

WATERBURY BOARD OF EDUCATION

MINUTES ~ RESCHEDULED REGULAR MEETING

Wednesday, November 18, 2015 at 7:45 p.m.

Bunker Hill School, 170 Bunker Hill Avenue, Waterbury, Connecticut

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

ALSO PRESENT: Superintendent Kathleen Ouellette, Chief Academic Officer Darren Schwartz, Interim Chief Operating Officer & Chief of Staff Gary Miller, and Education Liaison Mary Ann Marold.

1. SILENT PRAYER

President Stango called the meeting to order at 7:45 p.m. with a moment of silence.

STANGO: In our silent prayer tonight I ask that we remember two retired Waterbury teachers who have recently died. Mr. John Carey and Mrs. Diane Rockwell passed this week. Mr. Carey was born in Waterbury and spent his entire 36 year career teaching in Waterbury. He was a grade school teacher at Driggs School for many years and then at West Side Middle School when that opened, he became a Social Studies teacher there for the remainder of his career. John retired in 1990. Mrs. Rockwell was born in Waterbury, was educated in Waterbury, and was a graduate of Crosby High School. Mrs. Rockwell also spent her entire teaching career in our City at Crosby High School teaching Business Education. Diane retired in 1999. We remember John Carey and Diane Rockwell and their families in our silent prayer tonight. I call upon the Superintendent for another memorial recognition.

SUPERINTENDENT: Also this evening I ask that we take a moment to remember the 159 victims who perished and the 352 injured in the Paris attacks on Friday, November 13. Please keep the victims and their families in your thoughts and prayers this evening.

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.

AWWAD: Here.

CLERK: Commissioner Brown.

BROWN: Here.

CLERK: Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hernandez.

HERNANDEZ: Here.

CLERK: Commissioner McEntee.

McENTEE: Present.

CLERK: Commissioner Rodriguez.

RODRIGUEZ: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner J. Van Stone.

J. VAN STONE: Present.

CLERK: Commissioner T. Van Stone.

T. VAN STONE: Present.

CLERK: President Stango.

STANGO: Here.

4. COMMUNICATIONS

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

1. Copy of communication dated November 6, 2015 from Civil Service certifying Andrew Cap for the position of Part-time Office Aide.
2. Copy of communication dated November 6, 2015 from Civil Service certifying Maryellen Malenda for the position of Part-time Office Aide.
3. Copy of communication dated November 6, 2015 from Civil Service certifying Aimee Misset for the position of Elementary School Supervising Vice Principal – Driggs.
4. Copy of communication dated November 6, 2015 from Attorney Tara Shaw to Radical Advocates for Cross-Cultural Education regarding Waterbury Teacher Negotiations.
5. Copy of communication dated November 9, 2015 from Civil Service certifying Rebecca Harmon for the position of Attendance Counselor.

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

5. PUBLIC ADDRESSES THE BOARD

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 7:48 p.m.

STANGO: Motion made and seconded. All speakers are encouraged to submit prepared written statements to the Commissioners. Comments shall be limited to a maximum of five minutes. There will be no responses this evening to any questions or concerns raised; they will be referred to the Administration for review and response.

Daniel Albert, 93 Kelsey Street, had the following comments: I'm here tonight to bring up what I feel is one of the biggest problems to be addressed in this school district; it's that of school climate and safety. I've been here and mentioned this topic so often that I feel like I'm almost beating a dead horse. There is significant lack of social service support staff in our schools and the issue of providing a safe environment for our children is not being address appropriately. I have followed protocol and encouraged all the parents that have come to me to do the same. The chain of command almost feels like a diversion system similar to the red ropes at Disney Land. We're being led around in circles with no end in sight. There have been two bomb threats of sorts to our schools in the last two weeks. All the indications are right in front of us that something bad is going to happen. What will you do if a bomb does go off at Kennedy High School? Are we all just going to continue to sit here and ignore the obvious? Say things aren't so bad, give change time, continue with these reforms? By now there has to be some change. Where's the intervention and prevention before something happens? As a parent I feel like the wool was pulled over my eyes and I'm referring to the fact I was told appropriate staff is in place to basically head off something bad before it happens. This doesn't exist. We are 11 weeks into the school year and the disciplines in my own school have already exceeded that of last year. As Board of Education members if you're visiting the schools you should be seeing what I'm seeing as an involved parent, a discouraging amount of discipline issues that stand in the way of instruction. For example children running and roaming the hallways, telling teachers to "F" off, singing and screaming at the top of their lungs, and yelling derogatory comments such as calling female staff a bunch of "B's". There are gang handshakes. Imagine, gangs in a PreK to eight school. There are children that I know bringing drugs to school and weapons, I've seen it, it happened in my own daughter's classroom. Arrests, expulsions, suspensions are consequences I fully support but they're not addressing the real problems. The learning environment is consistently being disrupted. My third grader who loves school has begun to come home and say mom, I don't want to go to school, the kids are yelling, I want to listen and do my work but they just do not listen to the teachers. Several weeks ago we had a dad from Regan School speak out about his daughter and how she was held back on the bus and repeatedly hit in the face with a book. These are city-wide concerns that exist. Where's the plan for protect our children and your staff from the dangers and violence inside our schools? Security grants, lockdowns, vestibules, and lockdown buttons are good plans but they aren't going to prevent bad situations before they happen. We all know that there's been a need for alternative solutions for a very long time. Where's the taskforce that is supposed to be evaluating and finding solutions to these acts of violence and disruptions? What exactly is the Juvenile Review Board doing? The same JRB that turned me away after telling me there weren't enough cases to hear. Where's the police and SRO presence in all of the schools and please don't tell us that there's no funding. With all the data on disciplinary action and arrests has anyone thought to discuss the need for a Behavioral Leadership Director, someone to oversee supports and programming for our most disruptive students? Instead of replacing the two ILD's, get rid of the top-heavy administration and get the help into our classrooms. Under no circumstances is this a slight against staff, I've encountered some of the most wonderful teachers but if they're going to be expected to take on responsibilities that exceed that as an educator they must be provided support. Classroom disruptions need to be redirected out of the classrooms and reasonable accommodations must be provided; let your teachers teach, let your learners learn, every single day you're losing our children

in these classrooms – the children who want to learn and you stand to lose more quality teachers because they simply not teaching. You're setting our students and our teachers up to fail. Thank you.

