

Remove from Table and Approve Policy 1660 School Business Partnership

(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)

Remove from Table and Approve Policy 5131.8 Off School Grounds Misconduct

(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)

Remove from Table and Approve Bylaw 9221 Filling Vacancies

(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)

Motion carried. Nay: Robert Damaschi

NEW BUSINESS

To Approve Request for Overnight Travel to Puerto Rico

(Debbie Kaprove, Assistant Superintendent)

MOTION

By Hilde Mayranen-O’Brien
Seconded by Ram Aberasturia

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**MONDAY,
OCTOBER 5, 2009**

To approve request for overnight travel to Puerto Rico
Week of April 15-22, 2010.
Motion carried. Nay: Robert Damaschi

**To Table for First Read Policy 2112 – Professional Development Opportunities
(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)**

MOTION By Ram Aberasturia
Seconded by Anita Morrison
Re: Policy 2112 – Professional Development Opportunities –
move back to Policy & Audit Committee
Motion unanimously carried.

**To Table for First Read Policy 2132 – Assistant Superintendent of Schools
(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)**

MOTION By Ram Aberasturia
Seconded by Anita Morrison
Re: Policy 2132 – Assistant Superintendent of Schools –
move back to Policy & Audit Committee
Motion unanimously carried.

CONSENT CALENDAR

MOTION By Ram Aberasturia
Seconded by Bryan Hall
To table for first read the following policies on Consent Calendar
Items b-h, j, and l through w:

**To Table for First Read Policy 1240 – Citizens’ Assistance to School Personnel
(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)**

**To Table for First Read Policy 2000 – Concept and Roles in Administration
(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)**

**To Table for First Read Policy 2001 - Participatory Management - Philosophy
(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)**

**To Table for First Read Policy 2001.2 Participatory Management – Representative and
Deliberative Groups
(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)**

**To Table for First Read Policy 2010 – Goals and Objectives
(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)**

REGULAR MEETING
EAST HARTFORD BOARD OF EDUCATION

MONDAY,
OCTOBER 5, 2009

To Table for First Read Policy 2100 – Administrative Staff Organization
(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)

To Table for First Read Policy 2110 – Management Positions
(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)

To Table for First Read Policy 2130 – Job Descriptions
(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)

To Table for First Read Policy 2133 - Principal
(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)

To Table for First Read Policy 2140 – Superintendent of Schools
(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)

To Table for First Read Policy 2220 – Representative and Deliberative Groups
(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)

To Delete Policy 2230 – Control and Communication Channels
(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)

To Table for First Read Policy 2231 – Policy and Regulation Systems
(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)

To Table for First Read Policy 2232 – Dismissal of Classes/Teachers
(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)

To Table for First Read Policy 2240 – Research, Evaluation, Planning
(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)

To Table for First Read Policy 2300.1 – Statement of Standards for School Leaders
(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)

To Table for First Read Policy 5141.4 – Reporting of Child Abuse
(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)

To Table for First Read Policy 6145.22 - Interscholastic/Intramural Athletics
(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)

To Table for First Read Bylaw 9000– Roles of the Board and Members (Powers, Purposes, Duties)
(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)

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EAST HARTFORD BOARD OF EDUCATION**

**MONDAY,
OCTOBER 5, 2009**

**To Table for First Read Bylaw 9271 – Code of Ethics
(Mary Alice Dwyer Hughes, Chair, Policy & Audit Committee)**

Motion unanimously carried.

REPRESENTATIVE REPORTS

- **Ram Aberasturia** visited EHMS, Mayberry and Langford schools. He talked with staff and asked if they had any concerns with the upcoming school year and was there anything the Board could do to help. They stated they have no complaints or requests at this time.
- **Anita Morrison** visited O'Brien Open House – it was a terrific success; it was great to see parents. Also attended Child Plan meeting.

PUBLIC PARTICIPATION – None

QUESTIONS/CONCERNS BY BOARD MEMBERS

Ram Aberasturia – re: requests report on how long do our students remain in the ELL program before being exited out.

Dorese Roberts – (1) It is important to be concerned about what our students need and not to focus on always complimenting staff; (2) when parents are not there for children, it is the responsibility of the school district to teach those children in what they are lacking at home.

Bryan Hall – re: we need to think of a way to work with PTA's & PTO's and parents.

Anita Morrison – re: PTA's and PTO's – suggests have coffee hours at meetings and suggests parents can volunteer and work together.

TOPICS FOR FUTURE AGENDAS

- Dress Code (Anita Morrison)
- Mentoring Program (Bryan Hall)

MOTION

By Dorese Roberts

Seconded by Ram Aberasturia

To adjourn the Regular Meeting of the Board (9:25 P.M.)

Motion unanimously carried.