

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ REGULAR MEETING*

Thursday, January 15, 2015 at 6:30 p.m.

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

**PRESENT:** President Stango, Commissioners Brown, Harvey, Hernandez, McEntee, Rodriguez, Sweeney, J. Van Stone, and T. Van Stone.

**ABSENT:** Commissioner Awwad.

**ALSO PRESENT:** Superintendent Kathleen Ouellette, Chief Academic Officer Anne Marie Cullinan, Chief Operating Officer & Chief of Staff Paul Guidone, and Education Liaison Mary Ann Marold.

#### **1. SILENT PRAYER**

President Stango called the meeting to order at 6:30 p.m. with a moment of silence.

HARVEY: For everyone here and who have not read the paper, on January 12 we lost the Reverend Dr. Harrison D. Bonner. He is Pastor Emeritus to the Mount Olive AME Zion Church. He pastored for over 40 years. He was sent to Waterbury in 1972 to rebuild Mount Olive AME Zion Church which was located in the spot now it is currently. I will focus on his advocacy for education. In the paper it labeled him as a champion for education. Just to give a few things of his accomplishments – he obviously graduated from elementary and high school in Alabama, the State of Alabama. The State of Alabama he referred to it as God's country. He graduated from Wilberforce University, Livingstone College, he received a BA in English, Masters in Pastoral Ministry from St. Joseph's College, and a Doctorate of Ministry from the Hartford Seminary. When he built this church, rebuilt the church, Mount Olive AME Zion Church, he wanted the church, he felt it was very important that the church be a part of the community, that the church always be available to the community. In doing so he made it available for a lot of our teachers, for example, who wanted to meet, a lot of our community organizations that wanted meet, and never charged them a penny. For young parishioners, I was a sophomore in Crosby and it was routine that we had to show him our report cards. We had to tell him how we were doing with our studies. It was just a known fact that we would go to college. When we went to college he would ask us what were we studying, how were we doing in college, made sure that we weren't partying too much. And then he made sure that we came back to Waterbury and gave back to the community. One other contribution, his children, all four of his children are educators; two of which are doctors and the other two are educators. So I think it's fitting on this day, this day which is the birthday of the Reverend Dr. Martine Luther King, it would have been his 86<sup>th</sup> birthday, that we give a moment of silence for our champion from the community the Reverend Dr. Harrison D. Bonner. A moment of silence please. Thank you.

#### **2. PLEDGE OF ALLEGIANCE TO THE FLAG**

Dr. Ouellette led everyone in the Pledge of Allegiance to the Flag.

#### **3. ROLL CALL**

CLERK: Commissioner Awwad (absent). Commissioner Brown.

BROWN: Here.

CLERK: Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hernandez.

HERNANDEZ: Here.

CLERK: Commissioner McEntee.

McENTEE: Present.

CLERK: Commissioner Rodriguez.

RODRIGUEZ: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner J. Van Stone.

J. VAN STONE: Present.

CLERK: Commissioner T. Van Stone.

T. VAN STONE: Present.

CLERK: President Stango.

STANGO: Here. Just for the record, Commissioner Awwad was here earlier, she had to leave because of a previous appointment she had.

#### **4. COMMUNICATIONS**

**Upon a motion by Commissioner J. Van Stone and duly seconded by Commissioner Sweeney, it was voted unanimously to receive and place on file the following communications:**

1. Communication dated November 25, 2014 from Syed Ather of the United Muslim School regarding recognition of Muslim religious holidays in the public schools.
2. Communication dated December 15, 2014 from Joyce DeCesare endorsing the naming of the Crosby High School gymnasium and basketball court in honor of Nick Augelli.
3. Copy of communication dated December 15, 2014 from Civil Service certifying Leugim Pizarro for the position of Paraprofessional.
4. Communication dated December 15, 2014 from Senator Rob Kane voicing support for naming a piece of Crosby High School for Nick Augelli.
5. Copy of communications dated December 19, 2014 from Civil Service certifying Stephanie Sills and Patricia McKenna for the position of Paraprofessional.
6. Copy of communication dated December 22, 2014 from Blum, Shapiro & Company, P.C. regarding submission of the City's State and Federal Audit Reports for year ending June 30, 2014.

7. Copy of communication dated December 22, 2014 from Director of Finance Michael J. LeBlanc regarding submission of the City's Comprehensive Annual Finance Report for fiscal year ending June 30, 2014.
8. Copy of communication dated December 29, 2014 from New England Association of Schools & Colleges, Inc. regarding Wilby High School's Special Progress Report.
9. Communication dated January 5, 2015 from F. Joseph Boyle regarding proposed policy for background checks for school volunteers and visitors.
10. Copy of communication dated January 5, 2015 from Civil Service certifying Paul Williams for the position of Paraprofessional.
11. Copy of communication dated January 5, 2015 from Civil Service certifying Michael Campanella for the position of Maintainer I.
12. Communication dated January 6, 2015 from Representative Sean Williams supporting the request to name Crosby High School's gym in honor of Nick Augelli.
13. Email communication dated January 7, 2015 from Ned Conlan supporting the naming of Crosby's gym in honor of Nick Augelli.
14. Email communication dated January 8, 2015 from Philip V. Benevento, Jr. endorsing the naming of Crosby's court in honor of Nick Augelli.
15. Email communication dated January 8, 2015 from Ron Pugliese supporting the naming of Crosby's gym and court in honor of Nick Augelli.
16. Copy of communication dated January 8, 2015 from Civil Service certifying Kristen Gwiazdoski for the position of Supervising Vice Principal, Maloney Magnet School.
17. Civil Summons received January 9, 2015 regarding Darlene Bruneau vs City of Waterbury and Waterbury Board of Education.
18. Communication received January 12, 2015 from Angelia Alves supporting naming the Crosby gym in honor of Nick Augelli.

STANGO: Motion has been made and seconded. Any discussion? Seeing none – all in favor, opposed, motion carries.