Lisa Lessard, 905 Pearl Lake Road, had the following comments: The reason why I'm here tonight is actually with what was on your Memorandum on the Workshop under Committee on Policy, request approval of revisions to the Discipline/Student conduct Policy 5114 pursuant to PA 15-96. I am here tonight in accordance to the special educational community, some of you know about this and some of you probably didn't hear about this, the mother of this child is going to let you know as soon as she gets all her things together in accordance to something that happened. Now under special ed you do have a disciplinary policy, a student guidance policy that is not being followed for each and all schools. Some schools follow it, some schools don't follow it. Being a special education advocate for each and all children within district working within your elementary schools, your middle schools, and your high schools, I am here to tell you, I, a parent, a father, and a child were in tears yesterday because of what I got on my text with pictures of the physical harm he received in his schooling. I'm not gonna name the child, I'm not gonna name the school but I'm gonna tell you he had a black and blue eye, the mother herself had to bring him to the emergency room herself, the mother herself had to go down to the Waterbury Police Department and make the report herself. Why – because the Vice Principal was unaware and did not know this happened. The Principal was unaware and did not know this happened. The School Nurse I asked where was the incident report, there cannot be a report made Mrs. Lessard if the nurse does not know and if the nurse is not aware. Now how is it your principal, your vice principal, and your school nurse does not know that a child in a BDLC mental health class got kicked in the face by two other students. There's a teacher in that classroom, there's a paraprofessional, there's a videotape. Actually I talked to some of the people and I found out it was absolutely correct, nothing from the school went home to the parents. They had the email, they had the text, they had the cell, they had my cell being the advocate. I got a text from the mother who is crying her eyes out and you have a teacher and a paraprofessional that did what – absolutely positively nothing for this mother, this father, nor this child. Yes this child might be in a mental health class and yes he might be in BDLC but the same token he has rights like everybody else does within this disciplinary policy book and right now it's not being followed. I will tell you if this child is in elementary school I heard tonight when Wendy Owen was speaking, superintendent of special ed and pupil services, that you can expel a third grader. Did that happen – no. I'm not gonna tell you what happened but nothing happened. Nothing happened but a child has a black and blue and yellow eye and it poofed out to here with the negligence of nobody reporting to the parent's period. So I'd like you to pay attention to your disciplinary book. I'd also like you to pay attention to your policy book because right now it's not being followed within. And I love each and all the children within this system but you know what if you're not paying attention to what you need to do then who's at fault. Thank you.

Melissa Rockafellow, 308 Edgewood Avenue, had the following comments: I'm here to speak as a parent of three kids; two of which attend Gilmartin. My kids come home and we talk about their day. They tell me how hard it is for them to pay attention in class. They tell me that fifth grade kids slam lockers and yell and curse at their teachers, they play in the halls and curse at their classmates. My son and daughter ask me why the police are there every day. Why should a parent be finding out by young

kids that the police are there? My son asked me if it was true that kids brought a knife to school and why the bathrooms smell like smoke. He's asked me what pot is while getting him off the bus and I say, why do you ask that? Oh because the kids on the bus said x/y/z student brought it to school. I shouldn't have to answer or dig or find this out from my third grader. Parents have said kids are getting arrested for weapons, as a parent why are we not aware of problems going on in school. What is happening? Schools are supposed to be safe. I am afraid for my kids and all the kids there. What is going on? Not only is my son being subjected to these issues and behaviors of kids in the older grades but I hear about distractions in his class from uncontrollable kids. I've had discussions with his teacher and the principal's. I understand that kids have issues but where is the help for the kids that need it. Children in the third grade are impressionable. My son tells me that he spends more time listening to kids yell in class and get up and distract him and others more than they learn. Not only is this happening but his behavior has changed. I've been working with the teacher to keep him on track with behavior charts but it's not working well. I get phone calls home from his teacher and special teachers like music and Spanish. He even had his first write up for kicking someone because he was being picked on and was kicked first. At afterschool he's disruptive and one write-up away from being suspended for a week. This is not my son. I understand the influence is there but where is the help for the kids that need it? One day I was picking my kids up and observed what looked like to be a fifth or sixth grader screaming while walking down the hall. He stopped in front of my kids and I and looked at one of the first grade teachers in front of other kids also and said, pardon my abbreviations, "f/u/b" and inappropriate sexual innuendoes that no child should be hearing let alone say. I was appalled that this was going on, my kids hear this at school, how can we make this stop? Word on the street has it that Gilmartin has had more arrests than Crosby High since the beginning of school from August to date presently. I understand we cannot change the culture we are subjecting our children to at school but we can change the climate. How do we change the climate? We need to make our schools safer for our children and their teachers. Where are the school resource officers? I work as a substitute teacher for the district and I see first-hand that teachers are playing the role of social workers, babysitters, daycare providers, and parents and less of a role of actual teachers. They're constantly breaking up fights, dealing with disrespectful students and violence, it's hard for them to actually take the time to teach a class because they're distracted with outside variables not to mention give extra attention to special ed students in the classroom because they're lacking resource instructional time that is due to them and is legally mandated which brings me to speak of my daughter who's in kindergarten. She too is subjected to this also. She sees kids cursing up and down in the halls, she sees fights on the bus, her behavior has been getting worse too. Another major issue I have regarding my daughter who is special ed is that I'm concerned she's not receiving all of her service time due to her. She has however; she has not received all of her resource time since the beginning of the year. School started off short a special ed teacher and I understand they may have been short but I also hear from other parents that there are other kids not getting what they need. Who is getting the services they need? I have spoken to the principals about this, they did just get an inter sped teacher and she's doing her best to catch up with caseload but that doesn't discard the fact that my daughter and other kids weren't getting their time due to them.

