

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Thursday, February 15, 2018 at 6:30 p.m.

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

PRESENT: President Brown, Commissioners Awwad, Harvey, Hernandez, Serrano-Adorno, Stango, Sweeney, Theriault, J. Van Stone, and T. Van Stone.

ALSO PRESENT: Mayor O'Leary, Deputy Superintendent Robert Henry, Chief Academic Officer Darren Schwartz, and Director of Personnel Robert Brenker.

1. SILENT PRAYER

President Brown called the meeting to order at 6:37 p.m. with a moment of silence.

DEPUTY SUPERINTENDENT: In our moment of silence this evening let us remember Dr. Charles Joy who passed away on January 18. Dr. Joy served as Waterbury Public Schools Assistant Superintendent for Instruction for ten years, retiring in 1995. I would like us to remember Dr. Joy and recognize his service and dedication to the students of Waterbury this evening. In addition, we're asking that tonight we should remember the 17 students who tragically lost their lives yesterday at Marjory Stoneman Douglas High School in Parkland, Florida. Our thoughts and prayers go out to their families and to everyone affected by this tragedy.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

Commissioner Jason Van Stone led everyone in the Pledge of Allegiance to the Flag.

3. ROLL CALL

CLERK: Commissioner Awwad.

AWWAD: Here.

CLERK: Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hernandez.

HERNANDEZ: Here.

CLERK: Commissioner Serrano-Adorno.

SERRANO-ADORNO: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Theriault.

THERIAULT: Here.

CLERK: Commissioner J. Van Stone.

J. VAN STONE: Present.

CLERK: Commissioner T. Van Stone.

T. VAN STONE: Present.

CLERK: President Brown.

BROWN: Present.

4. COMMUNICATIONS

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

1. Copy of communications dated January 16, 2018 from Civil Service certifying Maria Jimenez for the position of Supervising Vice Principal/Tinker and Laura Curley-Colon for the position of Supervising Vice-Principal/Gilmartin.
2. Email communication dated January 18, 2018 from CABB regarding policy highlights.
3. Communication dated January 18, 2018 from Arbitrator Leslie Williamson, Jr. regarding arbitration award in the matter of Waterbury BOE and SAW.
4. Copy of communication dated January 23, 2018 from Civil Service certifying Anne Phelan for the position of Human Resources Generalist.
5. Email communication dated January 24, 2018 from Robert Goodrich regarding RACCE Statement.
6. Email communication dated January 27, 2018 from Danielle Albert regarding follow-up TAG letter.
7. Copy of communications dated January 30, 2018 from Civil Service certifying Angelia Dowdell and Aimee Scarduzio for the position of ABA Behavioral Therapist.
8. Copy of communications dated January 30, 2018 from Civil Service to Maria Talbot and Porshea Davis regarding their acceptance of offer for the position of Lunch Aide.
9. Copy of communication dated January 30, 2018 from Civil Service certifying Lucesia Rivera for the position of Student Registration Specialist.
10. Communication dated February 9, 2018 from Louise Allen Brown, Grant Writer, regarding School Security Competitive Grant Award/Round 3.
11. Communication dated February 12, 2018 from Louise Allen Brown, Grant Writer, regarding New State Funded Afterschool Grant Awards.
12. Communication dated February 12, 2018 from Louise Allen Brown, Grant Writer, regarding New 21st Century Community Learning Centers Afterschool Grant Awards.

THERIAULT: Point of order. My point of order is that I had a request for a communication, and email communication which you President Brown vetoed through the Clerk of the Board. I just wanted that to go on the record. Thank you.

BROWN: Discussion on the communications before us? All in favor, opposed, motion carries.

5. PUBLIC ADDRESSES THE BOARD

Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Sweeney, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:43 p.m.

BROWN: Motion made and seconded. All speakers are encouraged to submit prepared written statements to the Commissioners. Comments shall be limited to a maximum of five minutes. There will be no responses from the Board this evening but know we will take into consideration your issues and get back to you. Thank you. Is there anyone from the public who did not sign up and wishes to speak?

Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Sweeney, it was voted unanimously to return to the regular order of business at 6:43 p.m.

BROWN: Discussion? All in favor, motion carries. Thank you.

6. DEPUTY SUPERINTENDENT'S ANNOUNCEMENTS

Mr. Henry read and distributed the following announcements:

I'd like to start my announcements today by wishing everyone a belated Happy Valentine's Day and to reflect on how the day also provides an opportunity each year to reflect on our friendships and for carrying out good deeds.

Our schools are continuing to celebrate Black History Month. While the history is infused through our curriculum throughout the year, we have finalized our Black History Month calendar of activities which is available on our district website. Please note that some schools have had to change the dates of special events due to snow dates or school delays.

Our students and staff have been working hard, and it is that time of year that testing is upon us. Students in grades 3-8 will be taking the Smarter Balanced Assessment in Math and English Language Arts starting in late March and ending in May. Students in these grades are taking interim assessments during school hours that mimic the Smarter Balanced Assessment, and our staff is working hard to ensure all students have exposure and can navigate the online assessment.

In addition, our 11th grade students will be taking the SAT on March 21st. They have been utilizing Kahn Academy, which bridges the gap between individualized needs with tutorials and videos in those areas.

Also this year, students will be taking the field test for our new standards in science, also known as the Next Generation Science Standards.

For the parents listening tonight, please visit our Waterbury Public Schools home page for useful links to resources and information regarding testing and opportunities for your child to take practice assessments.

The CT Department of Emergency Services and Public Protection, Division of Emergency Management and Homeland Security recently announced Round 3 School Security Competitive Grant Program Awards to 51 towns across Connecticut. The grant will facilitate security improvements at 14 Waterbury schools at a total cost of \$424,260. These grants will fund an interoperability communication system for seventeen buildings, including Adult Education. This system will allow school staff and police to communicate more effectively during an emergency.

Waterbury has been awarded two new 21st Century Community Learning Center Afterschool Grant Awards: one for Carrington & Gilmartin Schools (grades 6-8) and one for Reed & Duggan Schools (grades 6-8). Both programs will offer strong literacy, math, science, technology, arts, health and wellness, and recreation components, as well as positive youth development. Each is a five year grant. The total grant award over five years to Waterbury for these grants is \$1,443,453.

Waterbury has also been awarded two new afterschool program grants from the State Department of Education, totaling \$499,054 over two years. These grants will fund after-school programs at Wallace and West Side Middle Schools and Kingsbury Elementary School. These programs will also focus on literacy, science, technology, arts, recreation, healthy living, and positive youth development.

This year's African-American Mayor for a Day is Mrs. Shirley J. Norman, a retired Waterbury Public Schools teacher and administrator. She will be honored on Wednesday February 21st at 10:00 a.m. at Waterbury City Hall. Mrs. Norman taught in the Waterbury schools for 36 ½ years. During her career as a teacher she taught all grades K-12, and was selected as one of the teachers to write a new social studies and history curriculum for the Waterbury Public School district. Additionally, during her career in education she served as Junior and Senior Class Advisor, Social Studies and History Department Head for five years, and Vice Principal of Wilby High School before retirement.

