

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Thursday, September 3, 2015 at 6:30 p.m.

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

PRESENT: President Stango, Commissioners Harvey, McEntee, Sweeney, J. Van Stone, and T. Van Stone.

ABSENT: Commissioners Awwad, Brown, Hernandez, and Rodriguez.

ALSO PRESENT: Superintendent Kathleen Ouellette, Chief Academic Officer Darren Schwartz, 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.

STANGO: Before we begin I have two memorial recognitions to include in our silent prayer tonight. First one is Jeff Boland. Jeff Boland died on August 5. Jeff served our district well for many years as the Principal of Kingsbury School where he was well respected and noted to be an advocate for all children and teachers.

Also, another retired teacher, Victor A. Schaer. Mr. Schaer passed on August 12. Victor was a long retired Industrial Arts teacher. Mr. Schaer was my first Industrial Arts teacher in the seventh grade. He was a very inquisitive gentleman who always wanted to know how mechanical things worked. He was also an inventor and a pilot. Victor was responsible for encouraging at least two people to become technology education teachers – his son with whom he taught at Kennedy and myself. I was proud to have him as a colleague in our chosen profession. We remember Jeff Boland and Victor Schaer in our silent prayer tonight.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

Commissioner McEntee led everyone in the Pledge of Allegiance to the Flag.

3. ROLL CALL

CLERK: Commissioner Awwad (absent). Commissioner Brown (absent). Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hernandez (absent). Commissioner McEntee.

McENTEE: Present.

CLERK: Commissioner Rodriguez (absent). 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. Commissioner McEntee, was there something you said to the other Commissioners that are not here? For the record, those Commissioners who are absent tonight did call in and check in regarding their absences and they send their regrets. For the rest of us who are present, you get a free pass, the next time there's a snow day please take that into consideration. And if you don't take the pass you might be able to collect it when you retire. Teachers know what I mean.

4. COMMUNICATIONS

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

1. Copy of communication dated July 29, 2015 from New England Association of Schools & Colleges to Crosby High School regarding their five-year progress report.
2. Copy of communication dated July 30, 2015 from Civil Service certifying Diane Bates for the position of Food Service Worker.
3. Copy of communication dated August 4, 2015 from Civil Service certifying Kelly Roberts for the position of Paraprofessional.
4. Copy of communication dated August 4, 2015 from Civil Service certifying Patrick Kelly for the position of Maintainer 1.
5. Email communication dated August 6, 2015 from Jacqui Denski regarding the new dress code.
6. Copy of communication dated August 6, 2015 from Civil Service certifying Paul Creaven for the position of Maintainer I.
7. Copy of communication dated August 7, 2015 from Civil Service certifying Jannette Santiago for the position of Paraprofessional.
8. Copy of communication dated August 14, 2015 from Civil Service certifying Richard Dube for the position of Food Service Driver.
9. Copy of communications dated August 14, 2015 from Civil Service certifying Sherri Casey, Verna Ellis, Alison Gracy, and Anna Conde for the position of Paraprofessional.
10. Copy of communication dated August 14, 2015 from Civil Service certifying Robert Caraballo for the position of Maintainer II.
11. Copy of communication dated August 14, 2015 from Civil Service certifying Jason Dunne for the position of Maintainer I.
12. Dr. Ouellette's submittal of Waterbury Public School's 2014/15 Annual Report received August 14, 2015.
13. Copy of communication dated August 17, 2015 from Civil Service certifying Patricia Donohue for the position of School Secretary.

14. Copy of communications dated August 17, 2015 from Civil Service certifying William Nichols and George Walters III for the position of Maintainer I.
15. Copy of communication dated August 18, 2015 from Civil Service appointing William G. Miller, Jr. to Interim Chief Operating Officer and Chief of Staff.
16. Copy of communication dated August 25, 2015 from Civil Service certifying Mary Rose to the position of School Secretary.
17. Copy of communication dated August 25, 2015 from Civil Service certifying Lori Peck to the position of Teaching Vice Principal at Enlightenment School.
18. Copy of communication dated August 25, 2015 from Civil Service certifying James Horan for the position of Maintainer I.
19. Copy of communication dated August 25, 2015 from Civil Service certifying Michelle Costanzo for the position of Administrative Support Specialist II.

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

5. APPROVAL OF MINUTES

Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to approve the minutes of February 26, 2015 Special Meeting, February 26, 2015 Workshop, March 5, 2015 Regular Meeting, March 12, 2015 Workshop, March 19, 2015 Regular Meeting, March 26, 2015 Workshop, April 2, 2015 Regular Meeting, April 16, 2015 Rescheduled Workshop, April 22, 2015 Rescheduled Regular Meeting, April 30, 2015 Workshop, May 7, 2015 Regular Meeting, May 14, 2015 Workshop, May 21, 2015 Regular Meeting, May 27, 2015 Special Meeting, May 28, 2015 Workshop, June 4, 2015 Regular Meeting, June 11, 2015, Workshop, June 18, 2015 Regular Meeting, June 25, 2015 Special Meeting, June 25, 2015 Workshop, and July 2, 2015 Regular Meeting.

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

6. PUBLIC ADDRESSES THE BOARD

Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Sweeney, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:37 p.m.

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

Jenna Pelosi, CT School Counselor Association, had the following comments:

Good evening members of the Board of Education, staff, school personnel, and faculty. My name is Jenna Pelosi and I am the Chair of the CSCA Professional Recognition Committee. It is a pleasure to join you this evening to recognize an outstanding

educator and administrator Jennifer Dwyer. The CSCA Professional Recognition Committee reviewed submissions for administrator of the year from across the State. Our evaluations and selections were based on the following criteria: evidence of dedication to the school counselors and their role within the building; examples of dedication to the school counseling profession; and characteristics and qualities that detail their connection for the school counselors and the needs of their students. As a school counselor working with Ms. Dwyer I can say with certainty that she is not only dedicated to her students' success but also to the growth within her building for all. Jen Dwyer is an innovator and a team player. She has been a critical component and supporter for the school counseling profession within her building of over 500 students. She has helped support staff create a private area to facilitate groups with limited resources. Ms. Dwyer recognizes that school counselors at an elementary level are proactive, necessary, and can be tremendously preventative with reoccurring problematic behaviors. She's sees a school counselor as an integral part of a school faculty and helps to empower and support for a full time school counselor within her building. Ms. Dwyer you are truly amazing. On behalf of the CSCA Professional Recognition Committee, we thank you for your commitment and dedication to your students and the school counseling profession within your building. So congratulations to Ms. Dwyer as CSCA's Administrator of the Year.

