

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Thursday, March 5, 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 Operating Officer & Chief of Staff Paul Guidone, and Education Liaison Mary Ann Marold.

1. SILENT PRAYER

President Stango called the meeting to order at 6:36 p.m. with a moment of silence.

STANGO: In our silent prayer tonight I ask that we remember Colonel John G. Chiarella, Sr. Colonel Chiarella died on February 21. Colonel Chiarella was a familiar face in our Waterbury schools for many, many years. He'd visit each school, he had an agenda, he would stop by. He made a point to visit all of Waterbury schools in full uniform and speak about respect for veterans and respect for the flag. Often times he would bring a contingent with him of Gold Star Mothers or other volunteers, it was very impressive. The students usually all assembled in the gym and they were very attentive as he spoke to them about America. We remember Colonel Chiarella and his family tonight in our silent prayer.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

Commissioner Brown 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: Here.

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.

4. COMMUNICATIONS

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

1. Communication dated February 9, 2015 from Lisa Mace regarding recognition of Muslim holidays.
2. Communication dated February 9, 2015 from Majeed Sharif thanking the Board for recognizing Muslim holidays.
3. Copy of communication dated February 12, 2015 from Civil Service certifying Gina Petrillo for the position of Office Aide.
4. Email communication dated February 17, 2015 from Richard Calabro supporting naming Crosby's gym after Nick Augelli.
5. Copy of communication dated February 18, 2015 from Civil Service certifying Kimberly Rossi for the position of Administrative Support Specialist I.
6. Notice of Contested Case Proceeding and Hearing Conference from the Office of Public Hearings dated February 24, 2015 regarding Commission on Human Rights Case #1330265 - Keith Byrd v. City of Waterbury Public Schools.

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

5. PUBLIC ADDRESSES THE BOARD

Upon a motion by Commissioner Hernandez and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:39 p.m.

STANGO: Motion made and seconded. Any discussion? Seeing none – all in favor, opposed, motion carries. I shall read the disclaimer for the speakers. 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.

Robert Burns, Mattatuck Museum, 144 W. Main Street, had the following comments: Good evening. I'm the Director of the Mattatuck Museum. Thanks to the City's annual support, since 2003 the Mattatuck Museum has been able to teach 19,200 fifth graders of Waterbury Public Schools, their teachers, and chaperones about the

great history of our beloved City utilizing the Museum's one of a kind artifacts and objects. The suggested defunding of \$13,750 for the next academic year would eliminate museum learning opportunities for all future fifth graders. The Museum's community of educators, teaching artists, and volunteers are deeply troubled by the prospect of no longer teaching fifth graders about our City's many contributions to this Country's founding and the Industrial Revolution. The Mattatuck Museum greatly values its unique role in the education of Waterbury youth. The entire Museum is a classroom and it has had the honor to serve Waterbury residents as a place of learning for the past 138 years. Nearly every day we encounter residents who share stories and fond memories of their visits to the Mattatuck Museum as a student. School-age students are our largest constituency. They are in our building and on the historic Green four days a week throughout the academic year. During the summer we work with about 25 Waterbury high school students in the form of internships. State and federal funding enables us to provide museum-based learning opportunities for every third and fourth grader enrolled in Waterbury Public Schools as well as our work with Waterbury Public School's administrators and teachers to offer numerous afterschool programs throughout the year. We also offer professional development opportunities to Waterbury teachers. For example just last week on February 25th our education staff worked with 20 elementary art teachers for an afternoon of professional development inspired by the buttons that belonged to George Washington that are in our museum's collection. Waterbury fifth graders participate in our school program Farm to Factory which has been developed to support the Connecticut State Curriculum Standards for students in grades four through six. These students explore the transformation from an agricultural life to manufacturing in Greater Waterbury through a hands on guided experience. Beginning in the 1600's students discover how early colonial innovations such as the water wheel powered the City. They experience the industrial era with the actual factory machines in our collection that were once used for making brass objects, clock works, lamp parts, cosmetic cases, buttons, and so on. They are taught about the families – the industrialists and the philanthropists that ran these factories and established our schools, our churches, and our cultural institutions. They learn of the invaluable contributions made by immigrants and African Americans towards the City's development. What does all of this mean to our students? A recent report from the Americans for the Arts identifies the benefits of such programming for children stating that it stimulates and develops the imagination and critical thinking and refines cognitive and creative skills. It strengthens problem solving skills and adds to the overall academic and school success. It teaches children life skills such as developing an informed perception, articulating a vision, learning to solve problems and to make decisions. It builds self-confidence and self-discipline and it nurtures important values including teambuilding skills, respecting alternative view points, and appreciating and being aware of different cultures and traditions. In recent years when asked what did you like best about the program, Waterbury's fifth grade teachers replied it's a great program, higher order thinking is emphasized, the . . . how and why questions not just what and when. One teacher stated that she loved the introduction of new vocabulary that took place during our tours. Another noted that welcoming my students as members of our community and engaging them was a plus. When asked what did you like least about the program, many expressed that it is not long enough, it's too little time, our tour takes 90 minutes. One teacher wishes the tours were three times a year so they could study other areas of the Museum. On behalf of the thousands of school children that will be adversely affected by the proposed funding cut, I hope that you will now consider the Mattatuck Museum as one of your classrooms and continue to support

Museum visits for our children for years to come. Thank you for your consideration and your time.

Nick Meglio, Bunker Hill Sports Association 145 Devonwood Drive, had the following comments: I'm here representing the Bunker Hill Sports Association and I'm here to voice my concern concerning Agenda Item 8.6. Since its inception the Bunker Hill Sports Association has successfully achieved its mission of providing a safe environment where children from the Greater Waterbury area, ages 3 to 14, can play sports and have fun at the same time. These co-ed sports offering include basketball, flag football, baseball, t-ball, and soccer. Presently many of the children that benefited by the Bunker Hill Sports Association now have their own children participating in the Association. Historically the City of Waterbury Parks and Rec and the Board of Education has generously provided free of charge the use of the various gyms and fields as a benefit to the children of the BHSA. A recent proposal to begin charging fees for the use of school facilities would be detrimental to the mission of the BHSA and to the families of the 800 plus Waterbury youth who play sports under the Bunker Hill Sports Association umbrella. These changes would make it unaffordable for most families to continue to participate in such sports. The potential increases in fees proposed by the Board of Ed if waivers are removed would make the Bunker Hill Sports Association, their fees, unaffordable for many of the children. The BHSA would not be able to justify such a dramatic increase in its registration fees when already most Waterbury families struggle financially as it is. Evidence supporting sports participation for young people is overwhelming. It builds self-esteem, self-respect, and dignity. It provides social interaction with peers and adults, teaches sportsmanship, teamwork, provides leadership opportunities and of course it fosters a sense of community. To pass additional costs onto the families of Waterbury in terms of us raising our fees would be a grave injustice. To many of these families the benefit of having an affordable town sports program is key to helping make those financial ends meet at a time when economic stability is always uncertain. These families also depend on the BHSA to provide a safe environment and keep their kids off the streets in a program that is respected and reasonably cost attainable. It is also an opportunity for the parents and guardians of these children to coach themselves or referee a game, again, getting themselves involved into their community. I thank you for your time and I hope you will reconsider taking our waivers away.

Arlene Arias, 145 Rodney Street, had the following comments: I stand here in my role as a concerned citizen and parent of two children that attended public schools. Today in the *Republican American* an article was published title "Suspensions Show Racial Disparities" written by Michael Puffer. Last meeting I spoke on this very topic of exclusionary disciplinary practices and how they disproportionately impact minority children and since then I've learned also students with developmental disabilities. I believe it is upon us as public servants and caring citizens to be aware of where our public school system stands in terms of this issue. At the last meeting I urged the Board to consider inquiring about suspension and arrest rates and the related numbers based on race and ethnicity in our City. We as a City and a system need to be sure that we are not contributing to the school-prison pipeline.