Student art work will be on display at the Mattatuck Museum from February 22nd to April 22nd. There will be a public reception on March 20th from 5:00 p.m. to 6:30 p.m. at the museum. The show is called Artrageous: A Season of Many Colors.

The Title I District Parent Advisory Council is hosting a meeting for parents next Wednesday, February 21st, on keeping your child healthy during this flu season. The meeting is being held at Reed School from 5:00 to 6:30 p.m. and is open to parents throughout the district.

The first Waterbury Middle School Robotics Competition will be held Saturday, February 24th in the West Side Middle School cafeteria, with events taking place from 9:00 a.m. to noon. Two teams each from West Side, Wallace, and North End, and one team from Enlightenment will compete. The high school robotics teams from Kennedy and Crosby will be running the program.

The Connecticut PTA is conducting an information session for parents on the value of implementing a PTA in their schools on Wednesday, March 7th at 10:00 a.m. and again at 6:00 p.m. at the Crosby High School Media Center. Parents may attend either session if they are interested in learning more about how to start a PTA.

Finally this evening, please be reminded that schools will be closed on Monday, February 19th, and Tuesday, February 20th in observance of Lincoln's Birthday and Presidents Day.

This concludes the Deputy Superintendent's Report.

7. PRESIDENT'S COMMENTS

BROWN: Thank you very much, lots of wonderful activities. I have not comments this evening and with permission of the Board I'd like to go to number 12, Committee of the Whole, Vice President Harvey.

HARVEY: We're looking at item number 12.1.

SWEENEY: Point of order, we need a motion.

BROWN: I'm sorry; we need a motion to go out of order.

Upon a motion by Commissioner Awwad and duly seconded by Commissioner Harvey, it was voted unanimously to resolve into Committee of the Whole to address items 12.1 and 12.2.

BROWN: Discussion. All in favor, motion carries. Thank you.

12. COMMITTEE OF THE WHOLE

Item #12.1

HARVEY: Ladies and gentlemen, the Committee of the Whole recommends approval of the recommended new salary range of the Superintendent of Schools as follows:

From: \$175,000 ~ \$225,000

To: \$185,000 ~ \$245,000

Respectfully submitted and so moved.

AWWAD: **Second.**

BROWN: Discussion? Commissioner Van Stone.

T. VAN STONE: Thank you Madam President, through you. Unfortunately I wasn't able to be at the discussion Tuesday evening when this was discussed. I certainly understand why we would want to look to broaden the range unfortunately one in these economic times and not sure certainly if you look back on our last few superintendents, the track records, we're not doing well. So to just open up a wider range I think is difficult for a number of reasons, mainly the economic times. We're certainly seeing less money coming from the State. We're gonna try to have to juggle a little bit on

positions we currently have. It's just gonna be very, very difficult. Again, I truly understand why we would like to broaden the range but I'm not sure necessarily because our track record so far of throwing money at things just hadn't worked. So I would prefer to keep the current range. Thank you.

BROWN: Thank you. Any other comments? Commissioner Van Stone and then Commissioner Theriault and then Commissioner Stango.

J. VAN STONE: Thank you Madam President, through you. Not to belabor the point but I am in agreement, I'm not too sure that right now in these times raising the salary range makes sense, I was able to do a little bit of research over the past couple days since Tuesday, and it is the internet so forgive me if the numbers are a little bit off but right now the average median in the United States for a superintendent is about 180,000; anything over 200,000 is above the 85th percentile. So the original argument that we need to have something in the 220's to draw people from other states doesn't seem to hold water. Additionally I was able to learn that the current superintendent in Norwalk does have a bonus structure in their contract, I know that didn't seem to get much traction at the last meeting the idea of paying someone once they perform but I think I'd be more interested in having a Superintendent come in with still a pretty good salary at \$195,000 or whatever it will be and come and make some of that change before we start backing up the Brink's truck. So I will not be in support of the new range tonight. Thank you Madam President.

BROWN: Commissioner Theriault.

THERIAULT: Outrageous. That's it.

BROWN: Commissioner Stango.

STANGO: Thank you President Brown. People paying attention you all know that I have never shied away for voting for dollar items if I was convinced it was for the good of the district and for the students and I will continue to do that. However in this case I don't think it will achieve what it is intended to do. I feel it sends the wrong message to the public at these times. We have all heard dire talk about the budget recently. The Mayor spoke passionately about the SAW contract costs last week. We have seen reports from the State regarding ECS funding. We have pondered reports from our own Finance Committee regarding Alliance funding and issues. Money or lack of it is always a concern and it will always be a concern. We do need to prioritize where the money goes. I believe our next superintendent is going to need support from day one. One thing we need to do is we need to search for, going forward, a full time chief operating office/chief of staff. That is in my view imperative that we have that position in place and that we fill it. The superintendent, whoever it is that comes in, is going to need that support and I believe that wholeheartedly and that would be more money. I'm not in favor of increasing the range at this time. I believe that in the end the new superintendent's starting salary will be about the same regardless of what the range is voted on tonight. Perhaps though if this search fails because of that salary, I hope it doesn't, but if it fails and then we need to revisit it I would entertain the thought of that but not at this time. Thank you very much.

BROWN: Thank you. Any other comments? Commissioner Awwad.

AWWAD: It's no secret that Commissioner Tom Van Stone and I tend to agree from time to time but tonight I think we're gonna disagree. And Tom, Commissioner, I don't mean to be so informal, your comment about economic times being difficult is well heard but I think educational times in this town are even in more dire straits when we look at the test scores which is something that's near and dear to Commissioner Theriault's heart and when we look at the cost of the operation budget of this City I can see why people are concerned that changing the range, again, we're not creating a contractual obligation, we're increasing the range for an opportunity to secure a superintendent that could move the needle, after we've read in the paper the last few days, hasn't budged in 15 years. So if by changing a range we can attract a candidate that might be able to come here, roll up his or her shirt sleeves and dive deep I would be for it. Some of the other things I think we need to remember as Commissioner Van Stone pointed out about our budget, the SAW negotiations have resulted in some flexibility in our ability to make some structural changes in Central Office without creating bumping rights. It will allow either this Board or the new superintendent to make some changes and free up some money and perhaps change the structure of Central Office. So I think there's dollars available there as we all raise the red flag about the money. As I said the other day and I'll say it again, I'm in support of this, I am in support of finding the best candidate and if by changing a range will increase the likelihood of someone taking a second look at a district that's troubled then I'm all for it and I'll be support this tonight.

BROWN: Thank you. Any other comments. Mayor O'Leary.

MAYOR: Thank you Madam President. Just to go down memory lane a little bit. Over the last six years this administration has averaged less than 1.5% per year in spending, less than 1.5%. There's not a city in Connecticut that has averaged less than 1.5% in spending. We've gone to binding arbitration with the police, with the fire, with the SAW, we're very fiscally conservative. I think you all know that. But I might remind you that this Board is not so fiscally conservative when it comes to passing along a budget each and every year of those six years over to my office. Your budgets range anywhere from two to three and a half percent increases year over year yet you're questioning this administration on a salary range increase. A salary range increase that just may attract a candidate that wouldn't be otherwise interested in coming here. A salary range increase doesn't mean it's an absolute increase; it could be if we found a candidate that could move the needle in this district forward which under your leadership hasn't done so in 15 years. Now certainly not all of you are responsible for that as I look around the table, most of you are not, but I would think you might jump at the chance to have an opportunity to attract a candidate for superintendent of this school district that might actually show marked or measurable or incremental or slight improvement which you haven't seen. We hired a national search firm to find the right superintendent to lead this district. That national search firm has recommended this salary range change. So I find it rather interesting that we're talking about 10,000 on the low end and 20,000 on the high end and you guys are worried about that yet each and every year for the last six years most of you at this table are responsible for sending me a budget with millions of dollars in increases. I say we show the public we're trying to find prospective candidates for superintendent throughout the land that we're trying to do the right thing to attract a leader to be the superintendent of this school district that might actually move the needle forward. That's all I have for now.