(applause)

Danielle Albert, 93 Kelsey Street, had the following comments: I'm here tonight as a parent, with the new school year having begun I wanted to discuss grant funded programming, how it specifically relates to Blueprint for Change, the Superintendent's 2013/14 Annual Report, and specifically the article from the July 20th Republican American School Grants Face Scrutiny. For quite some time as a parent and President of the Gilmartin School Governance Council I've been researching information on citywide programs both grant funded and non. While doing the research the Grants Face Scrutiny article came out. Apparently many of these grant funded support opportunities and reform initiatives stated in the Annual Report and Blueprint have not been followed through. I'm here to ask the questions that parents do need answers to. Why was the district unable to recruit or obtain educators of all backgrounds? Specifically, what happened to the hiring of school psychologists and guidance counselors, professionals who are in the position to directly affect our most vulnerable population, those students with social and mental health needs? Why have we've seen Night and Summer School, two grant funded programs publically fail? Why were there no truancy officers or attendance counselors in place to follow through with getting our children to attend these programs? Where is the data that shows the effectiveness of the Turnaround Programs? I recently sat in a NAACP forum and administrators were asked for data. The perception from a parent is everything is smoke and mirrors and the data is purposely not being made public because the grant funded programming is not working. What about the overcrowding? Aside from Milone & MacBroom's Powerpoint what progress has really been made in the last year and a half to utilize our existing resources to remedy the crowding in the schools? And finally, the purple elephant that sits here right in front of this table, the truth about the SBAC testing, does it accurately reflect the student achievement or skill level? What learning have my own daughters missed out on because they were basically used in an experiment that everyone knew is not going to succeed? We all read the article and could read in between the printed lines – grant funded programs cannot fulfill their purpose or work effectively if they're funding is not being used as it's intended. The budget shows us

that Alliance and 21st Century bring a huge amount of money into this City, funding that's supposed to sustain programs like FOCUS, TAG, STEM, GEAR Up, and Title I but it was reported that the City of Waterbury is spending Alliance Grant money in ways that strayed from approved initiatives. Who in the City is overseeing these discrepancies? We are the most underfunded city in the State so how can we justify having a 2.2 million dollar excess which is 11.5% of the Alliance District Grant. Then we read we could have spent money elsewhere. Where is the administrative oversight and safeguards to ensure that the initiatives are being implemented and the funds are spent according to the grant narrative? As a taxpayer and a parent this does not look good – grant money being spent to plug budget holes. If the money is being used to offset budget deficits will it jeopardize our future eligibility for funding? The children of this City are entitled to every single resource dollar available to them. What is the solution? Due to the fact that grant funding is tied so tightly into the educational resources of this City, you as a Board should hold an open citywide information forum that will address grant programming questions that parents have; explain what grant funded programs are available at which schools and who is eligible. Have the individuals who are overseeing each program be present to explain their role in the grant process. Explain where funding comes from and how its disbursement will translate to services. How many children does each program benefit? What percentage of this money is being spent on the management of funds and how much is going directly to programs and services. As indicated in our own City budget, there's an amount of \$275,000 for educational grants, are salaries part of the City's budget or grant dollars because it can't be coming out of both places. Who is doing the promoting and development of the incentives for these programs? Why are programs like Night and Summer School lacking students? Look at Night School, there were 65 students and only eight earned enough credits to move into their senior year. Is the solution to drop quality programs when we should be doing everything possible to make them succeed? The newspaper should not be providing explanations, justifications, and excuses after these programs initiatives fail. There needs to be a proactive approach, quality management, and utmost transparency. Show us the proof that the funds are being used in a way that provides services for our kids. All of you sitting at this table are held to the highest standard of integrity, if the funds are not being managed appropriately you are all responsible and that responsibility comes at the highest cost, the cost of what's best for our children. Thank you.

Lisa Lessard, 905 Pearl Lake Road, had the following comments: Good evening. I actually brought that newspaper tonight of July 20, 2015 – School Grants Face Scrutiny, grants being plural. I've been standing here since 2012, again in 2013, again in 2014, and again in 2015 in accordance to Alliance Grant, Turnaround money, and Commissioner's Network and believe it or not I'm going to read part of this article if I have time. Connecticut Council for Education Reform Executive Director Jeffrey Villar voiced his disappointment at the amount Waterbury's grant strayed from the approved reform plans. He said the Alliance District program was created to have meaningful impact for the State's neediest students, not to provide property tax relief. Let me repeat, not to provide tax relief, property relief. Now this here DVD from the Board of Aldermen, 4/13/2015, I was here prior to one of your meetings before, this is the DVD that struck this article to come out because I went to the State Department of Education with this DVD, gave it to the Vice Chair of the State Board of Education, she viewed it, the attorneys at their office viewed it, and believe it or not you're not spending the money as intended for the most vulnerable children here in the City. I don't know if it's

the Board of Education or if it's the Mayor himself but somebody is not spending as should. City Budget Director Ofelia Matos told me after my Board of Aldermen speech just last week, we got to do what we got to do Mrs. Lessard so taxes do not go up. Was that an admission? Four million, four hundred and fourteen thousand dollars of Alliance Grant money goes towards salaries of administrators and teachers and paraprofessionals alone. We have 19.1 million dollars of Alliance Grant money, the most this State has given to any city since Alliance Grant started in 2012. Now, 11% did go towards 2.2 surplus, OPEC trust funding, so sorry but now, I'm not actually sorry about this, the budget basically is going to be held to the strictest accountability from the State Department of Education says this article and believe it or not I do know this Commissioner is all about accountability, accountability, and accountability. This money is here for each and all children within this district, the most vulnerable, the most needy, and every time you misuse that money you're taking, not from me, but from the children within this City that deserve it, that need it, so they can grow and prosper and have the best education they can. So whoever's misusing, misintending, not putting where it needs go, it needs to stop and it needs to stop now and you need to check with the State Department of Education and they'll tell you the same thing. Thank you.

Arlene Arias, 145 Rodney Street, had the following comments: Good evening, I'm here with my colleagues from R.A.C.C.E. – Radical Advocates for Cross Cultural Education. Good evening Superintendent Ouellette, President Stango, Vice President Harvey, and Board of Ed Commissioners. We are here to report back our data analysis and findings and give you recommendations from our Black Girls Summit that was held on August 8 here at WAMS.

The first issue we'd like to highlight is the statistical illusion that reducing overall suspension rates would lead to a reduction in the disparate disciplinary rates of female students of color. We know that this isn't true. It is our believe that the reduction in the number of overall suspensions is not a reliable metric for determining whether or not our district's policies and practices are in fact culturally competent and student centric.

Essentially we believe the paradigm that places discipline over academic achievement is a primary reasons for achievement gaps, graduation rate disparities, low levels of school connectedness and the over-disciplining of students of colors, especially girls of color.

In an attempt to explain the unique circumstances that girls of color face, we, R.A.C.C.E., highlighted a report Black Girls Matter produced by the African American Policy Forum. From this report we gained an understanding that poverty, interpersonal violence, sexual assault, pregnancy and the burdensome trend of parenting responsibilities for both Hispanic and Black female students is at higher levels than their white counterparts. Combining this with a paradigm of discipline over academic achievement, girls of color feel heightened levels of vulnerability through the phenomena of being pushed out and over-policed. This creates a continuum of suspensions and more vulnerability. This is problematic because we can clearly see that women of color are differently situated in the economic, social, and political worlds. When reform efforts undertaken on behalf of women neglect this fact, women of color are less likely to have their needs met than women who are racially privileged. From this we recommend discipline policies, policies for academic grouping and tracking of students, human service assignments and after-school programs be redesigned or

created to meet the needs of Black and Hispanic female students. We recommend a special committee of school professionals, students, parents and community organizations that this committee should be created and tasked to fulfill this need.

Next, we received and analyzed data from the 2012/13 and 2013/14 school years and this is what we found: Black female students are suspended 2.5 times greater, at a greater rate, than their white counterparts. This was during the 2012/13 school year. Black female students are 2.8 times greater, at a greater risk, for being suspended. This is during both the 2013/14 and 2014/15 school year. Based on population numbers being equalized that leads to nearly a 1.5 disparate impact on black female students. Meanwhile Hispanic students had ratios that were proportional to their overall population numbers but that white female students were underrepresented and this is a disparity that needs to be accounted for as it relates to feelings of vulnerability, being pushed out, over-policed for black female students.