Referring back to the research report that I mentioned at the last Board of Ed meeting by the African American Policy Forum titled Black Girls Matter – Pushed Out, Over-policed and Under-protected which some of you may have received via email, one of

the recommendations that will allow us to understand and then intervene in the conditions confronting children of color, was to refine statistic reporting on disciplinary matters. So, again, as a mother, social worker, and educator myself, I call on the Board to create a system that tracks who's getting disciplined, how are they getting disciplined, and why are they getting disciplined. What's the race of these students and the gender? We need to know if there are themes that match what is going on nationally and in our state. So the immediate creation of a system like this would show that you acknowledge the acute problems facing African American families as it relates to racial disparity and the distribution of punitive discipline. Thank you.

Hope Greene, 349 Chipman Street Ext., had the following comments: Good evening Board of Ed members, my name is Hope Green and I am a 15 year old high school student who attend the Girl Scout Troup at West Side Middle School. Girl Scouts is important to me because I have met several great friends through my troop along with the fun I have learned some great skills such as leadership skills and money management skills during cookie season. I have also learned to use my voice a bit more than I am used to. I am hoping that you will reconsider and not charge us for the use of the school. Thank you for giving me the opportunity to speak tonight.

Abigail Greene, 349 Chipman Street Ext., had the following comments: Hi, my name is Abigail Greene. Dear Board of Ed members, I am in Girl Scouts at Regan School. I really like seeing my friends and making new friends, we have lots of fund, please don't charge us to use the school it will make many girls sad. Thank you.

Heather Green, 349 Chipman Street Ext., had the following comments: I am here in regards to the proposal that anyone who uses the schools would have to pay due to budget cuts. While I understand there needs to be cuts somewhere I don't understand why non-profits who've benefit the community and the children and families in them would be the ones to pay for the services given at the school facilities. I am a troop leader for Girl Scouts and my troop meets at West Side. I have a great group of girls; they look forward to getting together. Right now we are currently working on a project where the girls will share a country of their choosing with other troops within the City. There are also girls in lunch programs that are served too. There are a total of 70 girls who participate in Girl Scouts in Waterbury that currently meet outside in the Waterbury Public Schools. There's also a community troop that is being formed for approximately 38 girls who are on a waiting list until they are able to be placed in an existing troop. Girl Scouts have functions afterschool during various times of the year including the SAM Dance – Special Adult and Me which services well over 600 girls both in school, out of school, and the community troop. If we had to pay for the use of schools we would not be able to even have meetings anymore and this hurts the girls more than anyone else. My suggestion would be to charge outside people coming into our schools as well as those who are making money from the events they are having. Charging any of the non-profits will not help the families in our City. Thank you for your time.

Michele Marchetti, 112 Clough Road, had the following comments: My boys have been involved in sports there since they were three years old, they are now in sixth grade and fourth grade and they both go to Waterbury schools. I'm a Mom, two boys, my husband got laid off, I work three jobs, \$40 is not much money for me for my kids to have sports, it makes them happy. I have a special ed child, he needs the sports, he needs the camaraderie, he needs the social aspects, he's doing great with that and

thanks to Bunker Hill and their great coaches and the affordability that we can afford my kids can still play sports. I think that if you guys start charging us for use of the gym, we are taxpayers, I pay lots of taxes, I have a beautiful home I worked hard for all of my life, I'm 48 years old and I've lived in Waterbury all of my life. I went through the school system here, in the school system here, I'm a paraprofessional for special needs, and I enjoy working with the kids in the school system. I just really think that you guys should rethink what you're thinking with your budgets because now instead of charging us \$40 a head and if we have two or more children they're going to have to charge us at least 90/95 dollars a head to keep up with how much it's gonna cost us to take the gyms. The boys enjoy sports, I'm speaking for many moms who work more than one or two, actually three moms could not make it tonight because they are working their second jobs. There are many Bunker Hill moms and dads who are single in our neighborhoods who volunteer their services for many, many years. I've watched the program grown from maybe 40 kids to I'm not really sure how many we have now, that's how our program has grown since my kids were little. Like I said they're in sixth grade now and fourth grade and the program is very outstanding. My kids get a lot out of it, the older ones. I've seen little kids, fifth and sixth graders come back to work with the three and four year old programs for free, they're mentoring these little kids for free. So I just don't see the point of you guys charging anybody else, we're already paying taxes, we're paying for the schools, we're paying for the gyms, we're paying for a lot of things and we're not seeing anything. Now you're going to charge us more cause that's what's gonna happen and then my kids, I'm telling you right now, if it goes up to \$90 they can't play sports, I can't work anymore jobs, I'm exhausted, exhausted. There's no more time in the day, right now I skipped Anthony's game tonight at Bunker Hill, at Carrington School, so I could be here to help. Another thing I wanted to say about Mr. Burns, great program, please rethink exactly what he said, it's a great program. I'm working the afterschool ART Program, the kids absolutely enjoy it, we're working on making buttons cause they just went over to him to get educated on this, the kids are making buttons, and they're so excited about the programs. Please think about these things, this is for the kids, this is for our future, we're not gonna have a future if you keep taking it out of our pockets, we just can't do it anymore. I have other suggestions, I've made suggestions, I've talked to the Mayor, I just really would like you guys to rethink all of this. Thank you for your time.

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business at 6:59 p.m.

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

6. SUPERINTENDENT'S ANNOUNCEMENTS

Dr. Ouellette read and distributed the following announcements:

The Waterbury Arts Magnet School has once again been named a School of Distinction by the Magnet Schools of America. MSA had a record-breaking number of entries this year, with over 300 applications received from magnet schools across America. The organization is committed to "accentuating excellence by continuing to focus on attention on what matters most in magnet schools."

The Waterbury magnet school lottery closed on Friday at 3:00 p.m. The lottery date is at Rotella School at 1:00 p.m. on Friday, March 13th. No lottery numbers will be given at that time. Parents will be notified by mail approximately one to two weeks after the lottery date.

The Waterbury Parent Academy, PAL, Waterbury READS and Literacy Volunteers of Greater Waterbury teamed together to celebrate Dr. Seuss' birthday with dinner, dessert and reading on Monday, March 2nd at PAL. Waterbury students in kindergarten through third grade, along with their family members, enjoyed a fun evening of stories and activities.

Granville Academy is presenting "An Afternoon with U.S. Congressman Jim Clyburn" in association with Lambda Rho chapter of Omega Psi Phi on Saturday, March 14th, 1:00 p.m. at the Waterbury Arts Magnet School. There will be a presentation and a book signing of the Congressman's book, Blessed Experiences: Genuinely Southern, Proudly Black. A reception will follow at Veterans Memorial Hall.

Both Crosby and Kennedy High Schools advanced to the Naugatuck Valley League semi-final games, held on Monday, March 2nd. Crosby played against Naugatuck while Kennedy played Sacred Heart. Following those semi-finals, it was Crosby and Sacred Heart that advanced to the finals on Wednesday evening. In a tight match, Sacred Heart won, 68-66, but our Crosby players gave it their all.

Wilby High School hosted a regional Robotics FIRST competition this past weekend, one of only two such competitions in the state of Connecticut this year. The winner of the competition was a three-team alliance of SimCity (Simsbury), Gaelhawks (Shelton) and Techno-Ticks (Old Lyme). These three teams have qualified to participate in the New England Championship at Worcester Polytechnic Institute, starting on April 9th. A number of other teams won awards for engineering, creativity, design, and other designations. Eleven adults were recognized for their ability to lead, inspire and empower as team mentors, including Vincent Balsamo of Kennedy High School, for his inspirational leadership of the school's The Nuts And Bolts of Fury.