BROWN: Any other comments? Commissioner Theriault.

THERIAULT: Currently when we look at the amount of money that we're spending on a superintendent, just to keep you kind of up to snuff, it's about a thousand bucks a day. Now people in Waterbury when they take a look at a thousand bucks a day there's some people in Waterbury that don't make a thousand bucks a month. A thousand bucks a day. Now we're gonna raise that to 12, 13 hundred dollars a day. That would be including the 20, maybe 20 or 30 thousand dollar annuity. But just to keep in perspective, we're not living in the gold coast or down at Greenwich in one of these places that's fancy and highfalutin. We're blue collar workers, many of us, we came up the rough way in a shop town and now all of that has changed and people are really struggling in this town. And I do agree with some of the arguments from the Mayor and Commissioner Awwad and they are good, sound arguments. But I just want you to know where we are in terms of the race and in terms of the gold post and in terms of the finish line. If you're gonna start off on the 50 yard line you're gonna start to pay a superintendent \$245,000 plus maybe a \$30,000 annuity, plus medical and fringe benefits, it's a big nut. So that's my opinion with all due respect to all the other Commissioners and they have good, strong arguments. Thank you.

BROWN: Thank you. Commissioner Van Stone.

J. VAN STONE: Just for the record while the Mayor is correct and should be outraged by some of the budgets we've sent to him. The people who are voting against the range tonight are the same people who voted against those budgets.

ROLL CALL VOTE ON ITEM #12.1:

Yeas: Commissioners Awwad, Harvey, Hernandez, Sweeney, President Brown, and Mayor O'Leary – 6

Nays: Serrano-Adorno, Stango, Theriault, J. Van Stone, and T. Van Stone – 5

CLERK: Six/five; motion passes.

Item #12.2

HARVEY: Ladies and gentlemen, the Committee of the Whole recommends approval of the recommended revisions to the job description of the Superintendent of Schools, as follows:

(deleted language in ~~strikethrough~~ – new language in **bold**):

Required Experience and Training:

(Candidates must have demonstrated leadership ability and be in possession of or eligible for a Connecticut State Certificate for Superintendent of Schools (093). ~~Preference will be given to~~ Candidates must have **EITHER** ~~with~~ an earned doctorate in education from an accredited college or university approved by the Connecticut State Department of Education and ~~who~~ have three (3) or more years' experience as a central office administrator at the level of Assistant Superintendent of Schools (Waterbury equivalent) or above at a k-12 system **OR** ~~if fewer than ten (10) candidates have doctorates then appropriately certified candidates holding degrees below the doctorate~~

and ~~who~~ have five (5) or more years' experience as a central office administrator at the level of Assistant Superintendent of Schools (Waterbury equivalent) or above in a k-12 system. ~~may be considered.~~
Candidates must have at least five (5) or more years' educational experience as a school based administrator (principal, vice-principal or equivalent) in a large urban school district with more than 10,000 students.

And so moved.

AWWAD: **Second.**

BROWN: Discussion? Commissioner Van Stone and then Commissioner Stango.

J. VAN STONE: As I've said in the committee meetings earlier I think for an educator to obtain their Doctorate shows a level of commitment that is second to none. Holding your master's and 30 is a tremendous, tremendous level and one everyone should be proud of; it's more than I got. But for the city to remove the Doctoral preference I think is a misstep. Again, doing some research online, looking at what are generally considered the 10 highest performing, most ethnically diverse cities of 100,000 people or more, top ten, eight of those superintendents hold Doctorates. That doesn't mean that's why they're great but in a world that is driven by data I think it is something that we need to consider. I'm all for opening pools and getting more potential people but that's why we just raised this range was for the pool. I think it is a mistake to move the Doctoral preference and if it remains in I'll be voting against this new changed language. Thank you Madam President.

BROWN: Commissioner Stango.

STANGO: Thank you Madam President. Do I believe a superintendent needs a Doctorate to do a good job in administrating a district? No, I don't believe that. Do I believe the Waterbury superintendent should have a doctorate? In that one yes I do. Many smaller suburban districts employ such superintendents and they have excellent results for various reasons. Due to the student body, the parent life, due to the size of the district. However, Waterbury has a long tradition of hiring superintendents with Doctorates and we have many teachers in Waterbury who have Doctorates and in a sense if this goes through we're asking those teachers we have with Doctorates to answer to a superintendent, work with a superintendent, who doesn't have a Doctorate. I believe they can do that, it just makes that a little bit more tenuous. This Board voted to keep that requirement six years ago and I for one voted for it and I will do so again. As I stated before and as Commissioner Van Stone touched on, to me having a doctorate is evidence of many good things. It tells me the person is a goal setter, he knows how to organize, she has vision, has perseverance, is willing to work hard and willing to work long hours, she has follow-through and determination. These things are that the doctorate brings to the table and these attributes is what I want for our superintendent to bring to our district. And in that I will be voting no to disregard the doctorate.

BROWN: Thank you. Any other comments? Commissioner Harvey.

HARVEY: Thank you Madam President. I had to take a deep breath here because although I respect what has been voiced here tonight I, let me just say I like the doctorate, as I expressed in the past, you know that's my next step, I have a master's degree, the next step is a doctorate. But if we look at, first of all if we think about our kids and you know where they have been for the past six years as far as achievement, we've had doctorates and it hasn't moved, nothing has moved. When, as far as having vision, a doctorate, I have a master's degree, I have vision. I think if you keep doing the same thing you're gonna get the same results. We have to start thinking about our kids and we need to do something different. Now we have kept it under the recommendation of Mr. Rush. We have the doctorate still in there, the Ed.D. We have an "or" in the position which is the Master's. I think that would open up for more candidates and maybe we can get something that would hopefully move the target a little bit more for our kids. I am for what Mr. Rush has recommended, that is to remove the preference for the Doctorate and to include the master's degree. I think again we have to start thinking about our kids. When I take time to spend time with kids during the summer and I look at their reading, math, etcetera, and what improvements have been made, I applaud our staff for doing and all the work that they've done but nothing has moved, we have to do something different. So I am in support of this recommendation from Mr. Rush and I look forward to us moving forward and moving our kids forward. Thank you.

BROWN: Commissioner Awwad.