##### **5. PUBLIC ADDRESSES THE BOARD**

**Upon a motion by Commissioner J. Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:38 p.m.**

STANGO: 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 this evening to any questions or concerns raised; they will be referred to the Administration for review and response.

**Dr. El Khalfi, 132 Prospect Street, had the following comments:** Thank you very much for giving us the opportunity to speak here tonight. I'm representing the Muslim community in Waterbury. We have over 1,000 Muslim families that reside in Waterbury and there's no full-time Islamic school in the area. Therefore, most of the Muslim children go to public schools. We have three mosques in the area – 132 Prospect Street, Raymond Street, and Schraffts Drive and all of them offer weekend Islamic schools and we have two religious holidays for this year, for 2015, the first one is July the 17<sup>th</sup> and the second is going to be on September the 23<sup>rd</sup> so Muslim students cannot fully celebrate the holidays if there is an exam or major event at the schools so what we are requesting is that schools in Waterbury recognize the religious Muslim holidays and avoid scheduling exams and major events on these days. Thank you very much.

**Danielle Albert, 93 Kelsey Street, had the following comments:** Thank you again for the opportunity to speak. I'm going to briefly speak in regard to the article schools security eye from the *Waterbury Republican* from Monday, January 5. Several weeks ago I said to all of you that you need to include parents in the creation of policies that are focused on parent involvement. After reading the article I bring forward additional potential concerns with this policy that is in progress. Nothing I say is in regard to a specific person, grade, school, these are just general concerns that myself and parents do have. This plan does bring an awareness to parent involvement but will it comprehensively focus on all the areas of safety of our children including mental health? I am fully in support of background checks and fingerprinting but that should not be the only focus. In theory a background check would make me feel good as a parent but I know all of you are not interested in creating a feel-good type of policy. Based on documented evidence our parents currently or have they ever truly posed a danger or risk to our children?. That's why I ask all of you are you looking in the right place to find solutions to school safety and security? Will a negative background check keep Mr. Smith out of school because of an overnight stay in jail due to a DUI whereas Mrs. Smith may be allowed to volunteer even though she had four admissions to a mental health unit at the hospital. And those are just questions I don't know the answers to. Do background checks and fingerprinting take into account the mental health of individuals? I believe 100% that it is with unmonitored mental health that the safety of our children can be compromised. It's not just the health of adults but even more important the mental health of our students. Have you thoroughly investigated what the documented research does show? Have you looked at the student who are acting out and committing acts of violence? March 1998, two students age 10 and eight bring guns to school and begin shooting. April 1999, Columbine High School. March 2001, a 14 year old student wounds another student. February of 2012, a 17 year old student wounds a principal. We all know about Sandy Hook. October 2014, a student open fire and kills five other students. The list truly does go on and on. These are the issues, are we looking in one direction because of Sandy Hook? As a parent I think our views on safety are very narrow because as ready as we think we are and as much as we try to plan, we will never be prepared for something like that. I'm willing to do whatever is expected of me to be involved and keep my daughters safe but as a parent

volunteer when I see a student who has an altercation with a staff member or another teacher, that concerns me more than a parent or grandparent volunteer who is willing to submit to fingerprinting. It is not our place as volunteers to question how any situation with a student is handled; there are teachers, social workers, administration in place for a reason but my concern lies with a daughter's classmate who may sneak a weapon to school or a student throws a chair across the classroom at a teacher. Are adequate resources and support being provided to the staff to handle situations like these? Is a proactive approach being taken with this new policy? I talk to my daughters about being aware of behavior, who to go to if they feel unsafe, but that's not going to keep them safe if at-risk children are not being monitored. I've stood here before and asked if appropriate follow-up care being provided for children who are acting out and getting arrested and I still don't know. There are situations that we'll never be able to address or keep our kids safe from – acts of violence that come from drugs and gangs, random school shootings in parking lots, college universities. Whatever policy is put into play it must include the monitoring and follow-up care for our kids. This policy has to be comprehensive and proactive, addressing problems before they happen. There are immediate solutions that can be addressed and one's that can give us a little bang for our buck then just fingerprinting parents. Solutions like having working cameras in all of our schools, the inclusion of SRO's even in the pre-k through eights because all middle school children have the same needs whether there's 150 or 1,000 of them they're all the same You can even look at building design. But most importantly the area of mental health must be investigated and not forgotten. It's imperative that there be enough support and adequate resources provided to our children because safety truly does start in the four walls of the school first. Thank you very much.

**Upon a motion by Commissioner J. Van Stone and duly seconded by Commissioner Sweeney, it was voted unanimously to return to the regular order of business at 6:45 p.m.**

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

## **6. SUPERINTENDENT'S ANNOUNCEMENTS**

SUPERINTENDENT: We have a special recognition this evening and I ask the Chief Academic Officer Cullinan and members of the Bridge to Success Committee to come forward please as well as Mrs. Brown.

We are very saddened to learn of Louise Brown's decision to resign her seat as a member on the Bridge to Success Governing Board. As some of you may know Louise was a founding member of BTS predecessor, the Prevention Policy Board, and she has had a primary role in BTS since 2010 when it was established as the State's first Cradle to Career Youth Initiative. For the past four years she has worked tirelessly to provide additional supports for all Waterbury's children even as she worked full time to write the grants and help support our schools and students. She has often shied away from the spotlight preferring to see others receive credit for their efforts and to highlight the accomplishments of our youth. Tonight is time to shine the spotlight on Louise as we thank her for her years of voluntary work with Bridge to Success. Perhaps no one will ever know how many hundreds, or perhaps thousands, of hours Louise has devoted of her time to this organization but knowing Louise I can guess it was a considerable

number. I know this time and devotion came from her heart, volunteered on behalf of the many thousands of students who may now have a better chance at successful life because of the very valuable work Bridge to Success has fostered. Louise, I thank you for your service to this organization and for your service to the youth of Waterbury.