Waterbury Symphony Orchestra favorite and Waterbury resident Andrew Armstrong returns to the Main Stage at Naugatuck Valley Community College on Saturday, March 14th, at 8:00 p.m., for Beethoven's Emperor Concerto. Yale University School of Music Faculty member Thomas C. Duffy will premiere a New Commission for "Side by Side" Orchestra and will feature the young talent of more than 25 string students from the Inter-District Strings Project performing alongside the symphony's musicians onstage.

The Waterbury Youth Service System, Inc. announced yesterday that Kathi Crow, MSW, LICSW, has been named the new Executive Director. According to the announcement, Ms. Crowe is a former executive director for the National Foster Care Coalition in Washington, D.C. and a former Youth Development Specialist for the Rhode Island Department for Children, Youth and Families. We welcome her to the Waterbury community and look forward to working with her in the future.

CABE's "Day on the Hill" is set for Wednesday, March 25th, 8:30 a.m. to 12:00 p.m. at the Bushnell.

7. PRESIDENT'S COMMENTS

STANGO: Recently in some informal discussions with CABE I got a suggestion from them that we should use a gavel at our meetings. The Superintendent has graciously seen that one has been provided. I'd like to introduce it to you now because we've never had one before. It's very nice, it's a hardwood base, I think it's made out of oak and a very nice turn handle and this is the gavel that we're going to be using at our regular meetings from now on. I've been doing some research on it and the reason why I'm going to use it more now is because I went to the State Board of Education meeting and low and behold the State Board of Education Chairman had a gavel and he used it so I'm saying if the State could do it we could do it. So I did some research on the Internet for it and there's a few things that we should know about it. Some of them are using it call the meeting to order and to end the meeting. You tap after a vote is taken. Maintain and restore order, that's very important. And then you tap to rise and sit. Now the important thing to remember here is that all of these things are optional. I don't have to do any of them or I could do them all. The do's and don'ts would be, the don'ts would be, and this was on the Internet, don't hit anyone with it and don't throw it at anyone, that was actually there, I'm not kidding. And a very important one also was be very careful because if a gavel is present the temptation is is that you will use it too much. I'm going to attempt to not to do that and I'm going to put Commissioner McEntee in charge of that. If you see me using this gavel too much, call a point of order. So that concludes my comments.

Now moving onto the Consent Calendar. Does anyone have anything they wish to remove from the Consent Calendar?

President Stango proceeded to read the Consent Calendar, Items 8.1 through 8.6.

8. CONSENT CALENDAR

Upon a motion by Commissioner Hernandez and duly seconded by Commissioner Rodriguez, it was voted unanimously to approve the Consent Calendar, Items 8.1 through 8.6, as listed:

- 8.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of a new after-school program for Reed's Family Resource Center entitled Creative Art Club, as attached.
- 8.2 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Vincent Balsamo, KHS, and nine chaperones to take 46 students to Lewiston, ME from March 12 through 14, 2015 to attend the FIRST Robotics Pine Tree Competition.
- 8.3 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Zulma Santana, WHS, to take five students to Madrid, Toledo, Barcelona, Spain from April 3 through 10, 2015 to visit various sites (see itinerary).
- 8.4 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Kyle Ondrush, WAMS, and three chaperones to take 36 students to Brooklyn, NY on April 23, 2015 to visit the Brooklyn Academy of Music.

- 8.5 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:

GROUP	FACILITIES AND DATES/TIMES
D. Benjamin	WAMS recital hall: Tues., May 19 th , 5 - 7:30 pm (school talent show)
J. Reed	Rotella gym & café: Tues., March 31 st , 5 – 8 pm (District Convention)
H. Doolan	Wilby aud.: Fri., Mar. 13 th , 7 – 9 pm (performance of “Hairspray “for parents)
Major Simon	Wilby auditorium, gym, café: Sat., May 2 nd , 8 am – 5 pm (JROTC competition)
M. Rocco	W. Cross gym: Sat., Mar. 28 th , 1 – 9 pm (PTA/5th Grade craft fair)
T. Grabowski	Maloney café: Thurs., Mar. 12 th , 4:30 - 8:00 pm (Family Book bingo night)
Mayor’s Office	Reed café: Sat., April 25 th , 8 am – 4 pm (Wtby. Cultural event-Literacy Volunteers)
R. O’Neill	Carrington café: Tues., Mar. 10 th & Wed., Apr. 15 th , 5:45-8:30 pm, (Book Club mtg.)

- 8.6 With the approval of the Committee on School Facilities and Grounds, the Superintendent of Schools recommends approval of the use of school facilities by outside organizations and/or waiver requests, subject to fees and insurance as required:

GROUP	FACILITIES AND DATES/TIMES
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REQUESTING WAIVERS:

Wtby Ballers Basketball	Crosby gym: Sunday, March 1, noon to 6 p.m.	
Phil Lott	(basketball tryouts and practice)	(\$294)

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

CT DOT	Crosby aud.: Tues., Mar. 24 th , 5 – 8 pm (public mtg. on I-84 const.)
Chiari & Syringomyelia Foundation:	Gilmartin track: Sat., June 20 th , 4 – 9 pm (walkathon)
Girl Scouts of CT:	WSMS resource rm.: Tuesdays, 3/9 - 6/1/15, 2:30 - 4:00 pm (troop mtgs.)

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

9. ITEMS REMOVED FROM CONSENT

There were no items removed from the Consent Calendar.

STANGO: Before I go onto Item #10 on the Agenda, I will surrender the Chair to Vice President Harvey so that I may enter the discussion that we’re going to have on the budget. I will return for Item 10.2.

HARVEY: Thank you President Stango.

10. COMMITTEE ON FINANCE

Item #10.1

JASON VAN STONE: Ladies and gentlemen, with the approval of the Committee on Finance, the Superintendent of Schools recommends approval the 2015-2016 Department of Education's budget request to the Mayor totaling \$161,625,000.00, as attached, **SO MOVED.**

SWEENEY: **Second.**

HARVEY: Discussion?

BROWN: I'd like to make an amendment to that motion. I would like to amend the motion to request the amount to be \$163,125,000.00, as previously presented at the Board's February 5, 2014 meeting, **SO MOVED.**

SWEENEY: **Second.**

HARVEY: Discussion on the amendment?

BROWN: I make that motion because I think as we heard from the public tonight, and I'm sure no cuts are acceptable, but I do think it's premature to make these cuts because we don't really have all of the finalized State budget so we're not really sure what dollars will be coming from the State and we don't really know our federal grants what the story is. So I think we need to kind of take a step back, move the budget forward without the proposed cuts from the Workshop and hopefully when the dust settles there will be money so that we can maintain these important programs, especially the Museum and our sports associations and other important programs. And I realize everything's important and nobody likes any cuts so I'm not doing this because I feel that we can't cut but I do think it's just premature right now so I would ask for the support. Thank you.

HARVEY: Any further discussion? Commissioner Jason Van Stone.

JASON VAN STONE: Thank you Madam Chair. With all respect to Commissioner Brown, nothing in the landscape has really changed in the past two weeks and this Board rather overwhelmingly felt that the \$173 million dollar number was not something the taxpayers could afford at this time and I would tend to agree with that. I would agree that over the next couple of months things may change and maybe at that point we can look to maybe add some things back in but I think right prudence calls for the most reasonable budget to be sent over to the Mayor so I would be against the amendment.

HARVEY: Thank you. Any further discussion on the amendment?