Getting back to the other main issue at hand, where are the SRO's? What other measures are in place to help the students in the school? Parents have been told we

can't get an SRO because we house elementary and middle school. Wallace and West Side have them; we're a middle school too. The students and staff deserve to have what is due to them – safety. I wouldn't have to worry nearly as much when my kids go to school if there was an officer there. Get these kids help. With everything in the media in today's day and age – shootings in France, colleges and universities, and the anniversary of Sandy Hook coming up, I'm concerned. There has been at least two bomb threats in Waterbury in the last two weeks, why haven't we heard about this? My concern is monkey see, monkey do. Having grown up in Newtown and knowing many people affected personally, I'm concerned. My family for the longest time said get out of Waterbury, schools are bad, something bad will happen and then Newtown happened and I said to them I thought it wouldn't happen in Newtown. It can happen anywhere and I don't want it to happen here. Why does Waterbury not tell us what is happening? Where is the communication? Are you all really blind to the fact that parents don't talk, we find out and when we find out through other ways and not our schools or Board of Ed we lose trust in our schools and our administration. As a parent I don't have trust that you have my children's' the best interest in mind or anyone else's for that manner. If you did we would have safety and security in place to protect our children.

In closing, as a parent it is of utmost importance to convey these concerns of safety and climate on behalf of our children and students. I would like to see immediate changes made to ensure safety in education for everyone. Thank you.

Oddett Haynes, 38 Jodie Circle, had the following comments: I have three students at Gilmartin School in kindergarten, third, and fifth. The issues, I'm just piggybacking on Melissa is there's a lack of communication between the staff and parents. I've had issues where there have been incidents at school in regards to my children and in regards to my third grader who was being bullied and the student who was doing it I was told was suspended but when I found out from my son he was still in school. It got to the point where he almost got physical with my son and my son's not a, I want to say a sensitive child but our policy in our house is you don't hit someone unless they hit you first and this kid almost poked him in the eye with a pencil, he's called him derogatory terms, and I've sent emails and made phone calls to the principal and to the social worker and my thing is, like Melissa is saying, there's no resource there to help the parents with anything that's going on. I've had issues with my kindergarten student who've I've been asking since September to have him transferred out of his class because it seems like him and his teacher aren't getting along and I haven't gotten a response back to that. The only response I got was a week ago they called me and said they were going to suspend him. And I'm like okay, you're going to suspend my son but you haven't told me why and what issues have been brought up for him to be brought up to be suspended and Ms. Dwyer's response was oh I typically don't do this for kindergarteners but in his case we're gonna suspend him and I said no you're not because they told me they were going to have him observed in class for his behavior, that was never done, no one ever followed up with me. I've sent countless emails. I had to literally take a day off from work and sit in the office to see Dr. Burzler. So it shouldn't have to be to a point where I have to take time off from my job to come in and see the principal or anyone just to see my child, to see what's going on to make sure the resources that should be provided for my son are being used. He is considered special ed because he is six and in kindergarten, he had a speech delay, he's fine now. But these issues are not being addressed. I'm a parent who gets involved. I'm concerned for my kids and also for other students also. And my third grader and fifth

grader they're telling me they're not able to concentrate in class because there's a big imbalance between the classes. There's like one class has I think 15 boys and 6 girls so you can imagine what the classroom is like. You have that many boys in there, and I don't know how they balance it out or they're supposed to equal out the numbers, boys versus girls but the teachers are overwhelmed. They're good teachers there but they're overwhelmed and they're not getting enough support. The social worker, like I said, she's only there probably like twice a week and when I do send an email or phone call, I still don't get a response from anyone. So I just want to know what is being done for me to feel comfortable knowing that everything that should be provided for my son is being done. Those are my issues right now. Like Melissa said, there's usually incidents at school, I haven't got a copy of an incident report since the beginning of school. They said my son has done this, this and this but when I go in I get copies of nothing. There's a record of my son but I have no records or anything; nothing given to me at all. Do I need to go in there physically make my own copies? That's what I need to know. I know that's not what I'm supposed to do but if you're telling me my son has done this and you're labeling my son one way I need some kind of proof as to why he's being labeled a certain way. And I'm sure all parents are the same way, you don't want your child to be labeled a certain way, have a certain label on them through their entire school career so I need to know what's going on. I don't know who we need to address. I don't know who else we need to speak to in order for this to be addressed. And the main response that I've been getting because I'm not getting a response from anyone if they are short staff. From September they said they didn't have a vice principal. The first time I heard of the vice principal was two weeks ago when she called me and said my son was being suspended. And you know those are my issues right now. Thank you for listening.

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 8:07 p.m.

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

6. SUPERINTENDENT'S ANNOUNCEMENTS

Dr. Ouellette read and distributed the following announcements:

On Tuesday, November 10th, I had the pleasure of introducing Mrs. Jahana Hayes as the 2016 CT Teacher of the Year at the Bushnell. The event honored top teachers in districts throughout the state. Approximately 100 Kennedy students attended the event to observe Jahana receiving the award. In the near future, the process to name the National Teacher of the Year will begin.

Our students had a wonderful opportunity on Monday to attend the annual STEM / Advanced Manufacturing and Technology Expo held at the Coco Key Water Resort. Students from all of our high schools and middle schools began their visit with a presentation on drones offered by the co-owners of SKYVUE, LLC, a company that creates video with drones for commercial use, including music videos, action sports events, and real estate companies. The two also serve as instructors with NJ Drone School. Students then toured the expo and learned about job opportunities with local manufacturers such as Cly-Del, Braxton Manufacturing, Platt Brothers, Ulbrich Stainless

Steels and Specialty Metals, Click Bond Inc., Traver IDC, and UniMetal Surface Finishing.

Monday evening parents and other community members attended a forum at the WOW Community Learning Center on Attendance Matters, presented by Kevin Walston and Paul Whyte. Dinner and childcare was provided, enabling families to attend and discuss such issues as chronic absenteeism.

Fourth and fifth graders at Maloney Magnet School participated in the school's 14th annual International Student Education Conference on Tuesday November 17th. Parents and staff created presentations on such topics as Albanian Culture, Origami, Cartoons of My Country, Poland, Irish Dancing and more. Each student selected four presentations he or she wished to visit.