*The Bridge to Success Committee presented Mrs. Louise Allen Brown with plaque in honor of her service.*

*(applause)*

*Dr. Ouellette read and distributed the following announcements:*

Waterbury Career Academy has received a \$5,000 contribution toward its implementation of National Institute for Metalworking Skills credential testing and registration fees. NIMS credentials certify an individual's skills as measured against national industry standards. NIMS accredits training programs at both private and public schools, within industry companies and at local workforce centers or trade associations, according to information provided by NIMS.

Jalile Riddick, a first grader from Rotella Interdistrict Magnet School, has been selected as Artsonia's PreK-3rd grade "ARTIST OF THE WEEK!" for January 11, 2015 - January 17, 2015. During the contest, Jalile received 717 votes from website visitors. His art work is available on the Artsonia homepage at [www.artsonia.com](http://www.artsonia.com) for the next few days. Jalile will receive a plaque and a \$50 gift certificate. His teacher, Suzanne Dionne, will receive a \$100 gift certificate from Blick Art Materials.

Representatives from CAFE and the Waterbury Public Schools will provide training on the basics of school governance councils to newly elected members on Tuesday, January 20th, from 4:00 to 6:00 p.m. at the Waterbury Arts Magnet School. Child care will be provided by WAMS students. The snow date is the following day.

The Wallace Middle School musical "Hairspray, Jr." is scheduled for 7:00 p.m. on January 30th and 2:00 p.m. on January 31st in the Crosby Auditorium. Snow dates are February 6th and 7th.

WOW / NRZ Youth Council is hosting a Black History Month Celebration on Tuesday, February 3rd, beginning at 6:00 p.m. at the WOW/NRZ Community Learning Center. Guest speaker will be Jade Gopie, Principal of Crosby High School, as the first female African-American high school principal in Waterbury.

Northwestern Connecticut Area Health Education Center is hosting a Youth Mental Health First Aid training in Waterbury on February 16th, 2015, from 9:00 a.m. to 5:00 p.m. at Waterbury Youth Services. This is an eight-hour certification program that introduces participants to the risk factors and warning signs of mental health adolescents and teaches how to help an adolescent in crisis. Seating is limited to 25 registrants. The cost is \$50 per person.

I met with parent liaisons this morning to discuss parent involvement and our updated Blueprint for Change. They presented me with a copy of the reports they file monthly detailing their activities in their schools.

## **7. PRESIDENT'S COMMENTS**

STANGO: The Superintendent, Vice President Harvey, Commissioner Hernandez, Commissioner Tom Van Stone, and I are proud to report attended the Martin Luther King breakfast on Sunday morning. It was an enjoyable and meaningful event for me, personally, on many levels. The keynote speaker was Dr. James Gatling. Now because Martin Luther King Day is Monday and because it's a school holiday I think it's very appropriate to note what Dr. Gatling said on Sunday morning because it did make an impression upon me. Dr. Gatling had a quote from Dr. King's from many years ago, the quote was "I have decided to stick with love because hate is too great a burden to bear". These words hold true and even apply more so in today's world; I have decided to stick with love because hate is too great a burden to bear. I went home and I read more about the quote and I looked it up on Google I looked deeper into his words and more of a report on that quote. Dr. King went on to say it is not emotional love that he was talking about but may be interpreted as love thy neighbor kind of love. Strong words, so meaningful in today's world stage of hate as witnessed in our recent headlines, trickling down to our school cafeteria tables and to our school halls filled with our students as witnessed in some of our incident reports. Even now Dr. King's words hold true, certainly something to hold onto. Hold onto not only this holiday weekend but to think about for a better life moving forward. These words are what our students, and for all of us for that matter should take from this important meaningful holiday that we are about to celebrate on Monday.

## **8. COMMITTEE ON SCHOOL PERSONNEL**

**8.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve the appointment of Jacquelyn L. Gilmore as Middle School Principal, North End Middle School, effective immediately.**

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

SUPERINTENDENT: Thank you Mr. President. I'm very pleased to recommend to the Board of Education and welcome to the public the approval of Mrs. Jacquelyn Gilmore for the position of Principal at North End Middle School. Mrs. Gilmore's teaching career began here in Waterbury as a Health and Physical Education Teacher 25 years ago at North End Middle School. During her tenure she's served at Teaching, Supervising Vice Principal, Gold House Principal, and most recently as Interim Building Principal at North End Middle School and did a tremendous, tremendous job. Her credentials include a Bachelor of Arts in Physical Education, Masters of Science and Health. In her Sixth Year she obtained an Administration and Supervisor from Sacred Heart University. She has the 092 Administrative Certification. Mrs. Gilmore has served on numerous, numerous committees, Data Team Facilitator, PBIS Administrative Team, and the School Leadership Committee. In her letters of reference colleagues praised her work in all areas. She is described as creating a great atmosphere for learning at North End Middle School, has exceptional work ethic and interpersonal skills, has excellent rapport with students and staff. It is without hesitation that I recommend Jacqueline Gilmore as Principal of North End Middle School.

STANGO: Thank you Superintendent. Any further discussion on that item? Seeing none – roll call vote.

**ROLL CALL VOTE ON ITEM #8.1:**

Yeas: Commissioners Brown, Harvey, Hernandez, McEntee, Rodriguez, Sweeney, J. Van Stone, T. Van Stone, and President Stango.

*(applause)*

GILMORE: Good evening. I'd like to take this opportunity to thank Dr. Ouellette, Mrs. Cullinan, and the entire Board for giving me this opportunity to lead in a building that I have called home for 20 of my 25 years as an educator in Waterbury. I've been fortunate to have two mentors – first my Dad and Mr. LoRusso whose guidance and support have really prepared me to take on this new challenge as Building Principal. And on a personal note, I'd like to thank my husband Mike and my daughters Taylor, Jordan, and Hayley, and my entire family for their support and patience during my career, late nights out, missing functions because of school functions, I appreciate that. I'm very excited about this next step and will continue to work hard every day for the students, staff, and parents of the North End Middle School community. So thank you again.