BROWN: Madam Chair, I would ask that the vote be taken by roll call.

HARVEY: Any further discussion on the amendment? No further discussion, we'll have a roll call vote on the amendment.

ROLL CALL VOTE ON AMENDMENT TO ITEM #10.1:

Yeas: Commissioners Brown and Sweeney – 2

Nays: Commissioners Harvey, Hernandez, McEntee, Rodriguez, J. Van Stone, T. Van Stone, and President Stango – 7

CLERK: Amendment fails two to seven.

HARVEY: We have a motion on the floor. Commissioner Jason Van Stone, would you reread the motion.

J. VAN STONE: For the record the motion on the floor is with the approval of the Committee on Finance, the Superintendent of Schools recommends approval the 2015-2016 Department of Education's budget request to the Mayor totaling \$161,625,000.00, as attached.

HARVEY: Thank you. We had a second. Discussion? Commissioner McEntee.

McENTEE: Paul the \$200,000 cut for outside activities that's for in the past I guess non-profits that came in during the week if there was somebody already in the building up to nine o'clock there was no charge and on the weekends we usually waive the overtime charge for maintenance for non-profits?

GUIDONE: That's an accurate summary.

McENTEE: And what groups have been the heaviest users, the heaviest benefit of that?

GUIDONE: The largest single user has been PAL and the number of sport associations – Bunker Hill, East Mountain, and several others have been the other general users.

McENTEE: I believe sports are a very important part of a child's development and an important part of their life and our youth already face enough challenges and enough obstacles. We need to give them every opportunity to succeed and every opportunity to be successful, not take opportunities away. **So I'd like to make a motion to amend the current motion to add in "outside activities" overtime in the amount of \$200,000, so moved.**

SWEENEY: **Second.**

HARVEY: We have a motion and a second. Discussion? Commissioner Tom Van Stone.

TOM VAN STONE: Thank you Madam Vice President. I certainly had planned to discuss this later. There's a lot to do with this budget and maybe we as a group don't explain ourselves well enough sometimes. Sometimes people in our position we have to make a point and the point is not to charge non-profits. I'm one of the original executive members of the Town Plot Sports Association; my grandson currently plays in Bunker Hill Sports Association. The point is this is an education budget and we should be paying for education. If the City would like organizations, and I would agree, to have an advantage when it comes to using our properties, that is fine, but the money should come from the City Hall budget and not the education budget. We don't have enough

money to put STEM in K to five. We don't have enough money for our special need students. And yes we look at this as \$200,000 here, or a little bit to the Mattatuck Museum, a very large amount to the Palace Theater, it's all one big thing that is not direct to the classroom. I understand sir, and I'm sorry Mr. President tonight I think we can take a little exception to the public speaking rule because this is the topic at hand, it's very important. But we need our budget money that we only get 18% after salaries to run our schools. I would be all in favor of the Mayor taking this over, he had no problem making us look like the bad guy with Girl Scouts, Girl Scouts were never mentioned in any of our conversations. We're not the bad guy. I'll take the heat because I proposed this but that is the reason why, not to take away your gyms, okay. So you need to understand why this money should come from the City as in City Hall and not from Education, we have little enough to do what we have to do. Your argument is not with us, it's with City Hall, and that is the point of why I put this out there. So please understand we need to teach our children, the City needs to do public service. Our buildings are used and trust me the \$200,000 that we put in barely covers what we have to go back and do after the fact. So please understand I cannot agree with this amendment because this is not where the money belongs, it belongs coming from City Hall and the City budget with the Aldermen and not from the Board of Education. Thank you.

HARVEY: Any further discussion on the amendment? Any further discussion on the amendment?

McENTEE: Roll call vote please.

ROLL CALL VOTE ON AMENDMENT TO ITEM #10.1:

Yeas: Commissioners Brown, McEntee, Rodriguez, Sweeney, and President Stango – 5

Nays: Commissioners Harvey, Hernandez, J. Van Stone, and T. Van Stone - 4

CLERK: Five/four – amendment passes.

HARVEY: So we are back to the underlying motion for a vote. Discussion?

JASON VAN STONE: Madam Chair, with the approval of the Committee on Finance, the Superintendent of School's recommends approval of the 2015-16 Department of Education's budget request to the Mayor now totaling \$161,825,000.00, as attached.

HARVEY: Discussion.

McENTEE: Paul, can you provide some clarification on the STEM Program that's being proposed to be cut.

GUIDONE: The STEM Program, which is a program at the Career Academy, was initiated mid last year, it has been extraordinary successful, it was funded by approximately \$80,000 from the Alliance budget. As we proceeded to the current fiscal year it was determined that the program was initially very successful and wanted to expand it for a full year program that it wasn't in the first year as well as add a number of students to the program, the program was funded for this current fiscal year with approximately \$80,000 from Alliance and \$80,000 from the Operating Budget. So the

\$80,000 in the Operating Budget from the current year was projected to move forward into the new 15/16 school year.

McENTEE: And what would happen if we cut out the \$80,000 from the budget for that program?

GUIDONE: The program would need to be scaled back to some level to support its existing funding under Alliance or other funding for it either in Alliance or other sources would need to be explored.

McENTEE: Would it be eliminated?

GUIDONE: It wouldn't be eliminated since there's at least the \$80,000 or so currently budgeted in Alliance, the assumption is that would move forward into the new Alliance grant for 15/16 although that's not prepared yet.

McENTEE: Okay, thank you.

HARVEY: Any further discussion on the motion? Commissioner Tom Van Stone.

TOM VAN STONE: I'm starting to wonder why we've been meeting for the last four weeks if we're just gonna take everything we've worked on and call on an amendment to reverse what we have done in Committee and in Workshop, I'm not sure what we're doing. These aren't easy decisions and when it comes to STEM I'm one of the biggest proponents on this Board for STEM education. However, as I just stated, students, every single K to five student in this district does not get a full complement of STEM education. We need to look at the big picture. It's a great program, after school STEM, however, we need to put the money for the greater good. So once again, I don't know how many more of these amendments are coming, but, cause if they're all coming maybe we should go back to the first amendment of going back to the regular number. So I don't know where we're headed on this. Thank you.

HARVEY: Thank you. Any further discussion? Commissioner Sweeney.

SWEENEY: I believe the motion on the floor only includes the one amendment, I don't hear another amendment on the floor so I'm gonna speak to the amended budget number. From where I sit and where I've sat for the last eight years, this district hires a Superintendent, staffs the Central Office, and hires principals and teachers and other support staff and at budget time those are the people who come forward and say, explain as the people in the field, what this district needs and that is the budget that was originally put forward, asking to fulfill our needs. And that is the budget that I supported. That budget in the past has always gone, that number has always gone to the Mayor for his approval or disapproval and what other number that comes back to us as approved from the Mayor's Office is then the number that we work with and that's where we decide to make cuts. So I'm looking at some suggestions tonight because I don't consider these hard and fast cuts because when that budget number comes back from the Mayor's Office it is at that time where we as a Board are charged with making line item adjustments to meet that particular number. That is the work that I look forward to. Because, again, I put my trust in the people that we hired to know what this district needs and I support those needs and it's never easy and the number that goes over never comes back the way we send it. There's always some cuts to be made and we

always have to go back through and give up some things that we think this district really needs because we don't put forward things that are just wants, like to haves, we put forward needs and those are the budget numbers that we'll see. So at this point in time I'm willing to go forward with whatever will pass to go over to the Mayor so that we can begin the work that we were charged to do. Let the Mayor have his say, let him put forward his bottom line, and then we will do as we have always done we'll make do with what we've been given and we will have to make cuts and maybe they won't be popular and maybe there will be people at the podium afterwards, but it will be the work that we were charged to do and we will do it to the best of our abilities and I believe that of all 10 people that are sitting here tonight. Thank you.