Tomorrow evening our School Health and Wellness Advisory Council will be recognized as the Connecticut Association for Health, Physical Education, Recreation and Dance Outstanding Program at the organization's Fall Conference at the Crowne Plaza Hotel in Cromwell. Joe Gorman will also be recognized with a Professional Service Award. The awards dinner begins with a reception at 6:00 p.m. followed by the dinner at 7:00 p.m.

The Waterbury branch of the NAACP is hosting a "Join the NAACP Life Membership Drive" in conjunction with a branch office Open House on Saturday, November 21st, from 1:00 to 4:00 p.m. in the NOW Auditorium, 233 North Elm Street, Waterbury, CT. Attendees will have an opportunity to meet with branch president James Monroe and tour the new branch office.

Schools will dismiss early for the Thanksgiving holiday on Wednesday, November 25th. Schools will be closed on Thursday and Friday for Thanksgiving.

7. PRESIDENT'S COMMENTS

STANGO: Just a reminder that the next meeting of the Board of Education will be a Workshop on Tuesday, November 24 at 5:30 at Crosby High School. This change is due to the Thanksgiving Holiday. I also, another item here is the Inauguration and the Organization Meeting of the Board of Education and Board of Aldermen will be held on Tuesday, December 1 at Kennedy High School. Prior to that a Mass will be at 5:00 at the Immaculate Conception Church and the Inauguration and Meetings will begin at Kennedy at 6:30. You will be receiving more information and details on this from the City and from our Clerk, Carrie. And that concludes my comments this evening.

SUPERINTENDENT: Tonight we certainly have a couple of honorees. I would like to personally thank Commissioners Awwad and McEntee for their service to the Board of Education. I have some formal remarks and I'd like you to assist me Mr. President in our awards tonight.

Cathy Awwad and Brian McEntee know that public service is neither glamorous nor is it a profitable line of work. It is the work done by those who heed a noble calling – the call to make the world a better place and to meet the needs of others - it is the work of putting the needs of others above their own. This evening we recognize the work of these two tireless citizens who have served as Board of Education Commissioners since November of 2013.

While the public has enjoyed the opportunity to observe your work during the Board meetings, they do not see the countless hours spent on committee work and they do not see your amazing ability to listen and to truly understand the diverse viewpoints on all of the issues. They do not see the hours taken from your family to help the larger family that we call Waterbury Public Schools.

Your work with us has made all of our lives more rewarding. Commissioner Awwad, I will miss your passion and introspective examination of all of the issues and Commissioner McEntee, the quiet giant, I will always remember your reserved but thoughtful way of resolving complex issues in the Waterbury Public Schools.

Each of you deserves our respect and our appreciation, not just this evening, but in the future - which you have shaped. As we bid you farewell in this part of your life's journey, we wish you every success in your future endeavors. On behalf of the citizens, staff, students, and especially the children of Waterbury, we thank you for your public service which has made our lives easier and better every single day of your service!

It is with great pleasure that I now present to you these plaques as a token of our deep appreciation for your contributions to the Waterbury.

And just as a side note as a Superintendent of Schools, you work with Board members in every capacity, they come and go, but I truly enjoyed working with each of you, Cathy and Bryan. I've learned a lot, different styles and it certainly shapes our leadership within the district and it certainly makes me reflect as a Superintendent on how to move the district forward. And I look forward to future emails if you're sitting and watching some of the complex issues at hand but I truly appreciate your service

President Stango and Dr. Ouellette presented Commissioners Awwad and McEntee a plaque for their service.

RODRIGUEZ: It's our last meeting with these two wonderful individuals. We often debate, discuss issues. Sometimes we're inline, sometimes we're not but we appreciate and respect what everyone brings to the table. And I got to tell you when I first saw Cathy and when she joined the Board she came out swinging. You know as a boxing fan she's like round one and she's already throwing punches and at first I'm like, she's a firecracker, like where'd she come from? But as I observed her I learned a great deal because you came with substance and you weren't talking just to talk and hear your own voice. You contributed significantly, I valued your input – sometimes I agreed, sometimes I did not but always I respected your style and your passion and that will be definitely sorely missed Cathy. Nothing but great respect to you and I appreciate you.

Bryan, my neighbor, a part of me is glad that he's leaving because at his towering six foot-six I look like an elementary student next to this guy. But you know I want to put it on record that Bryan is the tallest Board of Ed Commissioner of all time so that will not be broken unless we get someone else taller. Bryan, like Superintendent noted, a gentle, quiet giant but really when he did speak he spoke from his heart and he spoke from his knowledge as an attorney and that aspect of it we will miss. I'll miss speaking to you about sports. Thank you for your contributions and I'm sure we'll see you around town and you'll be involved at some level. So thank you to the both of you; I greatly appreciate what you brought to the table. Thank you.

STANGO: Commissioner Jason Van Stone.

JASON VAN STONE: Thank you Mr. President, through you, I will join my fellow Commissioner and the Superintendent with, I'm saddened by losing both of you. You both brought an insight and a passion to this Board which I think is needed. I tell anyone who will listen that the hardest job in government is your local school board, the hours that we have to put in, the papers and the reams of information we have to take in. The law changes, the curriculum changes that we need to have somewhat adept knowledge of takes a lot of work and time and the hours that you guys put in, volunteer work essentially, should be noted. You both were pillars to this Board. Every meeting Cathy would ask a question and I'd be like I should have asked that question, that's a really good question. She always had the ability to kind of peel the onion back one more layer and ask that question that sometimes the people at that end of the table didn't necessarily want anyone to ask and I think that's is what's important. Felix, he mentioned the boxer, the Superintendent had noted their kind of different styles and Cathy is the punch in the face, that's Cathy style, but it's a style that's needed and it's one that I think has served her well here and previously with her time on the Board of Aldermen and Waterbury is better to have you as one of our public servants.

Bryan was more introspected. Bryan would have that question but he wouldn't necessarily attack with it, he would save it for a well-timed jab but it wasn't . . . and you Bryan I think is probably the beginning that's going to be a pretty impressive career in public service here in this City, you did this Board proud, as a Republican, you're both leaving as Republicans, you did the party proud and I appreciate that and I think you did the school kids and the staff here proud. So I know I'm gonna miss both of you and the people coming in to fill their seats, big shoes to step into. So thank you both very much for your service to this City.