**8.2 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve the revised job specifications for the Civil Service position of "Director of Personnel-Education", as attached.**

STANGO: Motion has been made and seconded. Is there any discussion on that motion? We will have a roll call vote.

**ROLL CALL VOTE ON ITEM #8.2:**

Yeas: Commissioners Brown, Rodriguez, Sweeney, J. Van Stone, T. Van Stone, and President Stango-6

Nays: Commissioners Harvey, Hernandez, and McEntee-3

STANGO: Motion carries six/three. Moving onto Item #9 – Consent Calendar. Does anyone wish to remove an item from the Consent Calendar? Commissioner Tom Van Stone.

T. VAN STONE: Yes Mr. President, can we please remove Items 9.2 and 9.6.

STANGO: Anyone else?

*President Stango proceeded to read the Consent Calendar, Items 9.1, 9.3, 9.4, 9.5, and 9.7 through 9.10.*

**9 . CONSENT CALENDAR**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to approve Items 9.1, 9.3, 9.4, 9.5, and 9.7 through 9.10, as listed:**

- 9.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval for Waterbury Youth Services to conduct the “Survey of Young People in Unstable Situations”.
- 9.3 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval to participate in various Connecticut State Department of Education Interdistrict Cooperative Grants with the following applicants: ACES, Eli Whitney Museum, Talcott Mountain, and Project Oceanology.
- 9.4 With the approval of the Committee on Finance, the Superintendent of Schools recommends to apply for the Connecticut State Department of Education “Support for Pregnant & Parenting Teens (SPPT) Summer 2015 Mini Grant Application C: Expanding Academic Support and Workforce Development”.
- 9.5 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval to apply for the Connecticut State Department of Education “Support for Pregnant & Parenting Teens (SPPT) 2014-15 Strategic Partnership Mini Grant Applicant A: Strengthening Community Partnerships to Promote Sustainability”.
- 9.7 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Donna Mancuso, CHS, to take 10 students to Washington, DC from March 9 – 13, 2015 to attend Close-up Washington.
- 9.8 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Michael Clark, KHS, and two chaperones to take 13 students to Boston, MA from January 29 through February 1, 2015 to attend the Harvard Model United Nations Conference.
- 9.9 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Donna Cullen, Maloney Magnet School, and 12 chaperones to take 88 students to New York, NY on April 1, 2015 to attend a performance of Disney’s Aladdin.
- 9.10 With the approval of the Committee on School Facilities and Grounds, the Superintendent of Schools recommends approval of the use of school facilities, at no charge, by the following school organizations and/or City departments:

<b>GROUP</b>	<b>FACILITIES AND DATES/TIMES</b>
K. Yamashita-Iverson Teacher	Maloney Café: January 23, 2015, 6 to 8 p.m., Annual Japanese New Year’s Party for fifth grade students and family
Raymond Shocki Parent Acad. Coord.	KHS Auditorium: Saturday, May 9, 2015, 2 to 5:30 p.m. Shakesperience Production of interactive workshop for parents and elementary school children – Fables, Folktales, and Myths
Adriane Guerin PTSO	WAMS Atrium: March 11, 2015, 5 to 9 p.m., PTSO Vendor Fair Fundraising Event
M. Rocco Parent Liaison	W. Cross Gymnasium: January 16, 2015 (1/23/15 snow date), 5:30 to 9 p.m. Family Movie Night

Gladys Wright	Reed Café/FRC: Tues., February 10 and Tuesday, April 14, 2015, 5 to 7 p.m.
Community Liaison	Title I District Parent Advisory Council DPAC bi-monthly meeting
Miriam Giskin	Walsh Café: Wednesday, April 1, 2015, 5 to 7 p.m., Spring Literacy Night
M. Vagnini	WAMS Recital Hall: January 21, 2015, 5:30 to 7 p.m., TRI M Music Honor Society Induction WAMS Recital Hall: March 5, 2015, 4:30 to 8 p.m., MADD Solos WAMS Apron Stage: April 16, 2015, 6:30 to 8:30 p.m., Earth Day Concert

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

## **10. ITEMS REMOVED FROM THE CONSENT CALENDAR**

### **Committee of the Whole**

#### **9.2 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve a Professional Services Agreement with Milone & MacBroom, Inc. for a Public School Facility Utilization & Redistricting Study funded by FY 14 Carryover Funds.**

STANGO: Motion has been made and seconded. Discussion? Commissioner Jason Van Stone.

JASON VAN STONE: Thank you Mr. President, through you. In regards to Item 9.2, the redistricting study, I'm somewhat at a crossroads at this item myself. While on one hand I believe that it obviously makes the most sense in the world to get a landscape of where we are today and where to go forward and this survey could be used as a road map for that, I'm somewhat troubled that we won't necessarily have the wherewithal or the conviction to implement whatever it recommends. I talked to this a little bit last week that the kind of two worse case scenarios that could come out of here is the need to build multiple schools at a cost or on the other end of the spectrum being able to utilize our current base but have to reset the district essentially and move students all around. Both of which would be upsetting to certain constituencies – the parents about resetting a school system and the taxpayers about the potential of building new schools. So that begs the question of myself is the money spent on this survey worthwhile? If to a degree there are certain potential eventualities that we're not going to go through, what is our role as a Board and what are our responsibilities to spend money wisely. And that's something I've been going back and forth on. At the end of the day this should be a study that we commission and follow through to the letter. And it's my hope that we do that. I personally, however, struggle with where I lay on this and I wanted to make sure it was taken off consent to have that kind of discussion that we started last week to make sure that whatever the results of this study are, and it's a study, I was part of the group that picked this firm and they are up to the task and I think they'll do a great job, once we get to that point we need to be willing to follow through with it, decide if their recommendations are feasible and if so to make sure we implement them with fidelity and I want to make sure that that is the end goal here cause it's not necessarily a cheap study and to commission a study that we're not necessarily going to follow would trouble me. So that's kind of my soapbox, my two cents that I wanted to put in here that if we're gonna do this, we probably should, to make sure that at the end of the day we follow through with it. Thank you.