HARVEY: Any further discussion on the motion? President Stango.

STANGO: Thank you Madam Vice President, I believe we're speaking to the original motion.

HARVEY: As amended.

STANGO: First I would like to thank Superintendent, Mr. Guidone, and Mrs. Cullinan and Ms. Biolo and the team who have worked hard preparing this budget, I know it was a great intensive task. I also want to thank the Board for your subsequent work to revise the proposal. It was a stressful work to be sure. The goal of this Board all along was to determine what cuts would affect the least amount of students. I know going into the revision process we would encounter longtime traditional items and favorite projects which would prove to be problematic moving forward. This has proven to be true and I expected opposition to some of these proposed cuts and I do agree with the points made tonight. The simple fact is when we reduce our budget proposal it takes a toll in some way on our students. If we maintain the budget request then it takes a toll on our taxpayers. In my opinion both options are unacceptable. The budget revisions are a step forward in the process as we as a Board are charged to do. My personal belief is the Superintendent's proposal was fair at the time, it was a fair budget. Her team did a great job in putting the proposal together. That proposal was not voted forward and as a member of the Board of Education, I joined, as I should, the prevailing side and entered into the budget discussions at numerous committee meetings. I believe that some of the cuts made are a bit draconian. I also believe in the final analysis some of those cuts will be restored. Unfortunately as we go through the process all programs and agencies who share the wealth when times are good must now share the pain when times are bad. All things considered conversations have taken place and I personally know and understand more about the budget than I did before. Realistically if we only present a budget we can afford we will never provide a budget which meets the needs of the district. I believe this Board has a responsibility to present a budget a budget which will sustain the needs of the students of our district. We must advocate for such a budget. So what's the solution? The solution is that additional funding sources must be found short of GoFundMe.com, I guess we're going to have to look at the State. For one thing the State must not underfund Waterbury. Reports say Waterbury is underfunded by 47 million, this is totally unacceptable. We must be clear, our budget has remained flat for six years while our enrollment has grown, mandates have increased, contractual obligations have increased. We also must keep technology at high levels, out of district tuition costs are through the roof, and most important security is always a consideration. These costs and obligations are huge and will bust

any flat-funded budget. Also Waterbury not only needs to stay current in education but we must move forward with our reforms. We have been doing a good job with that. I believe that our Waterbury team and Central Office leadership has led the way and has become a model for reform in the State and we have been told that by people working at the State level. We cannot go back. Our budget must continue to reflect those initiatives for reform. It will not benefit our district if we win the budget battle but lose our overall educational advancements. My fear is that if we dismantle this district even in little increments we will never reclaim. Difficult decisions certainly must be made if we think these revisions were difficult just wait for the next round. One thing for sure the budget must remain honest and valid throughout this whole process. I will vote reluctantly for this revised budget tonight because we must move it forward in the process, we must get it off our plate for now so that we can concentrate on other matters at hand. We did our due diligence, we made our cuts, we will probably continue to make cuts. I guarantee that those cuts will continue to be unpopular with segments of the population. So we must all ask ourselves the question – does this perceived better budget translate to a better school system? If the answer is “no”, then we have much more work to do. And I thank you Madam Vice President.

HARVEY: Thank you. Commissioner Tom Van Stone.

TOM VAN STONE: Thank you Madam Vice President. I'm gonna go back to my original notes to just talk about some of the things of the budget. And as I mentioned earlier sometimes maybe we don't do a good enough job of letting the public know some of the reasons we're in the position we're in other than the obvious with the economy, there's a few items in this budget I have spoken about even outside of budget talks, one of them President Stango mentioned, that's the cost of out of district schooling. I came to learn on this Board, I did not know prior to being on it, we budget 6.2 million dollars in order to educate children that do not live in the City of Waterbury. The reason for this is they're in very difficult situations. A good majority of them unfortunately are now in the hands of children services and that's sad. However, when the State relocates this child wherever it may be, including out of state, our City budget, the Education budget, continues to pay 100% of that bill, we get zero from the State of Connecticut who has moved that child out of our City. Again very sad situation for those children. We have actually gone out with some of these children and offered to transport them back to Waterbury so that we use our teachers and our assets but when that guardian declines the offer we then pay in some cases over \$100,000 per student. We also have children, unfortunately, that are in the correction system that we are also paying all their education, getting nothing from the Corrections Department. I brought this up to our state representatives, this is burden on you the taxpayer, we need help. We need help. And this is a big piece of the bind we're in. There's another item that just a few years ago we ended up finding out we're one of the few City departments that pays its own phone bill, all the other departments get it from City Hall. One point seven million dollars is taken away from your children's education because we're a department that pays its own phone bill, only for the last few years. When the State budget goes through one million dollars comes to the City of Waterbury for bussing. We have a line item for bussing of 11 million dollars. That one million dollars goes into the General Fund, it does not come to the Education Department. That could be another million dollars we don't have in our line item. I just brought up nine million dollars that we must budget for that we get no help or relief to any extent. That's money we're not spending

on the children. Now I know we talked about some items of \$14,000, \$200,000, and we had a lot of conversation about it but this is nine million dollars that we need help from the State. I brought it up to our State Reps, not one has even rang my phone to talk to me about it. We need help, we could argue and debate over this item or that item, but this is money we're spending that is not going to our students here – nine million dollars. Now there's other things we could look at in this budget that we as a group need to look at, it upsets me to have to spend three million on substitute teachers, the big picture there is maybe we need to start looking at teacher absenteeism, that's a lot of money three million bucks. It's not easy for us to prioritize where we either delete or move money. As President Stango mentioned, Paul Guidone and his team do an unbelievable job, he is an experienced CEO that knows school budgeting better than anyone. But of course we have help on the way from City Hall, we have a horse coming in that is supposedly going to tell us how to run a budget, they can't hold a candle to Mr. Guidone. As far as I'm concerned it's the JV team coming to help. So, again, I'm getting a little long winded but I felt it was necessary that folks understood the troubles we have in making this budget come together and those are some of the items. So I hope it helped a little that you understand the position we're in. Do we like to make cuts, of course not. As Commissioner Sweeney said, we'll look at it again. As Commissioner Brown said, the State money may be different, it's all true, but right now we need to take a hard look at things. So that's my peace. I'll let others talk or we could vote.

HARVEY: Commissioner Jason Van Stone.

JASON VAN STONE: Thank you Madam Vice President. Commissioner Van Stone hit all the highlights, I'm not going to belabor the point with it. Where we are in Waterbury with our budget is more an issue of revenue than it is with expense. We, this group, and I thank the Finance Committee, I think this year's incarnation, the Finance Committee, and this whole Board frankly, put more time into this proposal than anyone I've been part of thus far in my four plus years here on this Board and I thank them for all their time. Sometimes it's easy if you read a newspaper story or hearing it second hand that some faceless group of people decided to cut something and none of these cuts that were proposed did we not feel. I'm a Bunker Hill guy, I was in the Bunker Hill Sports Association back in my days when I used to be an athlete. I've coached at PAL, I've had kids at PAL. I understand what that means for a family. I was completely confident that we could have gotten, subsidized this money from a non-educational source and put this \$200,000 back into teaching our kids and still held the families harmless but we decided to add it back in tonight. President Stango noted the 47 plus million dollars that we leave on the table every year that you people of Waterbury have paid already that we just don't get, that's where the fight has to be. We can fight here for five, six thousand dollars all night and we're never going to close the gap. We need to go get what we're already paying for and tell the leadership in Hartford to make smarter choices and to fulfill the promises they've already made before extending new ones. Imagine what 47 million dollars could bring to this conversation, we could have passed this three weeks ago and . . . but we're not there so we got to play the cards we're dealt. These will be tough discussions that will continue for the next couple of months. If tonight this budget was for adoption I would vote against it because I don't think the people of Waterbury could afford this tax increase. But that's not what we're doing tonight, we are simply putting a proposal across the street to the Mayor. And while I wish this proposal was 200 grand lighter it is what it is and we will continue to

work. But I will say again that this is just the beginning of the battle. If anyone in this room thinks that we're gonna get this number at the end of the day I'll bet you this amount of money. So we're gonna have to keep working, I know Paul will continue working, I know the Superintendent will keep working, and we have to start thinking creatively now, big pictures, change of programs, change of scope, because there's not enough nickel and diming to do to get to where we need to do and until we get the revenue that we've been promised this is where we are. Thank you for indulging me Madam Vice President.