AWWAD: Thank you. I agree with Charles that Waterbury has had a long history of having a Ph.D. in the position but those that don't learn from history are doomed to repeat it and I think it's time that we opened up the opportunity for others to at least apply. As Commissioner Harvey points out, the Ph.D. is still there, we're just allowing other people to apply. As Commissioner Sweeney pointed out in the Workshop, they're gonna go through a civil service process, all of the applicants, and we're gonna get the top five. Shouldn't we allow ourselves to at least have the opportunity to look at as many potential candidates when we're only gonna see the five because that's what we're gonna get to choose from. And the only other point that I'll make and I don't mean to pick on Commissioner Stango, but you talked about someone with a Ph.D. has a commitment to their own education, and I appreciate that, but I'm looking for somebody with a commitment to our children's education so I'll be supporting changing the description tonight.

BROWN: Any other comments? Mayor O'Leary.

MAYOR O'LEARY: Quickly. I'll just return back to the process. So we went ahead and spent an awful lot of money and hired a search firm, a nationally renowned search firm because we all agreed at that time it was worth to spend, we felt, the extra money to secure what was the best search firm that had come forth for this process. This best search firm we all agreed upon has recommended that we open this pool of candidates up, as Commissioner Awwad points out, all we're doing is looking for a wider pool of candidates. We certainly could end up and might end up with the top five candidates all having their Doctorate, we might, but guess what, to Commissioner Jason Van Stone's point, out of the top ten superintendents, eight of the top ten had the doctorate; two didn't, so who knows, we may just end up with that diamond in the rough, I don't know. But what I do know is that we're gonna give others, and we're gonna show the public and show the superintendents and the assistant superintendents and the deputy

superintendents out there that we are serious about finding qualified candidates to lead this district forward. So, again, I'm going to go back to what we, the process we paid all this money for and say I think we're not being open-minded if we're not going to accept the recommendations of Dr. Rush and his team to make the changes that are in front of us tonight. Thank you.

BROWN: Any other comments? Madam Clerk, call the roll.

ROLL CALL VOTE ON ITEM #12.2:

Yeas: Commissioners Awwad, Harvey, Hernandez, Serrano-Adorno, Sweeney, T. Van Stone, and President Brown – 7

Nays: Stango, Theriault, and J. Van Stone – 3

CLERK: Seven/three, motion passes.

BROWN: Could I ask the indulgence of the Board, we have members here who are going to be new staff so I wondered if we can go to number ten.

Upon a motion by Commissioner Awwad and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business, resolve out of the Committee of the Whole.

BROWN: Discussion? All in favor. Now I would ask to go to number ten.

10. COMMITTEE ON SCHOOL PERSONNEL

10.1 Upon a motion by Commissioner Stango and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve of the appointment of Jennifer A. Deeley as Waterbury Arts Magnet School Assistant Principal, effective February 21, 2018.

BROWN: Discussion?

DEPUTY SUPERINTENDENT: It is my pleasure to present to you this evening Jennifer Deeley who happens to be my recommended candidate for Vice Principal of Waterbury Arts Magnet School. Ms. Deeley has in fact been serving as a teacher in Waterbury Public Schools for the last 19 years. She has been an administrator during the summer school programs, head coach at Kennedy High School, and interim vice principal at Wilson School. Her principal has described her as having extraordinary leadership skills and an effective educator. So with that I welcome and present to the Board the candidate.

BROWN: Call the roll please

ROLL CALL VOTE ON ITEM #10.1:

Yeas: Commissioners Awwad, Harvey, Hernandez, Serrano-Adorno, Stango, Sweeney, Theriault, J. Van Stone, T. Van Stone, and President Brown – 10

BROWN: Ten/zero, unanimous.

(applause)

DEELEY: Mayor O’Leary, Deputy Superintendent Mr. Henry, President Brown, Vice President Harvey, and all Commissioners of the Board of Education, thank you for this tremendous opportunity and I look forward to working with the students, family members, community, Board of Education, administration, to enforce an environment of achievement, respect, and success. Thank you very much.

(applause)

10.2 Upon a motion by Commissioner Stango and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve the appointment of Maria P. Stasaitis as Waterbury Arts Magnet School Assistant Principal, effective February 21, 2018.

BROWN: Discussion? Deputy Superintendent.

DEPUTY SUPERINTENDENT: Thank you. Again, it is my pleasure to present this evening Maria Pesce Stasaitis, I practiced that. She’s my recommendation for candidate as Vice Principal at again Waterbury Arts Magnet School. Ms. Stasaitis has been a teacher for 13 years, a reading teacher currently at North End Middle School and she’s a co-manager of TEAM Coaching Mentoring Program at her school. She’s a proven person with a record of success on behalf of students and it is my pleasure to present her to the Board as well.

BROWN: Madam Clerk.

ROLL CALL VOTE ON ITEM #10.2:

Yeas: Commissioners Awwad, Harvey, Hernandez, Serrano-Adorno, Stango, Sweeney, Theriault, J. Van Stone, T. Van Stone, and President Brown – 10

(applause)

STASAITIS: Thank you all. I want to thank each of you for the opportunity to continue to serve our Waterbury community. I also want to thank my family, my friends, my husband Stan, and my two little girls for their love and support. Waterbury is a place that I’m passionate about having been born and raised here. I’ve had the privilege to be a teacher here for the past 13 ½ years and am now honored to take on my new role as the assistant principal of the Waterbury Arts Magnet School. I am confident that through partnering with you all, the administrative team, the school staff, community, families and students we can continue to uphold the WAMS core beliefs and values and continue to set high standards for all. Please accept my most sincere pledge of my full commitment, devotion, and energy to our students and families. Thank you again.

(applause)

10.3 Upon a motion by Commissioner Stango and duly seconded by Commissioner Sweeney, it was voted unanimously to approve of the job specifications for, and new position of, Human Resources Associate-Education, to replace the current position of Human Resources Assistant-Grant Funded Personnel.

BROWN: Discussion.

STANGO: I'm going to ask Mr. Brenker to come up here. We had a Committee meeting tonight regarding this and because of time commitments we had move it quickly. So Mr. Brenker will fill in the whole Board what he filled us in at the Committee.

BRENKER: Thank you Commissioner Stango. This is a new position however it is a reduction from a current position. We will abolish one human resources assistant, we will not fill, it will not be frozen, it will be eliminated. This position is necessary because of the growth in the grant workforce that we have. We need a person to process the paperwork for all the grant employees. Currently we don't have that person. The salary and job requirements are reduced. Any questions?

BROWN: Thank you. All those in favor, opposed, abstain. Motion carries. Thank you. Now we'll go back to the Consent Calendar. Is there anybody who would like anything removed from the Consent Calendar? Commissioner Theriault.

8. CONSENT CALENDAR

THERIAULT: Yes President Brown, I would like items 8.1, 8.2, 8.3, 8.4, and 8.5 removed the Consent Calendar.

BROWN: So you're not in favor of a Consent Calendar this evening?

THERIAULT: No, I didn't say that. What I said was, and I'll repeat it, I would like items 8.1, 8.2, 8.3, 8.4, and 8.5 removed from the Consent Calendar.

9. ITEMS REMOVED FROM CONSENT

8.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the Memorandum of Understanding with Fairfield University for teacher participation in the Anne E. Fowler Fellowship Program.

BROWN: Discussion? All in favor, opposed, abstain. Motion carries. Thank you.

8.2 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to approve the new Parent and Family Engagement Policy for Title I Students/#6172.4. Said policy replaces the Board's current District Level/Title I Parent Policy/#6172.4.