STANGO: Commissioner Tom Van Stone.

TOM VAN STONE: Thank you Mr. President. Pretty much to piggyback a little bit on that but I also want to highlight some of the things that are in the request for proposal that we sent out and are about to award, I assume we are. I was one of the loudest voices stating that we needed the new school last year and this RFP shows just what we were trying to inform the public of that our older schools just don't have and it's the adequate spacing. So there's actually categories in here that are called facility utilization because it does, our new schools of the future aren't standard classrooms and we tried to make that point last year. So these folks will look into things like special purpose rooms, portable and core spaces, and in addition to that they're also going to use whatever buildings we do have. So they are going to look at both sides of the coin which is what the public asked us to do last year. I'm not so certain that the older buildings have what we need and what they don't have will cost us as much money as a new building when you take a look at it. I've heard some folks talk about some of the parochial schools that are no longer being used. Those buildings, as far as I know, they don't have elevators, they don't have handicap accessibility, and they certainly don't have the rooms that we need for things like special ed. So this study is gonna expose a lot that we tried to portray last year and as Commissioner Van Stone said, hopefully whatever comes out of this we are able to act on. It's very important that we move forward and give adequate spacing for the school system and hopefully we do follow suit when the results of this come out in a few months. Thank you.

STANGO: Anything further? Commissioner Brown.

BROWN: I totally agree with that assessment and I too was a vocal supporter of a new school and I'm hoping that this study really shows the disparity in facilities in this City. I had an opportunity over the holiday to go to a Christmas show at Walsh School which was delightful, the kids were great, but the facilities were just so inadequate for any kind of presentation with the stage and for audience. The families were sitting at tables and it was just very uncomfortable and the children did not have a stage or any of the equipment to really resonate with them. Two days later I went to Rotella to their Christmas show and I thought I was on Broadway. It was fantastic. Again – spirit, well done, but the, it was just like night and day in terms of the facilities. Here you had staging and lighting and acoustics and music and a beautiful auditorium. I just think the disparity issue to me is front and center and I know that we're all concerned about that but I think we need to keep that front and center, that some of these buildings may be adequate or they may be, be able to be used in a very minimal way. But I think that we really have to think in terms of the quality in this City and how the East End is the only district that does not have a new pre-k through eight school and I think there's an issue of justice here and equality and I think we really need to look at all of our buildings and see what we can do make sure every student has optimal facilities to work in. So I'm eager to look at this study but also to think out of the box a little bit and hopefully as a Board who is elected to really make sure that all of our children have access to equal education that this is part of the mix. So I'm looking forward to the study.

*(tape ended)*

SWEENEY: ... Commissioner Van Stone's point, we did this study, a similar study, back in 2003 and we have fought tooth and nail to implement that study along the way and it has not gone our way in most of the requests that we have put forward. So I would agree, if we're gonna do this study then we have to be able to suck it up and implement whatever comes forward out of this study. I sat in on these interviews, I think we have a firm here who get us, who gets Waterbury, and who understands what we're looking for. Myself in particular have been very strong over the last few years about the fact that what we consider classroom space in this district is not adequate for classrooms in most cases. So I hope that going forward, that whatever comes out of this, and it bothers me that we have to again, from 12 years later, spend this money again to do this study again although it probably doesn't hurt to update what we have, but if we're gonna do that let's be ready to implement the recommendations that come forward. It's time to move this district forward in terms of its facilities and I'm hopeful that this will be the avenue to do that.

STANGO: Thank you. Anyone else. Mayor.

MAYOR: I just want to take a moment to go back a little bit and comment on some of the discussion so far. So will all recall when we pulled the plug on the new East End school and I publically stated why back then but I think I need to explain further that decision here tonight. Pulling the plug on the East End school was not anything I really wanted to do because I really felt and continue to feel that we need a new school in the East End of Waterbury. I continue to believe that having 800 children in a school built for 500 is a public safety issue. I continue to believe having 680 kids over at Generali in a school that was built for 500 and the portable classrooms is just unfair. I can tell you from the bottom of my heart that it was a tough decision for me, I never really did like, quite frankly, and I made this statement public before, the location that was ultimately chosen for the new East End school because I always liked the bird sanctuary and I still like the bird sanctuary to be honest with you. But the public came out strong and we did another study and we came up with this site and then we heard what we heard. But what was concerning to me is the lack of support for the new East End school particularly from the Board of Aldermen. Now you all know that you can request many things but at the end of the day the Board of Aldermen has the authority for final approval. And what the Aldermen were concerned with, and rightfully so, there were many issues that were brought up during those discussion and the issue of space, as you all know, was brought up. Now most of you, like me, didn't agree with the fact that there is space in other areas of the City that would be able to take the burden out of the East End. However, the issue was brought up and the issue gained momentum and traction in an election year and many, many people when I was knocking on doors during this last campaign brought it up to me and said you know Neil, you haven't sold us on the new school, you haven't really justified why you need a new school in the East End because of all the questions that come up about empty classroom space in different schools throughout the City. Explaining to very, very reasonable people, that we weren't about to put our children on buses and bus them all over the City in an adequate spaces and facilities didn't make the cut. And then we talked about studies. Now to Commissioner Sweeney's point, I recognize we did the study 12 years ago but quite honestly Ann 12 years ago looking at the district today and comparing it to 12 years ago, there's really no comparison. So I don't have an issue with that part of it but I do, I do understand both Commissioner Van Stones' positions as to what are we going to do when we get the recommendations. I think what we're going to do when we get