HARVEY: Any further discussion? Again, any further discussion? We'll have a roll call vote on the motion, the amended motion.

ROLL CALL VOTE ON ITEM #10.1 AS AMENDED:

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

Nays: Commissioner T. Van Stone - 1

CLERK: Eight/one – motion passes.

10.2 Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Sweeney, it was voted unanimously to approve to apply for the Connecticut State Department of Education Planning Grant to Increase Representation of Black and Latino Educators.

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

BROWN: Yes Mr. President, I just want to personally thank Dr. Tucker and Jahana Hayes who's with us, a teacher at Kennedy High School, for identifying this opportunity with the State Department of Education, it's a \$25,000 planning grant and our hope is that we can really put in place a program in Waterbury that really works with students who would like to pursue a career in teaching and really give them the support and the vehicle to this career path. So I'm really excited about this opportunity and Superintendent, thank you for your support and hopefully it's the beginning of really trying to put together a really job funnel, if you will, for future teachers. So, again, thank you very much for this opportunity.

STANGO: Further discussion? Commissioner Hernandez.

HERNANDEZ: I just have a couple of questions really. I was looking at the proposal and it came out February the 3rd, no one met on it until February 26th and now we're being asked to vote on it which, and I do believe it's due tomorrow. So my question is what took it so long, it was electronically distributed, why no one caught it, and how come we keep getting these grants like this like the day before, basically?

JAHANA HAYES: I can answer that. Jahana Hayes, I'm a teacher at Kennedy High School in Waterbury. I was having an informal conversation with Dr. Tucker and Liz Brown about an idea that I had to attempt to recruit minority teachers in the City, to put a program in place. While we were having this conversation Dr. Tucker said a grant came out but I really wasn't sure how to move on it, this was just last Thursday. So we

worked on it over the last week to put it together. You're right, it did come out on February 3, I think it's due on March 6, but I just became aware of it last Thursday. Luckily for us most of what the grant required was already a part of what I was having the conversation with her about so the language was already there, the proposal was already there. This grant, the issue was for me that the percentage of minority educators is underwhelmingly disproportionate to the student population so I was thinking what could we do at the high school level to attract students and lure them back into the City. The language of this grant, phase one of it which is to increase awareness and interest in education careers was exactly what we were having a conversation about. The grant goes on to carry it out into a recruitment phased to pair with community partners and educational leaders throughout the district, the City, the State, and just to gather information to help us attract more minority teachers. It's not like we waited until the last minute to do it. I just became aware of it and we just worked on it over the weekend, all week, put it together to hopefully have it ready. I would never ask you to vote on something the day before it's due if I had the opportunity to see this when it came across. Like you said, these are submitted electronically but they don't go to everybody so it just so happened that I was even made aware of this.

HERNANDEZ: Okay, so you just happened to have a conversation.

HAYES: Yes, we were having an informal conversation about recruiting teachers, a program that I was thinking of, and Dr. Tucker said to me I'm gonna email this to you because it did come out and it kind of sounds like exactly what you're talking about. So as I'm speaking to her I wasn't aware that there was a grant for exactly what I was speaking to her about.

HERNANDEZ: No disrespect to you, I understand that you didn't know anything about it but someone knew, obviously someone did know and they received it on the 3rd, and it's not just this grant, it's a lot of grants that have come across our emails where we're voting on it the day before they're due and we were trying to get a system going where maybe we could get them stamped when they come in so that we know when they're there and they can be taken care of right away. I'm not against the grant at all but I would just like for when things come in that we don't have to answer them at the last minute.

GUIDONE: We could track down where that original RFP went at the time. The transmittal I saw that came in that then brought that to the attention of the individuals was a very short time ago like within a week and a half or so. Whether it came in before that to some source, I don't know the answer to that.

HERNANDEZ: It states it went out on February 3.

GUIDONE: I saw that, I don't know where it went to. When it was transmitted to the group that was working on the program I saw that transmittal, it was a very short window, it wasn't that date. So we'll try to track down where was it transmitted and when was it received.

HERNANDEZ: Okay. Thank you.

STANGO: Further discussion? Commissioner Jason Van Stone then Vice President Harvey.

JASON VAN STONE: Thank you Ms. Hayes, I actually don't know if I'm asking you this question or if I'm just gonna make a general statement, to Commissioner Hernandez's point, some grants seem to appear out of nowhere and we're in a short time frame and those I understand there's nothing we can do about it. But specific to this grant which looks like it wants to accomplish something we've talked about for a while now, this isn't something that should be shocking that if this comes through the pipeline, this shouldn't sit somewhere lost for a couple of weeks. I know it wasn't you...

HAYES: I agree with you, I've been trying to have this conversation for many years.

JASON VAN STONE: And I know maybe a thousand grants come through and maybe things slip through the cracks but this, this is in the wheel house of what we've been trying to do so I'm somewhat, no, I'm not some, I'm very disappointed that it took this long. I'm glad you found it, and I'm glad it looks like we'll have the opportunity to act on it with minutes to spare, but, you know, if you didn't have that informal conversation this wouldn't have happened. So how many times have people not had informal conversations and something that we could have utilized didn't get done? So I guess it is just a general statement and not a question. So I thank you for finding it and taking it off the heat and I'll support this tonight.

HAYES: I agree with you because, like I said, we worked on this over the last week, I know that I could have made a stronger argument in the proposal if we had the full four weeks but I'm comfortable with what we put together. I think it's a very strong proposal and it's a long-range multi-year, multi-phase plan to try to retain educators, recruit educators, and bring minority educators to the City.

STANGO: Vice President Harvey.

HARVEY: Yes, thank you. When you say we, who's the we that worked on this?

HAYES: I met with Dr. Tucker and Liz Brown initially. When we worked on the language of the grant it was myself, Dr. Tucker, and Louise Brown.

HARVEY: When did you work on the language?

HAYES: We had a few conference calls, through emails, I faxed her all the information I had, so there was just that one initial meeting on Thursday which was just an informal meeting, then proposal was emailed to me and everything was done through email, conference calls, phone calls, over the last week.

HARVEY: So is this like a future teacher's type...

HAYES: This is actually a planning grant and what it does is in phase one it's supposed to increase awareness and interest in teaching careers. So at the high school level we would identify students who are interested in the field, try to train the staff who will lead these future teacher clubs, work with guidance to schedule students who they know are interested in a career in education so that their college ready for an education career.