Our school professionals have never been charged with developing cultural competency, a skill integral to a 21st century education. If school professionals don't understand who and what their identity is and how it fits into the power dynamics then they can never truly be educators who are cross-cultural. It is only when school professionals understand how implicit and explicit bias works to control all of their core duties as educators that they will become able to make judgements about discipline and academic achievement through the lens of equity, fairness, and justice.

The school district will be required by law to provide cultural competency training so we urge the Board of Ed to pursue staff training that just doesn't meet the federal or state standards. Waterbury can be an innovator in this area. Finally, our Black Girl Summit panelists and attendees recommended through think tanks the following: more students should be involved in controlled and designed after school programs. Training of all staff on cultural competencies, and implicit bias so all staff should be trained on that. More timely and distribution of disaggregated data and more focus on school professional responsibilities and duties at is relates to this discipline disparities. Thank you.

Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business at 6:54 p.m.

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

7. SUPERINTENDENT'S ANNOUNCEMENTS

Dr. Ouellette read and distributed the following announcements:

We experienced a fantastic opening of school last week and I had the opportunity to visit all of our schools at least once if not more. As I mentioned in my welcome back to school letter for parents, which is posted on the district web site, this year we will be continuing our focus on the core subjects of reading, math and science, as well as on reducing chronic absenteeism. In addition, we will once again offer SAT Day this fall, during which all high school students (grades 9-12) will be asked to complete an SAT, PSAT, or ReadStep exam.

I am happy to report that our new dress code saw a compliance rate between 98% to 100% in all of our high schools.

State Comptroller Kevin Lembo recently visited the Waterbury office of DCF to distribute several backpacks and assorted school supplies that he and his staff donated to local students who are under the supervision of DCF.

Dr. Shuana Tucker and Jahana Hayes were invited by the Connecticut State Board of Education Legislation and Policy Development Committee to give an update on the Implementation of the Minority Teacher Recruitment and Retention (MTRR) Planning Grant. Some of the highlights of the meeting included:

- The State Board of Education commissioners and Commissioner Dianna Wentzell were in attendance.
- We received positive feedback about Waterbury's proposal and the inclusion of input from all stakeholders (students, teachers, parents and community members) in the final plan.
- The State Board of Education specifically supported the proposed "Grow Your Own Teachers" programs and the community engagement efforts.
- The Commissioners requested information about the surveys that were conducted in Waterbury and the feedback from teachers. This raw data is critical as they try to develop solution driven strategies at the State level.
- The challenges in reciprocity were noted as a recurring theme across districts.
- The Commissioner recognized Waterbury's openness in admitting that recruiting and retaining minorities has been a challenge.

Grant Update

We have continued to work beyond the grant period to develop strategies to increase awareness among students and recruit and retain teachers.

- The grant committee is still working on a plan and timeline for implementation of some of the student programs. New programs and opportunities for students will be forth coming in the next few weeks and implemented over the next year (student internships, Teens as Teachers after school programs/ Rivera Foundation/ Teachers as Hero's/ Reed School/ YES clubs and Young Educator's Society's at all the high schools).
- The New Teacher Orientation included a segment on cultural competency and resources available within the Waterbury community. This came directly out of the conversations with teachers who stated there was a need for professional development in this area and the teacher responses which outlined that the teachers who were connected and involved in the community had a more positive experience working here.
- We will solidify a mentoring program utilizing current and retired teachers to mentor minority teachers and create leadership programs for teachers.
- The MTRR committee is further developing partnerships with local universities and institutes of higher learning to partner with the city to recruit minorities.
- We will continue the dialogue with community partners.
- We will create an information sharing network so we can utilize community partners in recruitment efforts.
- An action plan will be presented to the Board in the months ahead.

Waterbury has been selected to participate in the 2015-2016 Fresh Fruits and Vegetables Program, offered through the Connecticut State Department of Education. Total allocation based on \$59.17 per student in 21 schools would be \$641,697. The participating Waterbury schools are: Bucks Hill, Bunker Hill, Carrington, Chase, Driggs, Duggan, Enlightenment, Generali, Gilmartin, Hopeville, Kingsbury, North End, Reed, Regan, Sprague, State Street, Walsh, Washington, Wendell Cross, West Side and Woodrow Wilson.

This year's United Way campaign will begin with a Kick-Off Breakfast on Wednesday, September 9th, 7:30 a.m. at La Bella Vista. The theme this year focuses on the programs United Way offers that provide a "hands up" to recipients, rather than a "hand out." One of our former students, Gerald Mullings, worked with his talented friends to create a new theme song for the campaign. Gerald recently graduated from the Waterbury Arts Magnet School and is currently attending Naugatuck Valley Community College. He was featured on the front of the campaign brochure two years ago. At a recent training session for campaign coordinators, Gerald admitted he wrote the lyrics for the song while riding home on a school bus. This year's campaign runs from September 10th through November 25th.

Recruitment for a new cohort of sophomores for the Global Leadership Institute with Taft School will begin with a general information session on Thursday, September 17th, from 6:00 to 7:30 p.m. at the Waterbury Arts Magnet School. The current cohort of twenty students spent the summer interning at several different organizations, including one group of students that worked on a community project with the Waterbury Health Department and Brass City Harvest. The students helped raise over 5,000 pounds of fresh fruits and vegetables for the local soup kitchens and food pantries. The students created an informative video about their efforts and the GLI program. We have a link to the video in a news article about GLI on the front page of the district website, as well as on the high school websites.

I would like to remind parents who may be listening that our first Open House will take place on Wednesday, September 16th, for elementary and high school students, with Open House for middle school students the following week. There will be early dismissal on both days for open house preparation and teacher collaboration time. The Board will be voting on our amended calendar this evening to reflect this change in open house dates.

Professional Development August, 2015

Earlier last week I visited several schools to personally observe professional development. In addition to academic strategies, we also discussed changes in law related to education that were effective July 1st.

K-5 ELA: The Four Processing Systems

The ELA department provided training to all K-5 staff (regular education, bilingual, and special education) on how the brain processes information when reading. The 4 processors were studied with a focus on identifying where students might have difficulty when reading. Teachers practiced identifying student errors when reading and planning instruction to support the student's reading achievement. All K-2 teachers were provided with new (district-created) posters that serve as a resource to struggling readers. The posters strategically align with our new Foundational Skills Program, Foundations.

According to survey results, 84% of teachers reported that they met the objectives of the training and that the presenters were effective.

Teachers commented they would like to revisit the information again during the year. A review will be embedded in our PD plan.

ELA 6-12

1. Google Drive Orientation; one-to-one tutorials = during sign-in period
2. Orientation pertaining to curriculum revisions grades 6-9: the following teacher-led breakout sessions occurred:
 - **Student portfolio** development
 - Concepts and tools related to implementing **academic behavior** expectations
 - Connection between: SBAC **Claims/CT Core Standards/Content Standards**
 - Concept-driven **essential questions**
 - Defining processes associated with **text complexity**
3. Performance Assessment (standards-based)
4. Orientation regarding the redesigned SAT

Social Studies 6-12

1. Google Drive Orientation; one-to-one tutorials = during sign-in period
2. CSDE Social Studies Lead Consultant = Steve Armstrong; topic Inquiry in the social studies classroom; Waterbury/CSDE Partnership
3. Teacher-led breakout sessions:
 - Utilizing Question Formulation Technique
 - Exploring Digital Literacy
 - Unpacking the Inquiry Indicators

Between the two content areas -- approx. 30 teachers facilitated the professional learning.