BROWN: Discussion? All in favor, opposed, abstain. Motion carries. Thank you.

8.3 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to approve the revised Physical Restraint/Seclusion Policy/#5144.1.

BROWN: Discussion? All in favor, opposed, abstain. Motion carries. Thank you.

8.4 Upon a motion by Commissioner Theriault and duly seconded by Commissioner Awwad, it was voted unanimously to approve the use of

school facilities, at no charge, by the following school organizations and/or City departments:

GROUP	FACILITIES AND DATES/TIMES
P. Poulter	Regan all-purpose room: Thurs., Feb. 15, 5:00 - 7:30 pm (snow date: 2/16) (PTO family movie night)
D. Melendez	Chase gym: Wed., Feb. 7, 5:30 - 7:30 pm (Family Night)
M. A. Petrillo	Bunker Hill gym: Wed., Feb. 7, 6:00 - 7:00 pm (Black History event)
J. Reed	Rotella community rm.: Feb. 8, 9, 15, 7:30 am to 3:00 pm (training sessions)
Y. Demirali	Sprague gym: Tues., Jan. 30, 4:00 - 7:00 pm (Family Math Night) Sprague gym: Thurs., Feb. 8, 5:00 - 7:00 pm (Family Science Night)
G. Wright	Reed gym & café: Wed., Feb. 21, 5:00 - 7:00 pm (Title I Meeting), (snow date: Wed., Feb. 28)
L. Lombardi	Rotella aud., gym, café: Tues., Apr. 24, 6:00 - 7:00 pm (Family Fitness Night) Rotella aud., gym, café: Wed., Mar. 28, 5:30 - 7:00 pm (Arts Night) Rotella café: Wed., Mar. 14, 5:30 - 7:30 pm (Author visit) Rotella aud. & café: Thurs., Feb. 15, 6:00 - 7:00 pm (Family Math Night)
Susan Smyth	Crosby aud.: Fri., Feb. 2, 6:00 - 9:00 pm & Sat., Feb. 3, 5:00 - 8:00 pm (performances of Aladdin) (snow dates: 2/9 & 2/10)
S. Schulte	WAMS apron stage: Feb., Mar., Apr. 2:15 - 5:00 pm (rehearsals) May 17 th & 18 th (performances of middle school play)
M. Vagnini	WAMS atrium: Wed., Mar. 7, 6:00 - 9:00 pm (students' dinner show) (snow date: 3/13) WAMS recital hall: Thurs., Feb. 15, 2:00-8:00 pm (Concert) (snow date: 2/16)
Sch. Business Office	Wilby aud., gym, café: Fri., Mar. 9, 8 – 10 pm (set-up) Sat., Mar. 10, 7 am - 10 pm and Sun., Mar. 11, 8 am – 6 pm (Annual Robotics Event)
M. Rocco	W. Cross gym: Fri., Feb. 23, 5:30 - 8:30 pm (Family Paint Night) (snow date: 3/2/18)
M. Hulse	Kingsbury gym: Wed., Mar. 28, 5:00 - 7:00 pm (Health Fair)
L. Franks	Wilby gym: Wed., March 14, 6:45 - 1:00 pm (Blood Drive)
T. King	WAMS atrium: Thurs., Mar. 29, 3:00 - 7:00 pm (school fundraiser)
S. Schulte	WAMS media ctr.: Tues., Jan. 30, 2:00 - 4:00 pm (sch. presentation)
K. Silva	Maloney café: Thurs., Feb. 22, 5:15 - 8:00 pm (Black History Night)
M. Hulse	Kingsbury gym: Feb. 7, and Feb 21, 5 - p.m. (Literacy program)
V. Balsamo	Crosby café: Feb. to June, Thurs., 2:00 - 3:30 pm (Fiesta Fitness Class) Crosby aud., Thurs. May 17 & May 24, 5:00 - 9:00 pm (concerts) Crosby café: Mondays, Feb. to June, 2:00 - 3:15 pm (Staff Zumba class)
C. Swain	WAMS Media Ctr.: Mon., Feb. 5 5:00 - 8:00 pm (Special Meeting)
*D. Melendez	Chase gym: Wed., Feb. 28, 5:30 - 6:30 pm (Family Night)
*C. Damore	Wilson media ctr.: Mon., Feb. 26 (Sch. testing workshop)
*P. Caldarone	Crosby gym/café: Sat., Feb. 17, 2:30 - 6:00 pm (NVL Cheer competition)
*V. Balsamo	Crosby lobby/WMS café: Fri., Feb. 23, 7 – 11 pm (Crosby dance)
*D. Foster	Enlightenment café: Wed., Feb. 28, 5 – 7 pm (meeting re: Absenteeism) (snow date: March 7 th)
*M. Petrillo	Bunker Hill gym: Tues., Feb. 27, 5:00 - 7:30 pm (Black History event)

BROWN: Discussion? All in favor, opposed, abstain. Motion carries. Thank you.

8.5 Upon a motion by Commissioner Theriault and duly seconded by Commissioner Awwad, it was voted unanimously to approve the use of

school facilities by outside organizations subject to fees and insurance as required:

GROUP	FACILITIES AND DATES/TIMES
Porter & Chester L. Caouette	Kennedy aud.: Thurs., Feb. 1, 3:00-7:00 pm (graduation ceremony)
King of Honor Boxing M. Melendez	Crosby gym: Sat., May 12, 6 - 10 pm (USA Boxing event)

REQUESTING WAIVERS:

Distinguished Women of CT. Laura Thomas	Crosby aud. & 2 rms.: Sat. & Sun., Mar. 3 & 4 10:00 am - 6:00 pm (program & awards)	(\$1,512.)
Hoops 4 Life D. Fryer	Crosby gym: Apr. 28 & 29, 7:30 am - 10:00 pm Crosby gym: May 5 & 6, 7:30 am - 10:00 pm (basketball league games)	(\$1,302.) (\$1,302.)
P.A.L. Ofc. C. Amatruda	WSMS gym: Sat., Feb. 24, 8:30 am - 5:00 pm (basketball games)	(\$798.)
Womens Choice Assoc. Ashanti Rivera	Walsh gym: Sat., April 14, noon – 2:00 pm (diaper collection for diaper pantry)	(\$126.)
*Wtby. Knights Cheerleaders	Wilby aud. & café: Sun., Mar. 18, (Awards Ceremony)	(\$840.)
*Hoops 4 Life D. Fryer	Kennedy gym: Sundays/Mar. 4, 11, 18, noon to 4:00 pm WSMS gym: Sundays/Mar. 4,11,18,25, 11 am – 3 pm (basketball clinic)	(\$630.) (\$840.)