The say that this is gonna be planned out it's no additional cost to the Board, it's working with the existing resources and taking the students that we have and pairing them up with the supports that are already in place. They would be mentored by existing teachers over a period of time and just have occupational exposure to the profession. The second phase would be partnerships with community agencies. We reached out to the Hispanic Coalition, the NAACP, we're still working to get other community groups to try to help us. All stakeholders come to the table so that we can develop a plan that has everybody's perspective on where we're falling short, what do we need to do to recruit teachers. Part of that would be working with higher educational institutes. I've been emailing back and forth with some of the schools of education leaders. There is a young educator's society conference that goes on yearly at Eastern that does the same type of work. Some of the historically black colleges have schools of education. We want them just to be clear on what is needed to enter into a field of education in this City. A lot of students, one of the issues was that when they graduate the certifications don't matriculate to the State of Connecticut so we want to make sure that that language is clear. So just almost like a blueprint for what is needed. And then the last phase would be just to increase our, and further develop, our recruitment strategies in the City, work with some of these community agencies, make sure the word is out there, make sure that educators around the State and in the community are aware that there is a shortage in the City of Waterbury and when openings come up that we encourage people from diverse backgrounds to apply. It already says that in the application process but we want to make sure that we make a concentrated effort in that area. So it's not really adding anything new, it's just pulling all those resources, bringing them together, make sure the language is clear, making sure that students who are interested in education get all the resources, all the support that they need, so they would be encouraged to pursue a career and then return back to the City.

HARVEY: I'm gonna echo, I'm somewhat disturbed the timing notification. We know this is an issue here in the City and yet you know this particular issue I'm a little bit disturbed because it's something that we know, I mean as long as I've been on this Board, we have been talking about this. So I don't know if you can track and see who got what or what went to where and all this other stuff but we need to do this better.

GUIDONE: Yes, that was my response to Juanita, I'll research that.

HARVEY: I'm just echoing that. I definitely approve of this but it's just a little bit disturbing with the time.

STANGO: Thank you Mrs. Hayes. Any further discussion? Commissioner Brown.

BROWN: I'd like to leave on a positive note and I really want to thank Jahana for her leadership on this and Dr. Tucker and just for the record Dr. Tucker, you know, many, many grants come through and it's very difficult to really understand. We have one Grant Writer and it's very difficult so without the help of Jahana and the staff to really go for it I'm very pleased that we are going for it and understanding that we really want to make this a priority. So thank you very much for giving your time and your expertise to this and you're just so excited about it which is great and I think that moving forward I think we really will have a good team together with other Board of Ed members especially as Chair of the Curriculum I welcome all of us to work together to make this work and help with the planning. So I think we stand ready to help you.

HAYES: I just want to add that, like I said this came to me late on Thursday, Louise Brown, Dr. Tucker, worked all weekend. We were emailing back and forth, Dr. Tucker set up a conference call number, we were calling in, so well beyond the work day. We had delayed openings a couple of days, we were on the conference call eight o'clock in the morning, eight o'clock at night, so they really did work with me once it got started and we spent several hours putting this together. I had to fax all of our existing articulation agreements that are in place to Louise Brown, she wanted budgets, so once we were aware of it and she started to work on it, the two of them put in numerous hours in to get it ready.

BROWN: I appreciate that and I think the Board understands that we don't have a huge staff that's responding to grants and this was a herculean effort and we really appreciate it so thank you.

STANGO: Anything further? Vice President Harvey.

HARVEY: I think, just so that everyone understands, our frustration is because other grants in the past, it's been kind of the same thing. So it's not necessarily, I think we're venting now because it's like okay, here we go again, okay, so it's not this particular grant Commissioner Brown but it's just in the line of things and yes, we know we have one Grant Writing, but it's just that, in light of the fact that we were just talking about the budget, passing the budget and having to go through the adjustments we have to go through, it's just frustrating because we rely heavily on grants so it's not taking anything out on you Ms. Hayes, you know we work together in the community, so it's not that, it's just that frustration is coming out. So please don't think, we fully understand the work that you did and what the work that was done but it's just frustration in general.

HAYES: I'm way too excited to be offended. I understand, absolutely.

STANGO: Commissioner Sweeney.

SWEENEY: Dr. Ouellette or Paul, I'm not sure, either one of you could answer, on the resolution itself it indicates permission be granted to participate. I'm sorry, Carrie's telling me there's an amendment.

STANGO: Anything further? All in favor, opposed, motion carries.

11. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Sweeney, 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:
Flammia, Peter – Head Football Coach, WHS.
Sarlo, Christopher – Head Baseball Coach, KHS.
- 11.2 Grant funded appointments effective immediately:
Groppi, Susan – Substitute Teacher, ART After-school Grant Program.
Highsmith, Carolyn – Substitute Teacher, 21st Century After School Program
AND State Department of Education After-school Program Grant.

Picard, Kimberly – Instructional Math Tutor, MMS, 10 months, 18 hours p/week @ \$25.00 p/hour, non-union and w/o benefits.

Rochon, Howard – Substitute Teacher, ART After-school Grant Program.

11.3 Reed After-school Creative Art Club Programs appointments, salary according to individual's contract, funded by the Reed FRC Grant:

Farrington, Gina – Assistant, maximum of 4 hours p/week for 25 weeks.

Racine, Ernie – Supervisor, maximum of 4 hours p/week for 25 weeks.

Regan, Lauren – Instructor, maximum of four hours p/week for 25 weeks.

11.4 Teacher hires:

Name		Location	Position	Effective	Step
Barolli	Nazire	NEMS	Science	09/29/14	BA+15/2
Bertrand	Dawn	Regan	Grade 4	01/05/15	BA/1
Bloom	Lisa A.	Gilmartin	Guidance	8/21/14	6 th +15/1
Flynn	Linda D.	NEMS	Comp. Tech.	8/21/14	6 th /4
Grillo	Heather	Wilson	Special Ed	12/08/14	BA+15/2
Iaiennaro	Kathryn R.	WMS	Comp. Tech.	9/2/14	BA/2
Laontagne	Matthew	WSMS	Comp. Tech.	8/21/14	MA+15/1
McCann	Peter J.	WSMS	Mathematics	8/21/14	MA/1
Mendello	Joseph	WAMS	8th Gr. S.S.	2/2/15	MA/2
Morales	Elizabeth	Duggan	Social Worker	8/21/14	6 TH /1
Morse	Nicole M.	WSMS	Social Worker	8/21/14	6 TH /1
Tsacoyeanes	Erica	WHS	Biology	12/01/14	BA/3

11.5 Retirements:

Cianciolo, Tina – WSMS Special Education, effective 07/01/15.

McGrath, Susan – WMS Speech/Lang. Pathologist, effective 07/01/15.

11.6 Resignations:

Bachman, Jennifer – Chase Special Education grade 4, effective 02/27/15.

Phillips, David – Bucks Hill grade 3, effective 02/12/15.

Rodriguez, Kristin – School Psychologist, effective 03/06/15.

Topazio, Lawrence – Duggan Special Education, effective 02/17/15.

STANGO: All in favor, opposed, motion carries. Item #12 on the Agenda – Unfinished Business of the Preceding Meeting Only. Item #13 on the Agenda – Other Unfinished, New, and Miscellaneous Business. Commissioner Sweeney and Vice President Harvey then Commissioner Hernandez.

SWEENEY: Directly related to the last item on our Agenda, the issue of the grant, I'm gonna request, yet again, please Mr. President that you refer to the Policy Committee to change the procedure that this Board has that requires that we pass and approve for people to apply for grants. As short as the timeframe was on this the original time frame was only a month for a competitive grant from the State, it's not a lot of time for people to pull together a good, competitive application as it is and then we make them wait until we can approve their request to apply. We can approve the grant if they get it and just about every other board in the State does it that way, we're the only ones that do it this way, it is tying the hands of our staff to put forward highly competitive applications for

grants that we're sitting here saying we want to see, we want you to win, and then we tie their hands by saying wait, you gotta come to us and request to apply for it. Please, let's get off that, let's move it, let's get it straightened out. Thank you.