Elementary and middle school teachers and all administrators participated in professional development centered around the 2015-16 district math focus and how it relates to the Smarter Balanced mathematics claims, depth of knowledge, and student learning. This year's focus is on solving complex, performance task type problems with rubric scoring. Professional development in K-8 also concentrated on: a 3 part lesson format for problem solving, using Exemplars tasks as a component of the curriculum structure and the formative assessment cycle in grades K-5, and using tasks embedded in Ready Common Core for the same purpose in grades 6-8. In addition, administrators received an overview of the i-Ready pilot for grades 3-5 which will provide diagnostic testing, intervention, enrichment, and progress monitoring for all students in grades 3-5. Teachers will receive training this September.

High school teachers participated in professional development on the new state Algebra II and Geometry curricula. Several high school teachers who attended summer curriculum training facilitated the sessions. The purpose of the professional development was: to provide teachers with curriculum materials and ensure that all teachers can access state curriculum materials and navigate the CSDE website, to communicate District guidelines for pacing in Algebra I, Algebra II, and Geometry for the 2015-2016 school year, to identify barriers and formulate solutions to instructing Unit 1

investigations and activities, and to provide teachers time to collaborate, plan instructional strategies, and provide written feedback to the Math Department.

An administrator retreat was held at WAMS from 8/19/15 – 8/21/15. The first day entailed the ILDs giving a report on Chronic Absenteeism which led as an introduction to our guest speaker Hedy Chang founder of Attendance Works. Will Zhuta followed by giving guidelines for social media. Linda Riddick Barron spoke of our ESH program and the session finished with Wendy Owen speaking on expulsion and record requests. The morning of the 20th began with the ILDs conducting a workshop with a culminating activity on the new CCL Rubric. The team then introduced the SIP and what was expected from the schools. SMARTER BALANCED was reviewed by Tara Battistoni for the principals to turn over to their staff. Both ELA and Math Supervisors then discussed their focus for the year. On the last day we hosted attorneys from Shipman and Goodman who spoke on the new legislative updates. Dr. Tucker and Mr. Herman closed out the session with the integration of the AESOP, TEVAL updates and school safety.

Teacher Professional Development on August 24th included items that were given to all administrators at their retreat. Specialist teachers were given PD in their various content levels by their supervisors including a presentation done by Jackie Coleman of the SDE who met with all Art and Music teachers. Librarians met to plan their focus for the year. On August 25th all previous PD was reviewed by principals and school based discussions followed.

STANGO: Any questions for Dr. Ouellette at this point? Commissioner Jason Van Stone.

JASON VAN STONE: Thank you Mr. President, through you, just one question. You had noted the SBAC results; I would imagine at some point at one of the upcoming Workshops we'll have a presentation, kind of walking us through that. We all got to take a look at it through our email and there were some nice reports done by you, your staff, Mr. Schwartz, Ms. Battistoni. But I think for everyone involved I think it best if this Board got a walkthrough.

SUPERINTENDENT: Absolutely. Let me just tell you quickly if I may, Workshop will be a marathon one on the 10th, we are going to be walking through the Alliance Grant, some of the results with that, that will take a long time. SBAC is next on my list. I'm not sure if the Board, if I can walk you through the accountability system, that's so complex, I may need to wait on that in order for you to digest it, but there's so much information. So I have three to four major items coming our way. But SBAC definitely and Alliance are coming up on the 10th.

8. PRESIDENT'S COMMENTS

STANGO: I just want to wish everyone a very successful and happy new school year. Waterbury opened last week, opening day is always anticipated with excitement and hopes for a new beginning. The schools which I had the opportunity to visit were all humming along without incidents. Principals and teachers reported to me that it was the smoothest opening ever. For the most part I do believe that most students and teachers alike are happy to be back in the educational life routine and they really want

good things to happen. I know that we will all mound through the year, we know all too well that once we begin the year we are on the fast-track to believe it or not the completion of the year – time flies, we may lose focus, we try not to. We have many good people in the right places and we need to keep focused and stick to our plan. I wish good luck to everyone involved.

Does anyone wish to remove an item from the Consent Calendar?

TOM VAN STONE: Thank you Mr. President, through you, yes I would request we remove 9.5 from the Consent Calendar please.

President Stango proceeded to read the Consent Calendar, Items 9.1 through 9.4.

9. CONSENT CALENDAR

Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to approve the Consent Calendar, Items 9.1 through 9.4, as listed:

- 9.1 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of the submission of the 2015-2016 State Bilingual Grant Application.
- 9.2 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of a Memorandum of Understanding with the City of Waterbury Inland Wetlands and Watercourses Commission and the City of Waterbury to provide long-term stewardship with regards to wetlands located at Reed Elementary School.
- 9.3 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of a Long-term Stewardship & Management Agreement with the City of Waterbury Inland Wetlands and Watercourses Commission and the City of Waterbury for the Great Brook/Griggs Pond area located at 33 Griggs Street.
- 9.4 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
A. Simms	Generali gym: Tues., Aug. 25 th , 8:00 am - 11:00 am (support training) Wilby Library: Mon., Aug. 24 th , 8:00 am - 3:00 pm (support training)
N. Clemente	Rotella Comm. Room: Tues., Aug. 25 th , 8:00 am-3:00 pm (Early Childhood PD)
Human Resources C. Lamb	WSMS café or arts rm.: Sept. 2015-June, 2016, Mon. thru Wed. 5:40 - 7:15 pm (Zumba Fitness program)
Mayor's Office Monroe Webster	WAMS atrium, science and art rms.: Saturday, Sept. 19 th , 6:30 am - 3:30 pm (financial literacy program)
Police Dept.	Kennedy pool: Tues., Aug. 25 th , 8:00 am-12:00 pm (Police recruits water safety)

*Registrar of Voters T. DeCarlo	Reed, Regan, Wilson, Chase, W. Cross & Crosby: Wed., Sept. 16 th , 5 am–9 pm (City Primary)
*K. Walston	WAMS café: Sept. 14 th & Sept. 17 th , 6:00 - 7:30 pm (Global Leadership Institute sessions)
*E. Racine	Reed art rm.: 9/14-12/1/15, 3:00-5:00 pm (after school art program) Reed music rm.: 9/15-12/3/15, 3:00-4:30 pm (after sch. homework & music prog.) Reed café: 9/17-11/19/15, 3:00-4:30 pm (after school dance team program)

STANGO: Motions been made and seconded. All in favor, opposed, motion carries.
Now we go to 9.5, Committee on School Facilities and Grounds, Use of School
Facilities by Outside Organizations and/or Waiver Requests.