STANGO: Commissioner Tom Van Stone.

TOM VAN STONE: Thank you Mr. President. I'm not going to go down the boxing road; I'll do it a little differently. I'm glad Commissioner mentioned you as a lawyer because there was many times whether we were out here in public or in private session and we looked at you and said okay Bryan, you're the lawyer, we would ask you a special question and that was something special you brought to our Board so I appreciate it. As far as what I'll relate it to is basketball, when we do challenge the Aldermen to a game you're still officially part of the roster, okay, we're not going to let you go that easy. Then Cathy Awwad, my neighbor, I wonder sometime if President Stango wonders why he put the two of us next to each other because we do kind of feed off of each other a little bit and, again, the table is probably not real happy about that usually but I've created more than just a fellow Commissioner with Cathy, we've become very good friends, we've just said to each other it's not the last time we're gonna see each other. So I appreciate what both of you brought to the Board. I think this is a very special group, it's the only Board I've been on but I think in two years, I think we all have such a unique perspective that we do bring and complement each other so well. I don't think any one of us as a single could do this, I think we've been doing this for the last two years as a group and both of you will be sadly missed because of what you bring to the Board so I thank you very much for your service.

STANGO: Commissioner Sweeney.

ANN SWEENEY: Just very briefly, you know it's only been a couple of years and it's amazing how quickly we all bond in that short bit of time. Cathy I knew from presentations to the Building Committee so I had some expectation of what you'd bring to the Board and you did not disappoint. I'm so happy I got to know you and feel like I'm losing a friend. And Bryan, I don't know, you just grow on me, you just grow on me and it's just so pleasant to have you around and I will miss you very much. I thank you both for your commitment. We all that sit here know just what this job takes and that it's not just what goes on when we're sitting here and all of us are spending lots of time after meetings and in between meetings gathering information and speaking to people, speaking to teachers, speaking to parents, speaking to students, and trying to form an opinion that is in the best interest of students; that takes a lot of time and energy and you both should be commended for all the time and energy that you put into this job and I thank you.

STANGO: Commissioner Brown.

BROWN: Yes, I just want to say that I've enjoyed sitting next to my neighbor and we've gotten to know each other and I will miss his astute reading of contracts, he knows when a word is misspelled and a phrase is out of joint. I really admire that. I used to say okay tell me, what's in this contract, so I will miss having his expertise and his calming influence on us and we know how to find you and we hope that you stay around. And Cathy, I tell her this story, Cathy who's been in public service for many, many years, and a well-known political figure in Waterbury. And I said to the Mayor, Cathy Awwad, oh my God, we're going to have some controversies. He just said Liz, it's okay, it's okay. So I have to say Cathy I will absolutely miss you on this Board, I've grown to admire your intelligence and your dedication and you leave a mark on our educational system with your compassion and your understanding with the Waterbury Career Academy and all the time you spent on developing the curriculum and your relationship with Naugatuck Valley Community College which you so willingly share with us. You're all about the kids and I really admire that. Thank you very much.

STANGO: Commissioner Hernandez.

HERNANDEZ: Short and sweet Cathy, I can't say it but you know it. Bryan, I always liked you from the beginning . . . I'll miss you both and it was the pleasure. I didn't think I was going to like Cathy in the beginning but she kind of grew on me . . . But you will be missed and I appreciate working with you guys over the last two years.

STANGO: Vice President Harvey.

HARVEY: I'm just going to say ditto to what has already been said about Bryan and Cathy. When I heard that Cathy was going to be on the Board I said okay, I'm gonna sit back and watch this a little bit because Cathy has a habit of, she'll go from zero to 100. I know the time, all I'm gonna say is I know the time that you came down to the Board, you were home and you saw something on TV and you came down and I said oh boy, here we go. So anyway that was, you know sometimes that's needed, I fully understand that. Bryan, I really, sometimes you back me on things and I didn't think you would do that and that just showed me that you weigh things so I really appreciate that. But I just want to say again, echo what has already been said and wish you both

the best of luck. Don't fall out of, stay in the political scene, stay active and I know I'll see you around town. But thank you again for your service, both of you.

STANGO: See what you started Commissioner Rodriguez. I didn't think anyone was going to want to say a word and you opened a door. I don't have anything humorous to say because I really didn't think they were very funny, very intense. But anyway, I do, and I thank you both for your service and I do mean service. When you sign up for this sometimes you sign up blindly and really you're not aware of what's going on, what you're getting yourself into and then all of a sudden you're into it and you're into service, you're into serving the schools, you're into serving the parents and that's the beginning and end of all. So I thank you for your service, I thank you for your input. Your committee work and input on the Board will be missed for sure. Thank you both.

Now, going onto the Agenda items. They're not on Consent because we just workshoped them so sm.

Upon a motion by Commissioner Awwad and duly seconded by Commissioner Brown, it was voted unanimously to move all items (items 8.1, 9.1, 9.2, 9.3, 10.1, 11.1, 12.1, 12.2, 12.3, 13.1, 13.2, 13.3, 14.1, and 14.2) with the exception of Item #9.4 on Consent.

STANGO: All in favor, opposed, motion carries.

CONSENT CALENDAR

Upon a motion by Commissioner Awwad and duly seconded by Commissioner Harvey, it was voted unanimously to approve the CONSENT CALENDAR, items 8.1, 9.1, 9.2, 9.3, 10.1, 11.1, 12.1, 12.2, 12.3, 13.1, 13.2, 13.3, 14.1, and 14.2, as listed.

- 8.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of an Occupancy Agreement with StayWell Health Care, Inc. to occupy an area in the Commons Building located between North End Middle School and Wilby High School (Laurel Hills Complex) for a proposed School-based Health Center.
- 9.1 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval for the Waterbury Public Schools, via the Mayor's Task Force Against Substance abuse, to apply for the 2015-16 Local Prevention Council Program funds through the Central Naugatuck Valley Regional Action Council.
- 9.2 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of a Professional Service Agreement with Literacy How, Incorporated to provide Literacy Specialists for Driggs and Carrington Schools, funded by the Priority Schools Grant.
- 9.3 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of a Connecticut Elementary and High School Agreement for Sign Language Interpreting Services with the State of Connecticut Department of Rehabilitation Services (funded by IDEA Grant).