GROUPS NOT SUBJECT TO FEES OR WAIVER DUE TO TIME OF USE OR PREVIOUS WAIVER:

Hoops 4 Life D. Fryer	WSMS gym: Weeknights 4/2/18-6/12/18 4:30 - 9:00 pm Reed gym: Weeknights 4/2/18-6/12/18 4:30-9:00 pm (basketball program)
CT. Rebound D. Parker	Wilby gym: 3/5/18-6/28/18 Mon., Tues, Fri. 5:30 - 8:30 pm (basketball practices) (gym use only when gym available per A.D.)
P. Lott	Crosby gym: Mon. thru Fri. 2/26/18-6/29/18 5:00 - 8:15 pm Crosby gym: Mon. thru Fri. 7/5/18-8/20/18 5:00 - 8:30 pm (basketball practices) (gym use only when gym available per staff)
*P.A.L. Ofc. C. Amatruda	Wilby gym: Fri., March 2, 1:30 - 11:00 pm (wrestling event)

BROWN: Discussion? All in favor, opposed, abstain. Motion carries. Thank you.

11. COMMITTEE ON FINANCE

11.1 Upon a motion by Commissioner Awwad and duly seconded by Commissioner Harvey, it was voted unanimously to approve to apply for the Connecticut State Department of Education Primary Mental Health Program Grant 2017-2018 (continuation at Duggan and W. Cross Schools).

BROWN: Discussion? All in favor, opposed, abstain. Motion carries.

13. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to receive and place on file items 13.1 through 13.7 as listed:

- 13.1 Athletic appointments effective immediately:
Arroyo, Alyssa – JV Softball, WHS, effective 03/17/18.
Polaco, Alexander – Head Boys Swimming Coach, KHS.
- 13.2 Appointments:
Shocki, Jeff – Guidance Department Head, KHS, effective 01/09/18.
Toucet, Nyree – Guidance Department Head, WCA, effective 01/09/18.
- 13.3 Grant funded appointments effective immediately:
Henebery, Nicholas – Accountant 2, salary and benefits governed by the UPSEU Agreement, funded by IDEA Grant.
- 13.4 Waterbury Career Academy Student Selection Committee appointments, salary according to contract:
Bala McGuire, Elona Diorio, Jill Ogilvy, Lynn
Rodriguez, Alberto Wengertsman, Emily Wilson, Miriam
- 13.5 Extended School Hours (ESH) Program appointments, salary according to individual's contract:

<u>School</u>	<u>Last name</u>	<u>First Name</u>	<u>Assignment</u>
Kingsbury	Hamel	Claire	Sub
	Scalo	Karla	Sub
Walsh	Paris	Ana	Admin. Sub
	Natoli	Jane	Admin. Sub
Wilson	Healey	Tara	Teacher Sub
	Garafola	Denise	Teacher Sub

- 13.6 Retirements:
Aurio, Sandra – Guidance Counselor, WSMS, effective 06/30/18.
Forcucci, Paul – Music, CHS, effective 06/30/18.
Miller, Maureen – Speech Pathologist, Reed School, effective 06/30/18.
Ouellette, Chris – Music, Chase School, effective 06/30/18.
- 13.7 Resignations:
Bonaldi, Gary – Physical Education, WCA, effective 12/28/17.
Ciuffo, Anthony – Grade 5, Generali, effective 01/19/18.
Iannicelli, Joyce – Business Teacher, WHS, effective 01/09/18.
Katz, Roger – Kindergarten, Bunker Hill, effective 01/20/18.

BROWN: Discussion. All in favor, opposed, abstain. Motion carries. Going to 14 – Unfinished Business of the Preceding Meeting Only. Fifteen – Other Unfinished, New, and Miscellaneous Business.

AWWAD: I just wanted to by way of information say that under Item 13.4 I was, I did a little extra homework and did determine that the selection committee is made up of teachers from our area middle schools and I'm understanding that that selection

process is already underway and notification of selection and admission into the Career Academy have already gone out. The reason why I bring it up is if you look at the Academy I believe the original design, and you can correct me if I'm wrong Commissioner Sweeney, was for 800 students, we are over enrolled and I will caution that we stop over-enrolling because it does a disservice to the programs that are up there. So I would just ask that we hold to the amount of children that we're supposed to be taken which would be, if you want to take 205 because we might have a few drop out, that's fine, but to enroll 230, 235 students every year burdens the facility, taxes the teachers, and does not provide the quality of the type of education for the career pathways that we intended up there. And that's all I have to say about it. Thank you.

BROWN: Deputy Superintendent if you could look into that for us. Commissioner Van Stone.

T. VAN STONE: Thank you Madam President, through you. I just want to go back over the last few weeks this Boards been quite busy. We've had quite a few meetings contrary to us breaking out to only two a month so to speak, I think in the last three weeks we might be in double digits. So for those of you who thought we were skating our duties by going to two a month, that's been our last couple of weeks for just about all of us at some point in time. So I want to go back over two in particular that we held. A few weeks ago, two weeks ago, whatever it is now, we held a Workshop over at Wilby. One of the items that was discussed in detail was the attendance and briefly the discipline policy. We heard, as I termed, I'll use my term, as excuses for why students aren't attending school. However, one that is not an excuse but definitely a reason and we're seeing way too much of it is bullying and we don't talk about the effect on attendance that bullying has. We have a lot of place to help the students who are disrupting school, a lot. As far as I'm concerned we're ignoring the children that are being bullied. They're ignored when their parents complain, it's allowed to go on too far, and it's time it stopped. We need to address and assist those students that are being affected by bullying. It's long overdue. There's a lot of talk and no action. We have more special committees between the City boards and this Board to look at everything from intervention for the students causing the disruptions, our phony stats to talk about fewer suspensions. They're only fewer because we're not doing what we're supposed to do. It's time we address the bullying issue. It's all too often that we see things in the paper, we see things with our own eyes, and we certainly hear with our ears from the public at large that bullying it taking place but then we get told that things like suspensions are down.

The second thing is when the Curriculum Committee met last week we spent two hours and probably could have spent double that having a fantastic conversation with our ILDs, Mr. Schwartz, Mr. Henry was in the crowd as well, a fantastic conversation going through the numbers. Unfortunately once again our numbers are the ones we don't want to hear. And I'm not saying we don't try. With the new superintendent on the horizon we need to address how we think outside the classroom and this is one of the things I brought up in the past. Things like Pathway to Technology, a model that we saw firsthand, Commissioner Hernandez and I, along with many other folks, down in Brooklyn, New York about three years ago. There's others out there. There's a prep academy in Michigan that is doing great things in the inner-city and there's a number of other type of activities out there that we should be offering our students. We made a good step doing the academies at Crosby and from what I see they're doing a good job.

One of the things we don't address is the basic interest of the student wanting to come to school. We had some numbers on why they don't want to come to school and I'm not really ready to sit here and say because it was a late arrival because of weather, they would have had to walk if they missed their bus, no. We need to make interest the things that keep the kids in the classroom and I know we have the teachers that can do it. I watched as a teacher at Wilby in History started the year when he had to teach, not had to, but he was teaching World War II, he actually set up two bunkers in his classroom. He allowed the students to throw paper balls at each other. However, when you opened the paper balls there were questions about World War II you had to answer. The kids had a blast and guess what, they learned History, they learned about World War II. It can be done and I think we have mostly the teachers in place to do it. We just need to look and as far as I'm concerned the numbers that were brought to us whether there's reasons about not being inner-city type questions which we did see one example of, as far as I'm concerned we all should be embarrassed by the results. Thank you.

BROWN: Anybody else? Commissioner Theriault.