the recommendations is then we're going to, I, personally, will be able to go to those voters who are unsure and those Aldermen who are unsure, who by the way support the study, to say this is what we need and this is what we need to move forward. And I think you all are here for a reason and your reason is you all have a vision for what's best for the children in the public school system in Waterbury. And this is the avenue we need to take because the opposition to the new school was gaining much momentum and quite frankly the questions that were brought up some were answered adequately and some of them not so adequately. So I think that the right thing to do is to do a districtwide study. The other reason why I support this study so much quite frankly is because as has been pointed out, there are some parochial school assets here in the City of Waterbury that are vacant. Now while I do agree that it would take an enormous amount of work in some of them to bring them up to code and bring them into space that would be adequate for our children, I think we owe it upon the taxpayers to take a very close look at what's out there. Because quite frankly a 50 million dollar brand new school is nothing that we should take lightly given the fact we have empty buildings scattered throughout the City it may be, and I'm always saying maybe, feasible and reasonable to look at some of those assets as well. So I believe, and I know, that the Archdiocese is going to make all of those assets available to the folks that are doing the space analysis and study and I just toured a Catholic school yesterday, quite frankly, you know, the school itself, very, very tough condition, probably not something we'd be interested in, buildings next to the school could be something we could be very interested in. I think you would be very interested in looking at the St. Joseph's Convent which was built in 1962 and is in remarkable shape and used to house 18 nuns and we've talked in the past about different opportunities for different space for different challenges from pre-k all the way through 12. Those are assets I think we need to look at. At the end of the day it may not be in our best interest but I think we owe it to the taxpayers to take a look at it, I really do. So that's the school space analysis portion. The other thing that's quite disturbing to me is the redistricting aspect. I get calls all the time from folks who have moved into the City, bought new homes or, excuse me, built new homes or bought homes and they can't understand why they have to drive by the neighborhood school that's in their neighborhood to go to another school. And I have a problem with that. I have a problem with that. I have a problem with that because the taxes as you know here in Waterbury are not cheap, people come to Waterbury for different reasons, many people come to Waterbury because of the neighborhoods and the strength of the neighborhoods and the schools, which we should all be proud of. But when they have to drive by Tinker School to go to another public school when they live only a block or two away from Tinker School, I have a problem with that. Now, I believe that the redistricting plan will call angst, there's no doubt about it, and anxiety, I think those are two very good points, but at the end of the day no administration has had the political appetite or the courage to address this issue. I believe it needs to be addressed because I believe it's inhibiting people from coming to Waterbury, people we want to move to Waterbury and I think it needs to be done right and to be done fairly. And if that means moving people around a little bit for all the right reasons that make sense then that's what it means. This School Board adopted a pre-k to eight plan quite a while ago to encourage students to go to their neighborhood schools so that they could walk. We pay 10 million dollars a year in transportation fees for buses. It seems ludicrous to me to bus children by their neighborhood school to the next school because we're going by a plan that was designed and developed so many years ago, nobody really know when or nobody can justify why. So that's my issue and I appreciate your time and your indulgence and your

patience. This plan will give us a road map to the future. You will have the discretion as to whether you want to follow the recommendations or not but we owe it to the taxpayers of Waterbury to explain to them if we do need a new school in the East End we need some outside agency professionals, we've sat on this committee, we picked this committee, we're comfortable with this group that we're hiring to do this study, they have a great background in this area, and I think that the taxpayers of Waterbury will be much more comfortable recognizing that we've taken this step to assure them that we're trying to do what's fair and equitable and at the same time to be fiscally responsible. So those are the reasons why I urge you all to please support this plan and let's get the district moving forward. I don't need to remind you that since I took office three years ago we have almost 1,000 new public school children We need to address this issue once and for all. So please consider supporting it. Thank you.

STANGO: Thank you Mayor. Anything further on this item? Seeing none then I'm going to ask for a roll call.

**ROLL CALL VOTE ON ITEM #9.2:**

Yeas: Commissioners Brown, Harvey, Hernandez, McEntee, Rodriguez, Sweeney, T. Van Stone, and President Stango – 8

Nays: Commissioner J. Van Stone – 1

**9.6 Upon a motion by Commissioner J. Van Stone and duly seconded by Commissioner Harvey, it was voted, by roll call vote, to approve an Engineer Agreement with The BSC Group – Connecticut, Inc. for architectural and engineering services for Crosby High School Athletic Field & Track Improvements, funded by City Capital Bond Fund.**

STANGO: Motion has been made and seconded. Discussion on that item?  
Commissioner Tom Van Stone.

TOM VAN STONE: Yes Mr. President, this, when we discussed this in Workshop, I mean obviously we need to start upgrading our facilities, a few things bothered me about this and one of them is something I've been saying all along, I'm gonna do a little more research on my own about, but I just don't see the rationale and justification each and every time we start seeing these numbers come in front of us for dollars. And in this case we just have very general categories and we're gonna spend a couple of hundred thousand dollars to look forward to someday spending two million dollars to upgrade the facilities at Crosby. The other thing that was upsetting to me was when I asked about we always build things nice and then our upkeep falls apart, I'm hearing comments like it's because the State hasn't approved fertilizer that we're allowed to use on facilities with 18 and under students. So, I'm not against us upgrading the facilities, it just bothered me a little bit on how we present to our taxpayers what we're spending money on because quite honestly we're not really showing them what we're spending money on. We have six categories I believe in this one with just dollar figures. So until I get a little bit more comfortable with these type contracts and how we explain it to the taxpayers, I'm gonna continue to not support these type of contracts. Thank you.

STANGO: Thank you. Anything else? Commissioner Jason Van Stone.