STANGO: Vice President Harvey.

HARVEY: Quickly, I just want to express my pleasure at the way this district handled Black History Month. I was very pleased with the programs I was able to attend and I'm sure there were other programs, I couldn't get around to everyone but I did attend and was a speaker at Wilson School, Waterbury Career Academy, I attended that, I attended WAMS first ever black history program, I was very pleased with that, and lastly a program that took place at Crosby High School, panel discussion which included Chief Riddick, State Representative Larry Butler, myself, Barbara Jones and entrepreneur, Rainbow Academy, Monroe Webster. The students, the questions, they were just engaged, the questions, we just kind of shook our head because they were very thoughtful questions and it just really was very pleasing. One question that I received and I will pursue, it's something I pursued since I was in high school, left high school and throughout my community work, was when are we going to incorporate Black History, African American history in the books? And I almost jumped out of my seat when I was asked that question because that's a question I've asked. I know things have gotten better but they still need improvement. So that's something I will be pursuing, the student that asked me the question I gave her a hug because I said do you know this is pretty much what we have been fighting for since I attended school way back when. So I was just very pleased with what went on at Crosby and the other schools and I appreciate and commend the district on that.

I want to reinforce, Paul, that hopefully, I walked into the door, as far as ice melt, I sat here, actually I was out, I came at the wrong time and WAMS was letting out so I sat, I was trying to attend the Black History program at 3:30, not a good time to have a program at WAMS, but I sat there and I was watching two students that fell as I was in the parking ramp and I myself had to request that the maintenance put down ice melt because it was a little icy on the ramp. Luckily they did and they responded very well. I felt a little guilty because I didn't know how much that contributed to the reduction in their supply, but I did see two bags at the front door. But I just want to make sure that we're not being stingy because with the temperatures that we have encountered this past month or so when the students arrive at school that ice, whatever has melted, refreezes and it hasn't melted by the time that they attend school. When I saw two students slip and fall over by the parking garage...

(tape ended)

GUIDONE: ... adequate supplies, no shortage of ice melt in the district and staff is aware that, they do regular checks of the building to make sure they have adequate supplies but if any building gets low they know where to go and we've not had a shortage of ice melt.

HARVEY: Thank you Paul. Last but not least, and not necessarily what was addressed, I'm doing this because of what was addressed at the podium by a speaker but something I just need to keep alive. Student arrests, I received data, I requested an update on our student arrests and it seems as if we're the State or the other districts are trending downward we seem to be trending the same way and I'm just hoping that at

some point we could have a workshop or some discussion on what we're doing, interventions, what we plan on doing, what we are doing to change the trend. The information that I received said that we had 200 some odd arrests starting from the beginning of the school year. And again we haven't had any discussion about it so I'm hoping in the near future we will have some discussion on student arrests and exactly what we plan to do to reduce that. So, again, we have behavioral techs, we have different things in place but we still seem to be trending the same way. So, again, I look forward to that discussion. And that's all I have. Thank you.

STANGO: Commissioner Hernandez.

HERNANDEZ: Well I'm gonna keep it short and sweet since Commissioner, Vice President Harvey touched on what I wanted to say which was the events that happened last month for Black History Month. I too attended quite a few of them; they were very, very nice. Waterbury Career Academy had an excellent program, WAMS had an excellent program, I must commend that teacher because she got all the students involved towards the end of the night and she allowed some of the older adults to speak on behalf of the changes that have been made since Dr. Martin Luther King and everyone else has gone for equal rights for everyone. Also I attended the robotics which was very fascinating. Guys were well educated on the mechanisms of making a robot, I had a great time, I really did, I was fascinated. I'm gonna end there since it's late. Thank you.

STANGO: Commissioner Tom Van Stone.

TOM VAN STONE: Thank you Mr. President. I'm gonna end on some lighter notes too. I'm not gonna sing or dance or anything but I think we need a little bit. Also the robotics, I have to say something, I was lucky enough to be a judge. It was fascinating, the teams I met from around the state, New England, one team from New Jersey came up to our City, great bunch of kids and it's not just the, the audience sees the three or four that are out there operating the robots but those that did attend saw that the Wilby gymnasium was more crowded than last night's basketball game and probably just as loud. The team work that they show in robotics is something very unique. If you haven't been to one you're kind of gaining your own points as you go along but then they have what the call alliance and through that system is why our Waterbury team went into the quarter finals. Maybe they didn't score enough points on their own but they had something special about their robot that a team that did qualify invited them to join them and that's what's called the alliance which speaks as much as qualifying on your own. So I had a great time, met a great bunch of kids. For some reason the teams that I interviewed and judged, some reason 3525 wasn't on my list, I don't know if they did that on purpose. It was just a fantastic time. Kennedy has a great program, I look forward to next year when Crosby joins the ranks, I look forward to our other schools trying to join as well. It's just a fantastic program. I had never been involved before but it was one of the more special weekends I've ever spent.

On a second note, speaking of the Wilby gym, I was there last night, so was Commissioner Hernandez, that was a fantastic basketball game. And I know Sacred Heart is a special team, one you only see every so often, however they had two leads in the game, unfortunately they had the one that most counts. They didn't take a lead until a minute left in the game, the Crosby boys stood up to that team like anything. I talked to Coach Augelli after the game and I told him he needs to tell those kids they deserved

to be on the floor with that Sacred Heart team last night. They showed sportsmanship, obviously a difficult defeat when they lose at the buzzer, they sat in their chairs and watch Sacred Heart receive their awards and applauded for them, which is not easy to do in that situation. We should be very proud, Superintendent, of that basketball team. They, as well as Kennedy, will probably do well in the State Tournament; I look forward to going to see some of the games. And those are two events that we, as a Board, with all the conversations we had to have tonight, we should be very proud of those students that partook in that as well as other events. Outside of this Board meeting, I've had a very good week with your students so thank you.

STANGO: Anything further? Commissioner Jason Van Stone.

JASON VAN STONE: Thank you Mr. President, I'll be brief but I also wanted to talk a little bit about the Robotics Competition. I had a chance to go up there on Sunday and you've heard me go on about this group before and it's a great group but I also want to note the folks of the building, when the Kennedy group came to me about a year ago and said there's a possibility of holding something in Waterbury where, and they showed all the specs, where could it potentially be at I said the Wilby/North End Complex would probably be the only one that could get the job done and having seen what they've done in Hartford and other places . . . I wasn't even 100% sure that we could pull it off. The group up there at the Complex did more than pull it off. The people I spoke to in regards to the facility, making sure they had what they needed, couldn't say enough about the layout of the building, how anything they needed, a maintainer or someone in the building was able to get it for them. They utilized not only the gym by the café, the stage, they utilized every inch of the building for the purposes and the staff and the facility people up at that Complex on Laurel Hill did a great job and I'm just as proud of them as I am of everyone that competed that day and I think they should be applauded as well. Thank you.

STANGO: Thank you. Anything else? Very good then, I think that, just a final comment on our discussion tonight, a couple of weeks ago or three a comment was made that we as a Board did not discuss the budget enough, we didn't have enough time, well in the last three weeks I think we took a lot of time and I think tonight we made up for a lot of that time. So I think that that was a good discussion tonight and I'm happy to send it forward, get it off of our plate for a few weeks, and it will come back again. So very good job tonight everyone. Thank you very much.

ADJOURNMENT

Upon a motion by Commissioner Hernandez and duly seconded by Commissioner McEntee, it was voted unanimously to adjourn at 8:15 p.m.

ATTEST: 
Carrie A. Swain, Clerk
Board of Education