10. ITEMS REMOVED FROM CONSENT

Item #9.5

HARVEY: Ladies and gentlemen, 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, **SO MOVED:**

GROUP	FACILITIES AND DATES/TIMES
Cheshire YMCA Dan Mascolo	Crosby pool: 9/4/15 – 3/8/16, 5:30 - 8:00 pm (swim program)
*Sacred Heart High School R. Snyder	Kennedy pool: 8/27/15-3/30/16, Mon. thru Fri., 4:45 - 6:45 pm and Sat. 8-10 am (girls & boys swim programs) <i>(8/27 start-Adm. approval granted)</i>

REQUESTING WAIVERS:

Waterbury Knights Courtney Jones	Crosby gym & aud.: Saturday, October 24 th , 7:00 am - 5:00 pm (cheerleading competition) (\$1848)
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GROUPS NOT SUBJECT TO FEES OR WAIVER DUE TO TIME OF USE OR PREVIOUS WAIVER:

Waterbury Wizards Michael Maisto	Carrington gym: Mon. & Wed. 8/24-10/28/15 5:30 - 7:00 pm (girls' basketball practice)
Upper Fulton Park Neighborhood Assoc. David Therault	Kingsbury café: Tues., Aug. 18 th , 5:30 - 9:00 pm <i>(Adm. approval granted)</i> and Tues., Sept. 15 th , 6:00 - 8:30 pm (public safety & general mtg.)
Brass City Kings R. McCall	Crosby football field: Sat., Aug. 15 th & Sat. Oct. 13 th , 4:30 - 9:30 pm (football game) <i>(Adm. approval granted for 8/15)</i>
*A. Galazauskas Lithuanian Sports Club	Gilmartin gym: 9/10/15-6/30/16, Thursdays, 7:00 - 9:00 pm (basketball program)
*Wtby. Patriots D. Wright/D. Thomas	Sprague gym: 9/9/15-10/30/15, Tues. & Wed., 5:45 - 8:00 pm (cheerleading practice)
*P.A.L. Off. C. Amatruda	Sprague gym: 9/8-12/1/15, Tuesdays, 5:00 - 8:00 pm (cheerleading practice)

CHANGE OF SITE FOR PREVIOUSLY APPROVED ACTIVITY:

*P.A.L. Ofc. C. Amatruda	Wilby gym: Friday, Nov. 13 th , 1:30 - 10:00 pm (Wrestling event) <i>(originally approved at Crosby gym)</i>
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JASON VAN STONE: **Second.**

STANGO: Motions been made and seconded. Discussion – Commissioner Tom Van Stone.

TOM VAN STONE: Thank you Mr. President through you. I brought to light through our budget talks months ago how I felt we were not just giving use to our facilities and grounds we were being abused with our facility and grounds. There's a few items on tonight's agenda that if it stayed on Consent we probably would have passed without even realizing what we're passing. I would like to note those from least to most in the order I see them anyway, the first actually was something brought to my attention is, there's probably a typo on the index page for 9.5, I thought we had a conflict on a gym on a given night, it turns out one organization says Tuesday and Wednesday at Sprague, the other says Tuesday but the index should say Wednesday/Thursday; their paperwork request reflects Wednesday/Thursday. That's very minor.

The next one on my list, apparently with the rules as they are, and this is something I've complained about repeatedly during the budget process when we were certainly told we would spend \$250,000 of our money to rent the Palace Theater apparently we don't think the same when we utilize outside organizations using our facilities. There's a particular sports club that's on here tonight that by the rules is probably within their rights that they are going to use a gymnasium between seven and nine o'clock on Thursday nights, Gilmartin School, but apparently because we have a janitor in the building they're able to use it at no cost. Well the people that are on this request, the requestor is from Meriden, Connecticut and the second under the point of contacts is from Middlebury. I'm not quite sure why we use our tax dollars; take it away from our students, to not charge rent on our buildings for people that they're not even our neighboring towns. It's not like it's one of our neighboring towns that maybe we do a little give and take with fields and we work things out – Meriden and Middlebury and we're going to let them use a gym, which they've apparently been using for years, on Thursday nights, for no fee. As far as I'm concerned if that is within the guidelines of the rules, as I mentioned earlier this year in budget talks, that needs to be changed because that's absolutely ridiculous that we do not charge a fee for those folks to use our gymnasiums.

The next one on the list, I've made mention of this in previous correspondence to other members of the Board that if passed tonight, again . . . this is 10 items and I'm only objecting to three but unfortunately I'm probably going to be forced to vote no which those other seven groups are legitimate groups either paying their fees, and in some cases groups paying their fees who are Waterbury residents but we're going to give it to outsiders for free. So the first one I'd like to bring up is the Cheshire YMCA Swim Team. They have put in a request and this apparently has been used for many years, they are paying, I will say they are paying, but they're only paying for outside the normal hours which I disagree with, they should pay full price, and they're gonna use Crosby's pool and the way the request came in was from 9/4 to 3/8 of 2016 from 5:30 to 8:00, it did not say any days. So we're about to grant an outside organization from outside the City of Waterbury permission to use our pool seven days a week. Now apparently there's an agreement with the AD that any interference we would take precedence but the bottom line is we're about to sign off on a piece of paper that grants this organization use of our pool seven days a week. Every other one on this list lists what

days they want to use the pool, or whatever the facility is, this one is a blanket request for seven months of seven days a week, I don't see how we can pass it.

The last one is a little bit more difficult, it is our kids, I don't want to look any organization's name, people can look at the agenda if they want to see it, would like to use the Crosby gym and auditorium on October 24. First thing to bring out here, we've already moved one event in November out of the Crosby gym because we're not even sure if it will be ready to host any events. So that's the first thing on this. The second thing is the date they request is a Saturday from seven in the morning to five o'clock at night, both the auditorium and the gym. They are charging \$15 admission. Being that it's a competition my assumption is, with normal tournaments, but this is not on the paperwork, the other teams will pay an admission fee to get into the tournament which is the normal, I could be corrected on that, and my guess is they'll probably set up a snack bar. They're saying they're going to have upwards of 500 people in attendance that day, well at \$15 a person, even if only 100 people pay, there's \$1,500, but we're going to sit here tonight and just waive almost a \$2,000 tab that would be incurred for use of our facility. I'm not sure we could do this anymore. Can we find something for Waterbury residents maybe less than the normal fee? Well maybe that's something to look at but as the budget stands now just waiving \$2,000, not during normal school hours, it would be school for gym and auditorium on Saturday from seven in the morning to five in the afternoon. These are things we need to start taking a hard look at. Are they minor in the big picture, maybe they are, but we need to start concentrating on what it is we're passing and at least take a look at what we're just saying yes to. This may be the first time a facility and grounds item has ever been taken off Consent Calendar and we really need to start looking at what we're doing. So, again, some people may think this is minor, I do not. I said this during budget time. If we can pay rent of a quarter million dollars a year and we have for years to the Palace Theater, well guess what, other people need to start paying rent for our facilities, that's how it should work. So again I'm not sure how we change any of these. As far as the Cheshire organization, they're supposed to be in that pool tomorrow and here we are voting on it tonight. So I have a lot of concern as well as the concern that there's other groups on this list that I have to vote no on a whole item that other groups, deservedly, including Waterbury Patriots, Waterbury PAL, Sacred Heart Swim Team who pays the fee, even though those kids are probably, my knowledge of Waterbury, they're probably all Waterbury kids or for the most part they probably are. I certainly know the person who made the request for the pool is a Waterbury taxpayer, but they're paying their fee without any questions, they didn't apply for any waivers but these other groups are somehow getting a free pass and I just don't understand how we could do this. So I'm not sure tonight whether we need to make a motion to remove some items from this and break this up and vote separately but as this item is written I would have to vote no. Thank you Mr. President.

STANGO: Further discussion? Seeing none then we'll have a roll call vote on that. The Clerk tells me that if this goes down then as Commissioner Van Stone stated, some of the other things without question will go down also so we should probably then pull out, motion to amend the agenda item.

TOM VAN STONE: That is why I brought that out in my conversation is I would like to **make an amendment that we remove Cheshire YMCA, Waterbury Knights Cheerleading Competition, and the Lithuanian Sports Club.**

HARVEY: **Second.**

STANGO: Discussion?

HARVEY: So this is a motion to amend the motion I just read?

STANGO: That is right, remove items. Anything else? Then we will vote on the amendment, roll call.