JASON VAN STONE: Thank you Mr. President through you, I'm gonna reluctantly support this tonight. I based all my questions last week and I'm not gonna be redundant for the sake of being redundant. But there's two things essentially that kind of boiled down. It seems, and again maybe it's just cause of how it has to happen, but we, whenever we're building anything we seem to buy the same thing over and over again without having the opportunity to borrow from what we had previously. And I think we need to figure out a way to do that. Every time we get a design for something we have to build something similar a few years down the road and for some reason we can't ever just go back in time and take that. The second thing that was somewhat disturbing, while I think I understand what Mr. Cross was saying, the idea that we're gonna buy drawings and designs and do the leg work for projects we might not have the money to do bothers me at some level. I understand that if you're gonna get into it it might be cheaper in the long run to have it all bid out at one time and I guess I understand that but 77,000 of this 166 before contingency is at least, has the potential of not ever being built and that bothers me at some level. So we need to do a better job of how we can work on this going forward. I think the Crosby area field is in terrible need of upkeep so, like I said, I'll be supporting this but somewhat reluctantly. And to Commissioner Van Stone's point about how we need to upkeep things, and I would ask the Mayor's help in this, we need, pushing our State delegation to get the powers to be up in Hartford to approve fertilizers that the whole world knows are safe but for some reason there's some regulatory process somewhere that doesn't allow us to use it so two years into a field it will still be nice and green and we'll be able to play on. And I think that would not only help Mr. Cross' job and our Park's Department job but it will allow us really to allow these fields to be the jewels that they could be in the future. Thank you Mr. President.

STANGO: Thank you. Anything further? Mayor.

MAYOR: I just, since I'm here I mind as well comment further, I'm quite surprised to hear Commissioner Tom Van Stone's concerns because those were exactly mine when we brought this in front of the Board of Aldermen for the bond authorization there was a lot of questions that I had about the fee structures and how they were determined and you know my biggest fear is to get into a project and not be able to finish it, hello Municipal Stadium, and so I didn't get a high level of comfort with some of the questions I asked, I did with others, but the project to me is important and you know I don't like to start off on something that I'm not completely comfortable with because of some of the debacles that have happened in the past. However, at the end of the day, the Crosby Fields are deplorable, they were never designed properly, they've never been utilized or able to be utilized properly so we've got our kids from Crosby High School going to other football fields and baseball fields because they can't play in their own backyard which has been a real bone of contention for me since I came on this Board in 2009. The other thing is the use of the track. Quite frankly there's two areas of the City that get most pedestrian walkway traffic – one is the Bradley/Oronoke Road circle and the other honestly is Crosby High School track and if you go up there you just want to bomb it when you see the condition of it and wonder how it could possibly have deteriorated to that level and then when you drill down into it they tell you it was flawed from the beginning and not designed properly, the material wasn't adequate then, certainly isn't adequate now, it's a health hazard, you can't even compete on it, it's amazing. While I definitely agree with your assessment I think what we'll do because we're gonna have more projects coming, i.e. Wilby High School, I think that we'll start this with caution, keep a close eye on it and then try to keep you as informed as we can along the way of

the progress and the cost. We haven't done this Commissioners in decades so we're kind of new at it as far as field upgrades and improvements. You know when you go to Crosby and then you go to Wilby and then you go to Kennedy and you say to yourself what were they thinking about, who could possibly know what they were thinking about but maybe they weren't thinking at all and that is why we're here where we are tonight spending all kinds of money trying to fix the sins of the past. And to your point about maintenance, the fertilizer issue honestly is new to me and I apologize for not knowing anything about that so we'll work on that. But quite frankly I think that you all would recognize that we had such a severe issue with maintenance and maintenance related issues for so many years I think that we finally have a staff in place and we just have to give them the resources so that they can do their job. So incrementally I think we're making improvements but this step to bring Crosby to where it should be I think is a step that needs to be taken despite the fact that we're not all sitting here comfortable, but as comfortable as we could be so I promise you that we'll stay in close touch with you on this issue and keep you informed as to how it's going and then hopefully this will serve as a model for the up and coming projects at the other schools that we talked about. Thank you.

STANGO: Thank you. Anything further? Seeing none – roll call also.

**ROLL CALL VOTE ON ITEM #9.6:**

Yeas: Commissioners Brown, Harvey, Hernandez, McEntee, Rodriguez,  
Sweeney, J. Van Stone, and President Stango-8  
Nays: Commissioner T. Van Stone-1

STANGO: Motion carries eight/one.

**11. SUPERINTENDENT'S NOTIFICATION TO THE BOARD**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Rodriguez, it was voted unanimously to receive and place on file items 11.1 through 11.6, Superintendent's Notification to the Board, as listed:**

11.1 Athletic appointments effective immediately:

Costa, John – Head Soccer Coach, NEMS.  
Merriman, Caitlyn – Head Cheerleading Coach, WMS.  
O'Toole, John – Head Swimming Coach, WMS.  
Rosa, Jennifer – Head Volleyball Coach, NEMS.

11.2 Grant funded appointments:

Bousaada, Michelle – Substitute Pre-k Classroom Assistant, ECEP, \$10.15 p/hour, non-union and without benefits, funded by Title I.  
D'Angelo, Rachel – Pre-k Classroom Assistant, ECEP (replacing Leugim Pizarro), salary and benefits according to the UPSEU agreement, funded by Title I.  
Diorio, Christine – Substitute Teacher, 21<sup>st</sup> Century After-school Program, salary according to individual's contract.  
LaCapra, Krista – Substitute Pre-k Classroom Assistant, ECEP, \$10.15 p/hour, non-union and without benefits, funded by Title I.

McCasland, Colleen – Substitute Pre-k Classroom Assistant, ECEP, \$10.15 p/hour, non-union and without benefits, funded by Title I.  
 Sahbani, Faten – Pre-k Classroom Assistant, ECEP (replacing Arelis Negrón), salary and benefits according to the UPSEU agreement, funded by Title I.  
 Wali, Waczma – Substitute Pre-k Classroom Assistant, ECEP, \$10.15 p/hour, non-union and without benefits, funded by Title I.