- 10.1 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the revised 2015-2016 Educator Evaluation and Support Plan (Administrators), as attached.
- 11.1 With the approval of the Committee on Policy, the Superintendent of Schools recommends approval of revisions to the Discipline/Student Conduct Policy (5114) pursuant to PA 15-96, as attached.
- 12.1 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of the new PreK through 12 Health and Wellness Curriculum, as attached.
- 12.2 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Mary-Ann Sagnella, KHS, and three chaperones to take 25 students to Venice and Rome, Italy from April 16 through April 24, 2016 to visit various sites.
- 12.3 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Debbie Benjamin, WAMS, and four chaperones to take 43 students to New York, NY on December 8, 2015 to visit NBC Studios, 9/11 Memorial and Museum.
- 13.1 With the approval of the Committee on Building, the Superintendent of Schools recommends approval a Grant/Contract with the Department of Energy and Environmental Protection (DEEP) for various improvements to the athletic fields at John F. Kennedy High School.
- 13.2 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the acceptance of the Bucks Hill Elementary School Elevator Addition Project, State Project #151-0283 CV, as complete.
- 13.3 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the acceptance of the Wendell Cross Elementary School Elevator Addition Project, State Project #151-0284 CV, as complete.
- 14.1 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
Human Resources Cherrie Lamb	Wilby & North End cafes: Sat., Dec. 19 th , 7:00 am - 6:00 pm (Police officer exam)
C. Swain	WAMS café, atrium, media ctr.: Wed., Jan. 27, 2016 4:30 - 9:00 pm (State Office of Early Childhood Community Forum) (snow date: Monday, Feb. 1, 2016)
Mayor's Office	Kennedy aud.: Tuesday, Dec. 1, 2015 4:00-9:00 pm (Swearing in ceremony)
Paula Caldarone	Kennedy gym & café: Saturday, Dec. 5, 2015, 1:00 - 5:00 pm (Middle Schools boys and girls basketball Jamboree) Crosby gym & café: Sat., Feb. 20, 2016, 2:30 - 6:00 pm (Jr. NVL cheerleading and dance competition)
R. Moffo	Generali gym: Monday, Dec. 7, 2015, 3:30 - 7:30 pm

	(annual Winter Family Night) (Snow Date: Tues., Dec. 8, 2015)
M. Vagnini	WAMS: Dec. 16th & 17th, 6:00 - 8:30 pm, (Winter Choral Concert) (concert to be held in the Palace Theater)
D. Monti	Reed café: Thursday, Nov. 19th, 5:00 - 7:00 pm (Family Math Night)
R. McDonald	Career Academy gym: 11/30/15-3/15/16 Monday thru Friday 2:00 - 9:00 pm and Saturdays, 8:00 am -1:00 pm (Varsity, JV and freshman basketball & cheerleading) Career Academy gym: 11/15/15-3/15/16, Sundays, 2:00 - 8:00 pm and 12/24-1/1/16 and 1/6 & 1/18, 8:00 am - 2:00 pm
M. Case	WAMS recital hall: Monday, Dec. 21, 2015, 6:00 - 9:30 pm (Concert)
Blue Collar Union	Kennedy aud.: Sunday, Dec. 6th, 9 am - noon (membership meeting)
P. Sterling	WAMS art rooms: Tues., Dec. 15th, 5:45 - 9:30 pm (student concert prep.)

- 14.2 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

REQUESTING WAIVERS:

Town Plot Sports Assoc.	Duggan gym: 11/21/15-4/10/16, Saturdays, 9 am – 5 pm and Sundays, 12 – 8 pm (<i>Adm. Approval granted to start on 11/7/15</i>)	(\$14,364.)
F. Forino	Maloney gym: 11/21/15-4/10/16, Saturdays, 1:30 - 8:00 pm and Sundays, 1:00 - 6:00 pm	(\$10,521.)
	Tinker gym: 11/21/15-4/0/16, Saturdays, 5 pm – 9 pm and Sundays, 12 – 8 pm	(\$10,794.)
	WSMS gym: 11/21/15-4/10/16, Sat. & Sun., 4 pm – 8 pm	(\$7,770.)

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

Town Plot Sports Assoc.	Hopeville gym: 12/8/15-3/23/16, Tues, Wed, Thurs., 6 – 9 pm
F. Forino	Wilson gym: 12/15/15-3/24/16, Tues. & Wed., 6 – 9 pm
	Driggs gym: 12/15/15-4/14/16, Tues. & Thurs., 6-9 pm
	Tinker gym: 11/19/15-4/8/16, Mon. thru Fri., 7-9 pm
	Duggan gym: 11/23/15-4/7/16, Tues. & Thurs., 6-9 pm
	WSMS gym: 12/3/15-4/7/16, Thursdays, 6-9 pm
	WSMS gym: 11/27/15-4/8/16, Fridays, 6-9 pm

9 COMMITTEE ON FINANCE

- 9.4 Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to remove Item #9.4, an Agreement with Avon Valley Show Stables, LLC, from the Agenda.

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

15. SUPERINTENDENT’S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file Superintendent’s Notification to the Board items 15.1 through 15.6, as listed:

15.1 Grant funded appointments effective immediately:

Acevedo, Jenny – Parent Educator/Positive Youth Development Leader, Wilson School, 10 months per year, 19 hours p/week @ \$15.00 p/hour, non-union and without benefits.

Dojnia, Melissa – Substitute, 21st Century After-school Program, Wilson School.

Pelegriano, Nicole - Social Worker/Project Director, Support for Pregnant & Parenting Teens Grant, 12 months per year, 35 hours per week, \$54,600 annually, non-union with benefits governed by the UPSEU Agreement, funded by Support for Pregnant & Parenting Teens Grant.

Phelan, Anne – Human Resources Assistant – Grants, 35 hours p/week, 12 months p/year, \$24.73 p/hour, non-union with benefits governed by the SEIU Agreement.