ROLL CALL VOTE ON AMENDMENT TO ITEM #9.5:

Yeas: Commissioners Harvey, McEntee, and Tom Van Stone – 3

Nays: Commissioners Sweeney, Jason Van Stone, and Stango – 3

CLERK: Three/three, amendment fails.

STANGO: Now we'll revert back to the original motion. Discussion? Commissioner Jason Van Stone.

JASON VAN STONE: Thank you Mr. President, through you. I would say that all of the critiques from senior Commissioner Van Stone are well taken and I think they deserve action and I understand that by trying to split up this item we can kind of have two pots to vote yes or no against. I have some concerns at this late hour whether they're Waterbury kids or not for some of these items to see them go down. I think we do need to figure out a better way to do this. I think that the argument that when we need a facility we end up paying for it and often times when other people need a facility we still end up paying for it. I think that is a valid argument. But tonight I don't think I'm prepared to shoot down those three requests without knowing what we would do for them to fix the problem. So while I think I understand the rationale and in many ways agree with it, I think that fighting that battle tonight wouldn't be prudent for some of the organizations that we might be causing a hardship. I guess that's all I have to say. Thanks Mr. President.

STANGO: Commissioner Tom Van Stone and then Commissioner Sweeney.

TOM VAN STONE: Thank you Mr. President. I do think this is unfortunate because with respect to junior Van Stone, we had the same conversation when I brought this up during budget talks and of course the conversation was well we'll revisit that and we'll try to make changes. Well like we do many Thursday nights we talk about making changes and then we do nothing. So obviously I'll probably be the only one, maybe there will be some others, that will vote against this and as I stated in my earlier comments, that's too bad for the other folks but I'm sure they'll get to use their facilities. Secondly to this another conversation we always have is late arrival of requests to this Board which basically puts a gun to our head because poor Johnny has to go swimming tomorrow. So this is, it's déjà vu, whatever you want to call it, we talk about this all the time that we're gonna change how we do business and we never do, we never change. So I'll wait another six months and I'll just pull out my notes and I'll read the same thing I did tonight. Thank you Mr. President.

STANGO: Commissioner Sweeney.

SWEENEY: One of my concerns with the amendment is that one of the groups is under the heading “groups not subject to fees or waivers due to time of use or previous waiver”. In past years we have had this issue and my understanding is, and I’ll have to clarify it with Paul Guidone again, but there is a State Statute that states if there was a previous use and previous waiver that we have to allow that again. So we’ve had this issue before with some groups this Board has questioned their use and whether it’s appropriate and we have lost that fight due to the fact that that group has had previous use or previous waiver. So I’ll clarify that again with Mr. Guidone but until I can clarify that I’m not willing to pull that group out due to the fact that we could be facing some litigation if we did.

STANGO: Anyone else? Vice President Harvey.

HARVEY: But I believe that it stands to reason Commissioner Van Stone, and I’m not gonna say senior, Tom Van Stone, that we cross this bridge maybe six months, three months down the road and we never do anything about it. So I’m hoping that, I don’t think the Commissioner that’s in charge of the Policy Committee is here but I would hope that, President Stango, you would appoint or assign . . . to look at this because there was something roughly about a month ago that I questioned and it was the use of students from outside of our district using our facilities and I questioned that. So I think it begs this Board, we are responsible for these facilities and it costs millions and millions of dollars for maintenance of these facilities so I believe it’s something we should assign the Policy Committee to look at as soon as possible so hopefully six months down the road, Commissioner Tom Van Stone, we’re not looking at the same thing, we have some policy that we’re able to clean up. So I would hope that we would do that very, very soon. Thank you.

STANGO: Commissioner Jason Van Stone.

JASON VAN STONE: Thank you Mr. President, through you. As far as cleaning up the process I would probably argue that we should have nothing to do with this whatsoever. This is a day to day operation of the schools, this is an administrative function. If we were to create some kind of policy that on events of such a size or such a dollar amount it should come before the Board but I think to a large degree, and you’ll note that a number of these have already been approved by the administration, similar to field trips, I’m not too sure why these come to us every week. I think the Board of Education is supposed to be worried about big picture things, setting curriculum, having visions for the district, not deciding if the Waterbury Wizards can use the Carrington gym on 8/24 from 5:30 to 7:00. That would also, to a degree, help all the people asking for these dates, especially in the summer time when we meet with one regular meeting a month often, if they’re in the day after that meeting they now have to sit for us for 30 days till reconvene but if this was a simple administrative task that people at Central Office every day who could work with the school, with the AD, with the principal, with whoever they need to work to decide could we host this on this day and time. I’m not necessarily sure why we have to see it. But that’s how I would clean up the process by having the people we pay a lot of money do it instead of us once a month.

STANGO: Vice President Harvey.

HARVEY: Thank you. It still begs to reason we are the policy making authority here for the Board of Ed even if it's something that we're gonna say no, we don't want, we'll leave it with the school to be responsible, we still need to discuss it. So I still say that the Policy Committee needs to put this on their agenda and discuss it.

STANGO: Commissioner Sweeney.

SWEENEY: Mr. President, I believe that the proper Committee to take this up is actually the Committee that handles school facilities and uses. That is not under Policy, under Policy we give that charge to School Facilities Committee.

STANGO: Okay. Anything further? Roll Call.

ROLL CALL VOTE ON ITEM #9.5:

Yeas: Commissioners Harvey, McEntee, Sweeney, J. Van Stone, and Stango – 5
Nays: Commissioner Tom Van Stone – 1

CLERK: Five/one, motion passes.

11. COMMITTEE OF THE WHOLE

11.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to approve of the revised 2015-2016 school year calendar, as attached.

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

12. COMMITTEE ON SCHOOL PERSONNEL

12.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to approve the lateral transfer request of Kristen Gwiazdoski from Supervising Vice Principal, Maloney Magnet School to Supervising Vice Principal, Carrington School, effective immediately.

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

13. COMMITTEE ON POLICY

13.1 Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to approve the revised High School Graduation Exit Criteria Policy (#6146), as attached.

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

13.2 Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to REMOVE Item #13.2, approval of the revised High School Grading/QPR Policy (#6146.1), from the Agenda.

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

14. SUPERINTENDENT’S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file Items 14.1 through 14.4, Superintendent’s Notification to the Board, as listed:

14.1 Teacher transfers:

Teacher	From	To	Effective
Aftowski, Michael	WMS Computer Educ.	WCA Social Studies	08/24/15
Albino, Christine	Sprague K	Sprague Gr 1	08/24/15
Alessandro, Joseph	WAMS Math	KHS Math	08/24/15
Anderson, Catherine	Regan Special Ed	WCA Special Ed	08/24/15
Argenta, Lauren	Chase K	Rotella K	08/24/15
Arzano, Michelle	Walsh 3,4,5 Reading	Maloney Gr 4	08/24/15
Aucella, Laurence	CHS Guidance	Carr./Sprague Guidance	08/24/15
Barile, Veronica	Bucks Hill PreK SLP	KHS HS SLP	08/24/15
Bisaillon, Bret	Kingsbury Gr 3	Kingsbury Gr 5	08/24/15
Boscarino, Michelle	Rotella Gr 2	Walsh Math Interv.	08/24/15
Bumci, Ilirjan	CHS Math Interventionist	Enlightenment HS Math	08/24/15
Carbonell, Caitlin	Sprague Library Media (temp)	Sprague Library Media (perm)	04/20/15
Cianciullo, Julianne	CHS Literacy Coach	CHS Title 1 Reading	08/24/15
Ciuffo, Stephanie	Walsh K,1,2 Reading	Rotella Gr 3	08/24/15
Coelho, Dana	Enlightenment HS Literacy	WHS Remedial Reading	08/24/15
Conte, Angela	WMS Literacy (temp)	WMS Literacy (perm)	11/04/14
Coviello, Jessica	Enlightenment Special Ed (temp)	Enlightenment Special Ed (perm)	04/13/15
Czornobil, Matthew	Kingsbury Gr 1	Kingsbury Gr 2	08/24/15
Deer, Patricia	Carr./Sprague Guidance	CHS Guidance	08/24/15
DeFazio, Martin	WHS Math	WCA Math	08/24/15
Defilio, Rachel	Wilson Gr 4	Wilson Gr 5	08/24/15
Devito, Debra	WMS Gr 8 English	WMS Unified Arts English	08/24/15
DiCristofaro, Lynn	CHS Special Ed	Enlightenment Special Ed	08/24/15
DiTillo, Lori	WSMS Gr 6 Reading	WAMS Gr 6 Reading	08/24/15
Drewry, Ann	Maloney Gr 4	Maloney Gr 5	08/24/15
Drewry, Megan	Bucks Hill Gr 1	Bucks Hill Gr 3	08/24/15
Farrell, Jaimie	WHS Biology	WAMS Gr 7 Science	08/24/15
Federico, Lindsey	Bucks Hill Gr 1	Bunker Hill Library	08/24/15
Flammia, Peter	NEMS Gr 7 Social Studies	WCA Social Studies	08/24/15
Flynn, Linda	NEMS Computer Educ.	WMS Computer Educ.	08/24/15
Frigon, Margaret	CHS Allied Health	WCA Allied Health	08/24/15

Gabriel, Lisa	Washington Gr 2	Generali Library Media	08/24/15
Gavrilis, Diana	WHS School Psych.	Carrington School Psych.	08/24/15
Giammatteo, Time	Sprague K (temp)	Sprague K (perm)	11/21/14
Giskin, Miriam	Walsh Reading	Chase Title 1 Literacy	08/24/15
Golightly, Maria	CHS Business	CHS Social Studies	08/24/15
Gorman, Daniel	Bucks Hill Gr 5	Chase Gr 4	08/24/15
Grendzinski, Kelsey	KHS Special Ed	Chase Special Ed	08/24/15
Gutierrez, Jon	WMS Special Ed	WMS Computer Educ.	08/24/15
Haines, Thomas	Wilson Gr 1	Wilson Gr 4	08/24/15
Hill, Samantha	Bunker Hill BDLC	Tinker Special Ed	08/24/15
Homewood, Greg	Regan Gr 2	Washington K	08/24/15
Irizarry, Jorge	Maloney Science Tech	WSMS Bilingual Math	08/24/15
Jimenez, Irene	NEMS Gr 6 Reading/LA	Duggan Special Ed	08/24/15
Leogrande, Catherine	NEMS English	NEMS Literacy	08/24/15
Levasseur, Evelyn	WMS Acc. Academy Gr 6 English/Social Studies	WMS Gr 6 Reading/LA	08/24/15
Lizak, Leeann	KHS English	KHS Library Media	08/24/15
Lyons, Jean	Bucks Hill Annex	Generali Gr 1	08/24/15
Marques, Lauren	Kingsbury Gr 5	Kingsbury Gr 3	08/24/15
McCool, Maria	Duggan Gr 3 (temp)	Duggan Gr 3 (perm)	03/02/15
McGrath, Robert	Washington Gr 2	KHS Business	08/24/15
Medeiros, Victoria	Kingsbury Music	Reed Music	08/24/15
Mendello, Joseph	WAMS Gr 8 Social Studies (temp)	WAMS Gr 8 Social Studies (perm)	02/02/15
Milkovic, Katherine	Kingsbury Gr 2	Kingsbury Gr 1	08/24/15
Murphy, Heather	Maloney Hearing Impaired (temp)	Maloney Hearing Impaired (perm)	03/23/15
Nardella, Amanda	Wilson Gr 5	Wilson Gr 1	08/24/15
O'Donnell, Jennifer	Bucks Hill Gr 2	Bucks Hill Gr 1	08/24/15
O'Donnell, Patricia	Rotella Gr 2	Chase Gr 2	08/24/15
O'Leary, Amy	Bucks Hill K	Bucks Hill Gr 1	08/24/15
O'Leary, Ronan	CHS Social Studies	WCA Social Studies	08/24/15
Pisani-Loomis, Gina	KHS Art	KHS Tech Ed (Graphics Design)	08/24/15
Polletta, Lori	Wendell Cross Gr 5	Bucks Hill Gr 4	08/24/15
Reisinger, Karen	Rotella Gr 4	Rotella Science	08/24/15
Rek, Lori	WMS Gr 6 Reading/LA	WMS Gr 8 English	08/24/15
Ricard, Deborah	WCA Special Ed	WSMS Special Ed	08/24/15
Romano, Lisa	Bucks Hill Gr 4	Rotella Gr 4	08/24/15
Rossi, Jaison	Tinker Gr 5	WAMS Educational Techn.	08/24/15
Rund, Thomas	WMS Read 180	Enlightenment Read 180	04/20/15
Sagaci, Jason	WAMS Tech Ed	WHS Tech Ed	08/24/15
Salvatore, Janelle	Walsh K,1,2 Reading	Walsh 4,5,5 Math	08/24/15
Santiago, Koulla	Bucks Hill Gr 5	Bucks Hill ESL	08/24/15
Santos, Alexandria	Generali Gr 5	Generali Gr 4	08/24/15
Shocki, Jeff	WCA English	KHS Guidance	08/24/15
Steiner, Britany	NEMS Gr 6 Numeracy	NEMS Gr 6 Science	08/24/15
Stevens, Robert	WMS Tech Ed	WCA Manufacturing	08/24/15

Stolfi, Christina	WSMS Gr 8 English	WCA English	08/24/15
Strachan, Andrea	Generali Gr 3	Maloney Gr 3	08/24/15
Strileckis, Branden	Maloney Gr 4	Maloney Science Tech	08/24/15
Theriault, Patricia	WAMS Gr 6 Reading	WAMS Gr 8 Science	08/24/15
Thomas, Laura	WMS Gr 8 Science	WCA Chemistry	08/24/15
Toucet, Nyree	WCA Guidance (temp)	WCA Guidance (perm)	05/06/15
White, Nancy	Enlightenment Special Ed	WHS BDLC	08/24/15
Williams, Chelcey	Sprague Gr 1	Sprague Gr 4	08/24/15