THERIAULT: I have two items I respectfully want to discuss a bit. One is the recent change in the way we distribute information. In the past we were always told as Board members, or at least the last ten years I've been on the Board, go through the Clerk of the Board, request the information, the Clerk of the Board would go to the various departments and make the information available. Now I'm not patting myself on the back because I know other Commissioners have done an equal amount of research but I have spent over 300 hours in the schools videotaping deplorable conditions which I put on Channel 16 or channel whatever it was at the time much to the dismay of various administrations in the City – both educationally and otherwise. At one point I was even told to stop, would you stop, I said no, I will not stop. I have kept track of the ED006s for the past at least 14, 15 years, the actual enrollment, the graduation rates using the ED006s, which incidentally I requested last month and I was ignored, ignored. Imagine a Commissioner on the Board of Education ignored. Unbelievable. To the point that I had to resort to a Freedom of Information Commission request to get the ED006s for 2013, 14, 15, 16, and 17 which were readily available through the Clerk of the Board in the past at a moment's notice. I don't know what the logjam is, what the ice jam is, I don't know what the attitude is, I know I am cantankerous, I know I am obnoxious at times, and I know I am sometimes too much. But I'm not gonna change. I'm gonna be the same. As I said before I'm 100% for the students of the City of Waterbury and I have done that research on those testing scores. It took me hundreds and hundreds of hours to get the information. Hundreds and hundreds of hours to collate the information. And even when I wasn't on the Board previously for four years I continued to collate that information hoping that I'd come back on the Board and be able to share and disseminate this information. Now all of a sudden there seems to be a new policy/no policy. The new policy/no policy was determined by seven Board members at an informal meeting and it was decided this new policy would be that we would distribute information at periodic times and that we would get information periodically through committees and sub-committees. Personally that's not good enough for me. I think a reasonable amount of time, if information is available, within a week's time the information should be available to me and any other Board member. Now I was told this is not an official policy, it was determined at a meeting that was a bonafide meeting but it wasn't on the agenda so how can this particular item be on the agenda so I guess it's just informal discussion. And then supposedly President Brown informed me of what

the new policy is, I don't have it in my hand, but basically it's kind of what I just described and I really take umbrage with it because I think that as a Commissioner or as a Board of Aldermen member you should be able to go around to any city or department if you request the information in the appropriate chain of command you should be able to get the information. This new business of logjamming, blocking, filtering, and so forth is nothing more than a method, I think, of filtering the data and not letting the public know what's going on. So that's what I have to say about the new policy/no policy because I don't quite know, maybe Commissioner Brown or someone else could give us a new description of what the policy is and we could bring it before the Board and we could vote on an actual policy. This is an information discussion, we have an informal discussion of seven members then we have an informal policy that applies to everyone. Well I don't buy it and I think it strains the real purpose of freedom of information and I for one if I don't get my data in a reasonable amount of time, I will file a freedom of information each and every time and keep the Corporation Counsel very busy providing the information. For the good of the order. That's my first thing.

Second thing is I would like to know what the policy would be regarding intimidating and disrespectful remarks to commissioners. I have told that certain protocols are in place with regard to, how do I want to put it, it has to be remained secret and privileged if it's between two individuals. Well that being said for all Board members in the future I would like to know what protocols are in place and what do we do if we receive either voicemails, emails, or communications that are intimidating, disrespectful of any nature, what procedures should be followed outside of saying you can't discuss that because that was privileged information between the two of you. The matter I'm speaking about three people knew about it so I always say if more than one person knows about it it's not a secret anymore. But three people knew. But that being said, I don't mean to embarrass anybody and quite honestly we'll see what happens as we go forward in the future and maybe President Brown could develop a protocol and a new protocol for distributing information because the Corporation Counsel is going to get very sick of my FOIs, I'll tell you that. Thank you for listening to me, with all due respect to the other Commissioners, I'm sorry I had to bring this up in such a fashion but I feel it is for the good of the order, good of the students, and all of the work that I've done on this Board for the past ten years having been in education for 49 years I can tell you I have never in my life been treated so disrespectfully in my life.

AWWAD: Madam Chair, point of information, just John to save some of your legwork, the ED006s are on the Board's website, our homepage, if you just Google it you'll find them. That will help you and cut down on your paper budget.

THERIAULT: Thank you. I appreciate that.

BROWN: And Commissioner Theriault. No disrespect intended. The meeting that we had with CAGE was a continuation of our work and it was just everybody felt that this would be a way to streamline communication. I totally agree with you Commissioner, all the information Commissioners need, it was just to get kind of like a flow of information. It was never meant or intended to prevent you or any other member from obtaining information. But it was to try to streamline the process, keep information flowing, go through leadership who could go to the right department head. But I'm very willing to discuss it with you or any other members because I would never want anyone to feel that they're being disrespected and I apologize for that sincerely because I know how

hard you work, I really do John. And I think, again, it was just everybody was talking about how we can be a more efficient Board and we thought, this was a recommendation that staff had to say we want to get you the information can we do it in a timely manner. That was my interpretation, I don't know if anybody else has another interpretation but that's what I thought we kind of agreed upon. So if that's really something that you're, that doesn't fit your need, I think we should talk about it. I'm glad you brought it up John.

THERIAULT: I understand the need for continuity in distributing information but you know it took so long to get the results of the SBAC test and the SAT test this last time I've often said to you, the Board, it's like pulling teeth, I feel like not a Commissioner but a dentist pulling teeth. Trying to get the information from us and trying to get it from the State, it almost seemed like the State was so embarrassed by the test results that they were dragging their feet in providing the information to us. Now I've been working on some other data and I'm missing some State averages and so forth and I think that I should just be able to pass that information through the Clerk of the Board and get that data. No, no, no; that's not the new protocol, the new protocol is to go through the Deputy Superintendent, with all due respect, and to go through Darren Schwartz and to go through Bob Brenker. I don't see the need for all that when you could just do the old procedure and pass it through the Clerk of the Board and get the data. So I fail to see and recently, Mr. Brenker is in the room, recently I had a problem that someone told me about with regard to West Side. It took me nearly a month to resolve the problem and get the information with regard to the what was the chronological order of the events that transpired with regard to the moisture problem. Now I approached Mr. Brenker about what someone told me was an alleged mold problem, he said there is no mold problem but he didn't tell me about the moisture problems that had been over at West Side for over five years. And with pictures to prove what looked like mildew and moldy jackets, I'm not saying they were, but they could, and I still have the jacket, it was given to me by the teacher and yet no testing was done. First there was testing done, then there was no testing. I just think we need to be more cooperative in communicating information to each other. I know Mr. Brenker does a great job, it's a very difficult job and Shannon Sullivan equally does an equally good job and I'm very happy with his performance but when I am the Chairman of the Facilities and Grounds I expect information in a timely manner and if I ask about mold and there's no mold, okay you say there's no mold but then you tell me about the moisture problem, you be open out it, transparent about it. And these are the things that kind of frustrate me going forward you know to say hey, there's no mold, so you don't need to know anything more. That doesn't cut it with me. So, as I said, I know Mr. Brenker does a good job and I know Shannon Sullivan does a good job and everybody's pushing forward and yes, I'd like to discuss this with you Commissioner Brown with regard to getting information and not having it seem as though there's some degree of filtering, some degree of blocking, some degree of intimidation going on here. I look forward to that conversation in the future. Thank you.