15.2 Middle School Credit Retrieval Program appointments, salary according to individual's contract, funded by Alliance Grant:

NEMS: Administrator: McDermott, Marie
Teachers: Poulter, Kara Mastrianni, GERALYN
Hassan, Deanna Diliberto, Adriana
Herrera, Carmen

WMS: Administrator: Jannetty, Dana
Teachers: Perosino, Diana Gutierrez, Jon
Pesce, Marguarite

Subs: Devito, Deb Lavole, Sharyn

WSMS: Administrator: Brown, Heather
Teachers: Mancini, Doris Densmore, Amy
Elsemore, Lisa Hudobenko, Tanya
Green, Cathleen McCann, Peter

15.3 Teacher new hires:

Name		Assignment		Step	Effective
Baker	Bryan P.	WAMS	Science	6 TH /3	10/26/15
Blawie	John	NEMS	Soc. Studies	MA/2	10/19/15
Martinez	Emmanuel	WHS	Bil. Science	MA/9	8/24/15
O'Reilly	Molly A.	WSMS	Reading/LA Grade 6	M+15/1	8/24/15
White	Sharlene R.	Bucks Hill Annex	Spec. Educ.	M+15/9	10/23/15
Sloat	Sean	WCA	Math	B+15/3	8/26/15

15.4 Retirements:

Collado-Martinez, Marie – WHS Spanish, effective 10/1/15.

Harrigan, Margaret – Regan grade 3, effective 12/23/15.

15.5 Resignations:

Name	Assignment		Effective
Bailey, Shelly	Reed	FCS (Comp. Ed)	10/30/2015
Baldwin, Stephen	WHS	Phys. Educ.	11/6/2015
Camilleri, Lisa	WMS	Gr 8 Math	10/21/2015
Connolly, Susan	Walsh		11/6/2015
Gibson, Jessica	Rotella	Vis. Impaired	08/14/2015

Goletz, Ashlee	NEMS	Social Studies	10/2/2015
Mara, Deanna	Regan	Kindergarten	11/06/15
Mikosz, David	NEMS	Grade 7 Science	08/17/15
Ramirez, Maria	Chase	Bil. Grade 1	10/02/15
Scarfone, Connie	WHS	Spanish	10/23/2015
Shames, Jennifer	Kingsbury	Music	11/13/2015
Setton-Colon, Marcela	WSMS	Sp Ed Resource	11/12/2015
Stansfield, Kathryn	Tinker	Kindergarten	11/6/2015
Tsacoyeanes, Erica	WHS	Biology	10/20/2015
Zelinger, Ashley	WHS	English	10/1/2015

15.6 Leave of absence requests:

Mahoney, Maya – Speech Language Pathologist, Tinker School, requesting an unpaid childrearing leave of absence from November 23, 2015 through January 4, 2016.

STANGO: Motion has been made and seconded. All in favor, opposed, motion carries. Item #16 on the Agenda – Unfinished Business of the Preceding Meeting Only. Item #17 – Other Unfinished, New, or Miscellaneous Business. Commissioner Jason Van Stone and then Vice President Harvey.

J. VAN STONE: Just one quick thing here today. It seems like to a degree it's beginning to be addressed but the incidents that we heard about today as far as safety in some of our schools, Gilmartin was mentioned three times, I think some digging has to be done there. I believe you've already started that process but the parents are right, we can't guarantee a lot of things for our students, we can't guarantee they're going to go to Harvard or Yale, we can't guarantee they're gonna be the captain of the varsity football team, we should be able to guarantee that they're safe when they are in our care. No child should ever have to worry about having someone else put their hands on them but even more so they shouldn't have to go through a hallway and hear a fifth grader cursing at a teacher. Back when we had the Juvenile Review Board here it was kind of referred that cursing at a teacher was a lower level offense, it wasn't really that big of a deal and that bothered me that night and still bothers me that the adults in the school whether it be the teacher, the paras, the counselors, the administrator, a parent walking through the hallway, doesn't get the general respect that they deserve. They shouldn't have to one, ever be cursed at or even have to be in the vicinity of some knucklehead thinking that that's okay. Every time we seem to have a discipline policy or change, what have you; in my opinion I think we're softening things. I know we live in a world now where it's all about inclusion, and there's a lot of hugs and rainbows and I think sometimes we forget that discipline in and of itself is not a bad thing. Growing up I know I needed discipline and I would push the adults around me until I saw where the line was and once I found out where that line was I stopped. I think we have to remind the kids in our schools where the line is and if we keep extending the goal posts out and giving more and more leeway they will continue to take more and more. So I look forward to the Superintendent reporting back to us about the specifics at Gilmartin as well as what we can do on the districtwide level to make sure that as best as we can as members of this Board and leaders of this district, to make sure that every kid that gets at a bus stop every morning can be assured that they are safe anytime they're in our care. I think that's our primary responsibility and it's the least that they should be able to expect from us.

STANGO: Vice President Harvey.

HARVEY: Since we are being allowed to speak as a result of hearing from the parents. I agree also in regards to Gilmartin. My question was, I have a lot of questions – was this addressed with the Principal, what seems to be going on there. So I look forward, Dr. Ouellette, to what exactly is occurring at Gilmartin and what remedies we have here for discipline, exactly what's happening.