11.3 Edgenuity Afterschool Credit Recovery appointments, salary according to individuals contract, effective immediately:

**Edgenuity After-School CR Coordinators**

School	Days	Time	Coordinator
Career Academy	W R	2:00 – 4:00	Ellen Perugini
Career Academy	substitute		Nicole Boutote

11.4 Teacher hires:

Name		Location	Position	Effective	Step
Albert	Kristen A.	NEMS	Lib/Media Spec.	09/30/14	MA/2
Bayouth	Betzaida	Sprague/ Bunker Hill	TESOL	11/10/14	6 <sup>th</sup> /5
Benjamin	Krista M.	WSMS	Spec. Educ.	11/10/14	BA/2
Lopez	Francesca E.	Carrington	SLP	11/12/14	6+15/3
Murphy	Jame E.	Bucks Hill	SLP	12/08/14	6 <sup>th</sup> /3
Phillips	David J.	Bucks Hill	Grade 3	12/08/14	MA/2
Ricard	Deborah J.	WCA	Spec. Educ.	12/17/14	MA/2

11.5 Extended School Hours (ESH) Program Appointments, salary according to individual's contract:

School	Last name	First name	Assignment
<b>Wilson</b>	Rosser	Jennifer	Administrator
	Shaffer	Andrea	Teacher/Sub
<b>Chase</b>	Calabrese	Matthew	Administrator
	Omer	Patricia	Teacher/Sub
	Zillo	Maria	Administrator/Sub
<b>Washington</b>	LeVasseur	Justine	Teacher

11.6 Rotella Magnet School's After-school Program appointments, Session 2, salary according to individual's contract:

Administrators:	Henry, Robin	Foy, Talisha (as needed)	
A/V Tech:	Michaud, Bryan		
Network Specialist:	Thompson, Michael		
Grants Facilitator:	Zastaury, Jean		
Teachers:	Abraham, Roxanne	Barrett, Ellen	Cipriano, Nancyjean
	Cruess, Carla	Cyr, Jessica	Dooling, Joan
	Ecke, Lisa	Gruner, Laureen	Lambo, Kara
	Ledbetter, Brenda	Lee, Ellen	Lillian, Jennifer

	McLaren, Ashley	Monroe, Mary	Pawson, Erica
	Pinho, Kelly	Porcaro, Stephanie	Rizzo, Lisa
	Veneziano, Rosalie		
Aides:	Generali, Linda	Lloret, Melissa	Lopez, Elizabeth
	Santos, Jeannine	Vicenzi, Valerie	Walters, Kimberly
Paras:	Begin, Debra	Cicchello, Ersilia	Sugrue, Kathleen

STANGO: Motion has been made and seconded. All in favor, opposed, motion carries. Item #12 – Unfinished Business of the Preceding Meeting Only. Does anyone have anything on that? Seeing none – moving onto Item #13 – Other Unfinished, New, and Miscellaneous Business. Commissioner Jason Van Stone and then Vice President Harvey.

JASON VAN STONE: Thank you Mr. President, through you. Just briefly, and I know it's not our practice to really comment on what came before us tonight, but given that our calendar isn't too far . . . I think it was more than a reasonable request tonight from the members of the Muslim community to simply ask our teachers and administrators to be aware of their holidays and to make sure to the best that is able, major events or exams aren't given that day. They weren't asking for days off or any real time, they simply wanted to make sure that their traditions were respected enough where they felt they had the ability to keep their kid home that day to celebrate, their child wouldn't be put that far behind in the classroom. I don't think that's a terrible big ask, I know we got 18,000 kids and a million classrooms so maybe getting the word out isn't the easiest thing but I think it's an effort we can make to make sure the Muslim community, their wishes are respected to the best that we can. Thank you Mr. President.

STANGO: Thank you Commissioner Van Stone even though we're not supposed to go there. FYI, the calendar is coming up to Workshop, next Workshop. Vice President Harvey.

HARVEY: I just want to take a minute to thank President Stango, the Superintendent of Schools Dr. Ouellette, Commissioner Hernandez and Commissioner Tom Van Stone for your presence at the Martin Luther King breakfast. I know I've done this on email but I want to thank you publically. And, again, you can see, I'm sure you witnessed how this event is attended in the community. I thought it was a really good event for Dr. Ouellette to attend as well as others. But, again, I really appreciate it, it was really good seeing you there on Sunday and hopefully we can do this again. Thank you very much.

STANGO: Anyone else? Commissioner Brown.

BROWN: I just wanted to, I know Commissioner Harvey gave an eloquent commemoration of Dr. Bonner but on a personal note Dr. Bonner was very instrumental in helping the City of Waterbury get the Good Jobs Ordinance passed, he played a leadership role, he came down with many of us who were part of the community. He spoke eloquently in front of the Board of Aldermen, we used his church for meetings, he really was an amazing person and I think his leadership really helped convince the Board of Aldermen at the time that this was really a good thing for Waterbury and I really want to thank him on a personal note. He always encouraged us and went out of his way to really play a leadership role in this Good Jobs Ordinance which we've all seen has really made a difference to our residents in Waterbury. So we'll miss him.

STANGO: Anyone else. We're going to need to add an Executive Session.

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to add an Executive Session to the Agenda.**

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

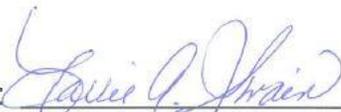
**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to convene into Executive Session at 7:45 p.m. for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.**

Present were: President Stango, Commissioners Brown, Harvey, Hernandez, McEntee, Sweeney, J. Van Stone, and T. Van Stone. Also present were Dr. Ouellette, Mrs. Cullinan, and Mr. Guidone.

**Upon a motion by Commissioner J. Van Stone and duly seconded by Commissioner Sweeney, it was voted unanimously to return to the regular order of business at 8:02 p.m. with no votes taken.**

### ***ADJOURNMENT***

**Upon a motion by Commissioner J. Van Stone and duly seconded by Commissioner Sweeney, it was voted unanimously to adjourn at 8:02 p.m.**

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