14.2 Teacher new hires:

Name		Assignment		Step	Effective
Barbieri	Nicole L.	WHS	English	MA/6	8/24/15
Bell	Nicholas A.	Tinker	5th Grade	MA/1	8/24/15
Burleson	Lauren D.	NEMS	Ela-6th Grade	MA/3	8/24/15
Cabral	Jephrie	CHS	Gen. Science	MA/1	8/24/15
Calo	Alexa V.	Chase Elem.	Kindergarten	BA/2	8/24/15
Clark	Sarah J.	Bucks Hill	5th Grade	MA/1	8/24/15
Condon	Zoe F.	WMS	SLP	6+15/2	8/24/15
Cook	Michael T.	WCA	Info. Tech	M+15/5	8/24/15
Crespo	Cristina	Maloney	1st Grade	BA/3	8/24/15
Danay	Cassi R.	KHS	English	M+15/1	8/24/15
Devito	Stephanie L.	Sprague	Kindergarten	MA/1	8/24/15
Dussault	Kathryn E.	Carrington	3rd Grade	BA/1	8/24/15
Ferrara	Chelsea	Tinker	5th Grade	MA/1	8/24/15
Filakovsky	Jenna L.	WSMS	Reading 6th Gr.	BA/1	8/24/15
Gibson	Alyse L.	Bucks Hill	Kindergarten	MA/1	8/24/15
Hall	Sara N.	WAMS	Spanish	MA/5	8/24/15
Hitchcock	Heidi J.	Walsh	Writing 1,2,3	MA/3	8/24/15
Iacovone-Boivin	Rachel A.	Carrington	1st Grade	BA/3	8/24/15
Langan	Colleen S.	Washington	2nd Grade	BA/1	8/24/15
Larina	Olga	Dist. Wide	School Psych.	6+15/5	8/24/15
Latronica	Eric E.	CHS	Physical Science	BA/2	8/24/15
Lombardo	Kiley E.	WSMS	Social Worker	6 TH /1	8/24/15
Lopez	Briana E.	Reed	2nd Grade	BA/2	8/24/15
Lucian	Caitlin M.	Maloney	4th Grade	MA/4	8/24/15
Mara	Deanna	Regan	Kindergarten	M+15/3	8/24/15
Mata	Crystal E.	NEMS	6th Gr. Numer.	6+15/1	8/24/15
Meyer	Stephanie N.	WSMS	Music	BA/3	8/24/15
Mowen	Robert J	WHS	Video Product.	BA/9	8/24/15
Mulligan	Rhea E.	Duggan	Spec. Educ.	MA/8	8/24/15
Munoz	Kelly A.	NEMS	8th Gr. Math	BA/2	8/24/15
Murphy	Kelly C.	Walsh	Reading 1,2,3	6+15/1	8/24/15
Nowek Jr.	Michael A.	WSMS	Reading/LA 8	MA/3	8/24/15
Ogalin	Emily S.	Walsh	Math 1,2,3	MA/1	8/24/15
Pantoni	Elizabeth M.	WCA	Spanish	BA/3	8/24/15

Perton	Anne	District Wide	School Psych.	6 TH /9	8/24/15
Proto	Daniel N.	KHS	Art	MA/4	8/24/15
Rusi	Petrina	Chase Elem.	3rd Grade	MA/1	8/24/15
Saraceno	Christopher J.	KHS	Tech Ed. (Auto)	BA/7	8/24/15
Sayre	Jaclyn L.	WCA	Chemistry	MA/2	8/24/15
Scanlon	Amy M.	Bucks Hill	2nd Grade	MA/1	8/24/15
Schmied	Christine A.	Rotella	2nd Grade	BA/2	8/24/15
Shames	Jennifer E.	Kingsbury	Music	MA/1	8/24/15
Sinopoli	Sabrina	Bucks Hill	4th Grade	MA/1	8/24/15
Stirgwolt	Amanda G.	WCA	Human Services	6+15/10	8/24/15
Stowe	Eileen T.	CHS	Science	6 TH /2	8/24/15
Swanson	Lisa R.	CHS	Business	MA/3	8/24/15
Tattersall	Samuel J.	NEMS	Social Studies	MA/1	8/24/15
Travisano	Tara J.	KHS	English	MA/1	8/24/15
Truncali	Richard L.	CHS	Business	6 TH /4	8/24/15
Turek	Matthew S.	WHS	Social Studies	MA/2	8/24/15
Villafane	Gregoria I.	KHS	Spec. Educ.	M+15/1	8/24/15
Vladimiroff	Leisa D.	Enlightenment	Spec. Ed. (Excel 2)	6 TH /6	8/24/15
Washington	Latoya	Reed	8th Gr. Ela	MA/6	8/24/15
Zalinger	Ashley H.	WHS	English	M+15/1	8/24/15

14.3 Resignations:

Baransky, Kaycee – WHS Math, effective 08/03/15.
 Bertrand, Dawn – Regan grade 4, effective 08/14/15.
 Canady, Chakisha – Reed Remedial Reading, effective 08/21/15.
 Colello, Jennifer – Bucks Hill Annex School Psychologist, eff. 07/22/15.
 Cook, Nicole – Generali Special Ed, effective 07/24/15.
 Davino, Karen – WMS grade 6 Reading, effective 08/13/15.
 Erlingheuser-Marks, Darlene – NEMS Math, effective 08/05/15.
 Hill, Samantha – Bunker Hill Special Ed, effective 08/24/15.
 Holmes, Heather – Chase Art, effective 07/27/15.
 Hosking, Elizabeth – Reed grade 2, effective 06/25/15.
 Kovach, Rachel – Bucks Hill Annex Pre-k, effective 07/23/15.
 Lohr, Melissa – Washington grade 1, effective 06/22/15.
 Martone, Nicole – KHS English, effective 08/01/15.
 Niemann, John – Sprague grade 3, effective 08/11/15.
 Outlaw, Ashley – CHS Biology, effective 07/24/15.
 Pentlicki, Dayna – Carrington grade 2, effective 07/23/15.
 Rebenske, Jessica – Bucks Hill Kindergarten, effective 07/13/15.
 Robalino, Alexandra – Bucks Hill grade 1 Bilingual, effective 07/24/15.
 Santanelli, Michael – WHS Math, effective 07/31/15.
 Wilkins, Tracey – Reed Special Ed, effective 07/31/15.
 Yatsenick, Wendy – KHS Guidance, effective 08/14/15.

14.4 Leave of absence requests:

Melendez, Diana – WAMS Spanish, requesting an unpaid childrearing leave of absence until approximately January 20, 2016 (end of 2nd marking period).

STANGO: Motions been made and seconded. All in favor, opposed, motion carries.
Item #15 – Unfinished Business of the Preceding Meeting Only. Moving on then to Item #16 – Other Unfinished, New, and Miscellaneous Business.

Because of the questions coming up about the school use that we will examine it. We've gone many years seemingly with no issues. A Commissioner or two or three would like to have more information on it and further discussion on it then we will bring a Committee together of the School Facilities usage committee and we'll get a lesson on it. We'll discuss it, we'll debate it, we'll describe it, we'll be enlightened on the policy, a policy that's been going on for so many years is in place and we know many of the people who use these facilities have used them year after year after year. Another thing that I know is that if a group has, like you say, blanket out a usage from October to March every night then if one of our, in that school, one of our own teams or whatever needs it they step back, our teams take precedent. But we'll talk about all of this when we are enlightened on it; we'll have Mr. Guidone there, the Superintendent, people on the second floor who handle the requests so we will make sure that we are enlightened on the whole process going forward. So that's my other, new, and miscellaneous business.

EXECUTIVE SESSION

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to convene into Executive Session at 7:33 p.m. for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.

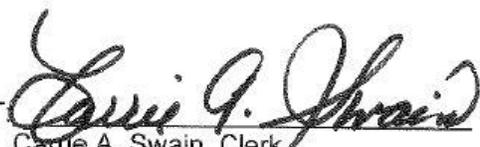
Present were: President Stango, Commissioners Harvey, McEntee, Sweeney, Jason Van Stone, and T. Van Stone. Also present were Dr. Ouellette and Mr. Schwartz.

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to return to the regular order of business at 7:46 p.m. with no votes taken.

ADJOURNMENT

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to adjourn at 7:47 p.m.

ATTEST


Carrie A. Swain, Clerk
Board of Education