I want to just quickly, there's a few things. First I want to commend some folks. We had a complaint which I will share with the Board, it was received via email from a parent at Crosby folks and this parent had concerns about, basically about the handling of the students at Crosby when we had the bomb threat and I first wasn't included in on the memo but then later he did send it to me and said Commissioner I forgot to include you in. I then asked when are we going to get the response to the parent and what prompted that, not necessarily I would say prompted it, it was just a concern that this parent and the climate that we're in right now to get some information to respond back to this parent. The parent's concern was regarding okay we have a bomb threat, kids were put in a certain place and he was not happy with where they were put and wanted to question why that process was used and so I felt it was important to get a response back to this parent quickly because this parent could have just gone to the media and just said hey, this happened and I didn't get any response, and I wanted to kind of squash that. But what I was very pleased about was the fact that John Herman not only responded, looked at the process, cause it was kind of a process issue that was used, revised it, accessed it and revised it and called the parent, talked to the parent about the security measures, not everything but what he could share, and the parent I guess was pretty much pleased with that. And I was pleased with it because I had just been not pleased with some things in the district with not replying to some things. Some things are replied to, others aren't. I questioned, do we have someone in public relations that addresses these issues. I think in this climate, we need to, if there's a parent, if there's a concern, R.A.C.C.E. came at our last regular meeting and said they have sent, we know, we receive these emails, they sent concerns and there's been no reply. Sometimes we reply and sometimes we don't. I think there needs to be a process. I come from a customer service background in corporate America and giving no reply is not acceptable. So I would like for us as a district, I'm not saying we reply to everything but I think when a parent has a concern such as Mr. Rodriguez had a legitimate concern about his student at Crosby, I think we need to reply to that because we need to keep the communication open with the parents. We had parents that came and expressed their concerns about Gilmartin. We need to keep the communications open regarding that. So I would like at some point for us to come up with what is the process, if someone sends us an email, they send it to the Board, who replies to it? What is the pecking order? Do we not reply? Do we continue to not reply to something and just let it go or do we reply. I think we really need to look at that. Getting back to my original statement I want to thank John Herman, Jade Gopie for their responses and looking at the process. The parent had a complaint, they looked at the process, they accessed a few things, just a little tweaking here and there and it was fine. The parent is pleased so we move on. So I just think we need to look at communications particularly in this district.

Speaking of communications, we mentioned the forum that was held recently on chronic truancy. Mr. Kevin Walston was paid tribute at this forum because the community knows him because he's out there and he speaks the community language. When we spoke about chronic absenteeism he mentioned about the 90%, we always think the 90% is good and when he said in attendance it's not good because of this, you could hear dead silence, he had a captive audience and I think it's on tape, Nancy Vaughan, I'm going to check to make sure, maybe you might want to watch it, I think it was very well attended, Paul Whyte was there, excellent job with the presentation so I just want to thank them. Angela Holmes for coordinating it, Alderman Hadley for allowing us to us WOW/NRZ. And I'm gonna say this, when we have these forums out in the community what we're finding out is that we haven't done it in such a long time that the community is just worked up, they want to hear about the subject that we want to talk about but they also have these other things that they want to bring up. So I think we need to look at perhaps on a quarterly basis going out and giving information to the community. I think we need to go to, for example, the Rivera Community Center and give this issue some look at in terms of getting that information out and just spreading some of that. The more we get this information out the better.

Lastly, approval of flyers. Now we had a very good turnout at this forum which was held on Monday but we did a survey and we asked the parents how did you hear about this, how did you hear about this program? And most of the parents heard about it through one – word of mouth; two – social media which is Facebook; and three – there was some other means that they heard about it. But on the lowest end of the list was they heard it through the school. When we want to get information out to the schools and to the parents we look to the schools to do that, we look to the parent liaisons and what we found, and not blaming the parent liaisons, and also factoring in that there was a holiday on Wednesday, but this information, it was approved by the Superintendent on Monday and didn't get out until Friday. So I think we need to look at the process again of when something is approved by the Superintendent, when does it get out to the schools and then once it gets out to the schools who decides whether or not it goes to the parents? Because what we also found out was that some parent liaisons were a little bit busy so they kind of put it aside. This chronic absenteeism relates to Blueprint for Change, it's only gonna help the parents. The more we educate the parents the more we can help the students. So it's like why was there such a delay in getting this information out to the parents? So I want to also look at, I'll put this on a memo, I want to look at the process that's used. Once something is approved by you, Dr. Ouellette, why does it take, it seems to take so long before it gets to the parents. And I will rest my case. Thank you.

STANGO: Anyone else? Commissioner Rodriguez.

RODRIGUEZ: Just very briefly because I know everyone wants to head to Executive Session. You know we heard a lot of parents and I commend them for coming out and expressing their thoughts, I mean that's one of the things when we talk about parental involvement, parental engagement. While they may share things we don't necessarily like, we do accept it and want to hear it because that's the way we can resolve issues. But I also want to point out cause often we don't give credit where credit is due and I want to give a lot of credit to Mary Ann Marold because often times things aren't brought up to the forefront when there are issues with parents that are resolved behind closed doors and I know this because I'm often reached out by parents but I don't bring it out

here publically, we resolve it behind closed doors and they are addressed and responded to in a timely manner. So I do want to say that while there are some legitimate concerns that were raised, but I also felt that our schools were sort of put in a place as if it's the Wild, Wild West and I have a bit of concern with that because I don't think our school district is that bad. We have issues like every urban district, absolutely. Are we going to be 100% safe in everything we do, absolutely not. It's like saying to the cops can you prevent crime. Listen, we have a very difficult district, we have a high poverty rate, we have a lot of kids coming from single parent homes who don't have the parental involvement and structure that they need in the household and so our teachers are playing the role of a nurse, the role of a parent, the role of a mentor and everything else in between and often times they're the ones the fingers are being pointed to. So we have a tough job ahead of us, we do appreciate the concerns that are raised, I'm sure that they'll be looked into, but at the same time I'm extremely proud of this district and the way we're headed. So I just felt that there were a lot of things said that made this district feel as though we're not paying attention to the parents' needs and I think that's inaccurate and so that's just my concern. Thank you.

STANGO: Just to bounce off of Commissioner Rodriguez here for a second and sadly we hear about things when they come to the podium that are negative. It takes a lot for a parent to come and tell us how good we are doing, how good the teachers are doing, the Superintendent and the schools. It just doesn't happen. But if you're out in the schools you can see this goodness happen, at least I do, and will there be an incident or two or is there an issue? Yes there will. But by and large I am also very impressed on what goes on in the buildings and what's happening day to day.

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 8:52 p.m. for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.

Present were: President Stango, Commissioners Awwad, Brown, Harvey, Hernandez, McEntee, Rodriguez (left at 9:11 p.m.), Sweeney, J. Van Stone, and T. Van Stone. Also present were: Dr. Ouellette and Darren Schwartz.

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Awwad, it was voted unanimously to return to the regular order of business at 9:21 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 9:22 p.m.

ATTEST


Carrie A. Swain, Clerk
Board of Education