BROWN: Okay. Commissioner Hernandez.

HERNANDEZ: John I think when we were at the meeting and it was brought up about possibly going through the heads I think we were thinking of Carrie also, she does a lot of, she does all of our work actually, and I think maybe sometimes she may get a little behind and if someone was calling, asking for something, she would feel like she would

have to get that right away which some of her work got backed up. This way when we just go through Mr. Henry, Bob, or Darren, she can wait later on in the day and get that information to them when could be sent to us. I think to, we were just really thinking about Carrie too. She's an excellent secretary and we didn't want her to be very, very overwhelmed. I don't think anybody thought to or felt like we were disrespecting anyone so I'm also sorry that you felt that way.

BROWN: Commissioner Harvey.

HARVEY: And just to piggyback. The thinking was also that we had, Commissioner Theriault, the thinking was also that with the Deputy Superintendent coming in we really didn't have a process in the past. I mean we would go directly to, because I know I've needed information as well and I would just go to whomever and the Superintendent never knew I asked for the information. This way the Deputy Superintendent, Bob, and Darren know you know what's being asked so that there's, not control, being transparent but also at least the Deputy Superintendent knows that we are asking for this information. In the past, as I said, you ask for more information that I do but when I ask for information I wouldn't go to the superintendent, I would go to the department heads or whatever and just ask for it. So I think was what we were trying to achieve there, as well.

BROWN: Commissioner Theriault.

THERIAULT: Your remarks are well taken Commissioner Harvey but I think in the past every email that went through the Clerk of the Board got to the Superintendent's desk. Every email that was sent to the Clerk of the Board usually got onto the Superintendent's desk. Whether he was copied or not, I didn't go to individual department heads as you did and I'm not saying that it's proper, I'm just saying that I always, always, always, put stuff to the Clerk of the Board. And sometimes there might have been two or three requests a week. Sometimes there might have only been two or three in a course of a month but I always put that stuff, even my responses went, if it went to an individual it always went to the Clerk of the Board so that there was a record of my communication so that someone couldn't say well you said that or you didn't say that. So it was a good way to kind of cross your "t's" so to speak or dot your "i's" and the Clerk, that record went on, you could go back 14 years ago and get any emails that were put up and you could look at that information and see the history of what went on on a particular topic. So I understand what the other Board members are saying but you understand where I'm coming from as an individual Board member. I have no power individually, nor does the President of the Board have any power individually, just at the meetings, to run the meetings. Outside the meeting she has no power, so you know, I know where my power limits are, it's here as a board of the whole, not as an individual. When I went around to the schools and did the videotaping of the schools and saw such horrendous things that you wouldn't believe and actually worked in one of those schools and got so deathly sick from the conditions of the school that I ended up with bronchial pneumonia and bronchial asthma. I had to quit the job because of the facilities at the school. Since then they have spent about \$400,000 at the school because of my complaints and other teachers becoming very, very sick at that particular school. So I, it's not that I'm trying to grandstand here, you know, I'm you, I'm the board of the whole, it's not about Commissioner Theriault, great Commissioner Theriault who spent 49 years in education. I don't care if I spent 49 years or I spent four years, it

doesn't matter to me. What matters to me is communication, respect, continuity, ability to get information so that you can collate it, share it with other Board members. I can see those periodic timelines for distributing information with regard to those monthly reports on the state grants and the federal grants and Doreen does a great job with that, I'm not saying that but what I'm saying is you know I sense this little bit of frustration and I wanted to share it with you so that, not so that you can be equally frustrated as me, but you can kind of understand where I'm coming from. Thank you.

BROWN: Commissioner Sweeney.

SWEENEY: I was also at that meeting and I'm sorry John that you weren't there to participate in that conversation but we, those of us that were there did all agree that the process that was in place going through the Clerk of the Board ties up the time of the Clerk of the Board for her to make a request that we could simply make ourselves by addressing an email to the Superintendent, Darren Schwartz, and Bob Brenker. Much more efficient, everybody knows what's going on and the response comes back to the full Board, everybody gets the information. So I'm sorry you weren't there for that conversation but it was a very positive conversation where everyone at the table agreed that this was a much better way to do that.

On another note, we did receive today from Mr. Brenker the news that Shannon is moving onto another position outside the district and will no longer be our School Inspector. I want to make sure that I let him know that I'm very appreciative of all the efforts that he put in here in Waterbury. He did a tremendous job. I want to implore that we make sure that we get on that position right away and get that filled. It's an extremely important position and a district this size with buildings that are over 100 years old. We need that position filled. We already have, Shannon has set the bar quite high, we know what we need, we know what works. Let's go out there, get somebody that can replicate that. All my best to Shannon. I wish him well.

BROWN: Excellent, I agree. Commissioner Hernandez.

HERNANDEZ: Bob, or Deputy Superintendent Henry, I am at Walsh School three days a week. Downstairs, well I guess it would be the second floor, not the basement but as you come into the building on the far side by the playscape the floors are coming up. I actually took pictures so I do have pictures to show you but we need to get somebody over there to take a look at the floors on that level before somebody gets hurt.

BROWN: Commissioner Theriault.

THERIAULT: With regard to Commissioner Sweeney's remarks, well taken. The request for information through the Clerk of the Board is usually not done by the Clerk of the Board herself but passed onto other individuals and to hold back information because we want the other Board members to get the information at the same time I think is kind of redundant, ridiculous. I have no problem with the other Board members, if the ED006s weren't online, I have no problem with the other Board members getting the information, the ED006s or other information at the same time I get it. I have no problem with that. But I want to get it in an expedited manner and not to have to wait for a month and have people ignore my emails and not respond at all. And I'm waiting and I'm waiting and I'm waiting and I send another message back to the Clerk of the Board,

what is the status of this? Oh, I passed it on, that's all I could tell you. So you know to say okay, we're just gonna give information out every two months, maybe that's not what we're saying, we're saying if you make a request we'll give it to you in a week or two but every other Board members will get it, I have no problem with that. No problem with that at all. But it just seems to me that if you make a request it's ignored. You call the Clerk of the Board, I don't know what's happening with it, I haven't been told, I pass it on to the appropriate people. Now I'll follow the appropriate protocol in future now sending information to Bob and Darren and the Assistant Superintendent and the Clerk of the Board and still gotten ignored. So I hope that improves in the future. Thank you.

EXECUTIVE SESSION

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to convene into executive session at 8:02 p.m. for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.

PRESENT: President Brown, Commissioners Awwad, Harvey, Hernandez, Serrano-Adorno, Stango, Sweeney, Theriault, J. Van Stone, and T. Van Stone.

ALSO PRESENT: Robert Henry, Darren Schwartz, and Robert Brenker

Upon a motion by Commissioner Stango and duly seconded by Commissioner Serrano-Adorno, it was voted unanimously to return to the regular orders of business at 8:08 p.m. with no votes taken.

ADJOURNMENT

Upon a motion by Commissioner Stango and duly seconded by Commissioner Serrano-Adorno it was voted unanimously to adjourn at 8:08 p.m.

ATTEST 
Carrie A. Swain, Clerk
Board of Education