

WATERBURY BOARD OF EDUCATION

Monday, March 5, 2007 at 5:30 p.m.

(For the March 12, 2007 Board Meeting - MINUTES ATTACHED)

COMMITTEE MEETING

The Board of Education Committee meetings were held on Monday, March 5, 2007 at Kennedy High School, 422 Highland Avenue, Waterbury, Connecticut, starting at 5:44 p.m.

PRESENT: President Hayes, Commissioners Flaherty-Merritt, Geremia, Harvey, Petteway, Stango, Sweeney, Theriault (5:51 p.m.), Uriano, and White.

ALSO PRESENT: Superintendent Snead, Assistant Superintendent Cullinan, Assistant Superintendent Sequeira, Chief Operating Officer Paul Guidone, Director of Personnel Ron Frost, School Business Administrator Paul Mazzaccaro, Attorney Maurice Mosley, and School Inspector Herbert Greengas.

Reports were submitted to the various committees of the Board and discussed.

ADJOURNMENT

The Committee meetings adjourned at 8:25 p.m.

Respectfully submitted,

Carrie A. Swain, Clerk
Board of Education

WATERBURY BOARD OF EDUCATION

MINUTES - REGULAR MEETING

Monday, March 12, 2007 at 6:30 p.m.

Maloney Magnet School, 233 South Elm Street, Waterbury, Connecticut

PRESENT: Vice President Petteway, Commissioners Flaherty-Merritt, Geremia, Harvey, Stango, Sweeney, Theriault, Uriano, and White.

ABSENT: President Hayes.

ALSO PRESENT: Superintendent Snead, Assistant Superintendent Cullinan (left at 7:43), Assistant Superintendent Sequeira, Chief Operating Officer Paul Guidone, Director of Personnel Ron Frost, School Business Administrator Paul Mazzaccaro, Attorney Maurice Mosley, and School Inspector Herbert Greengas.

MEETING CALLED TO ORDER

Vice President Petteway called the meeting to order at 6:37 p.m. with a moment of silence and a prayer and Superintendent Snead led everyone in the Pledge of Allegiance to the Flag.

ROLL CALL

CLERK: Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: Here.

CLERK: Commissioner Geremia.

GEREMIA: Here.

CLERK: Commissioner Harvey.

HARVEY: Here

CLERK: Commissioner Petteway.

PETTEWAY: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Theriault.

THERIAULT: Here.

CLERK: Commissioner Uriano.

URIANO: Here.

CLERK: Commissioner White.

WHITE: Here.

CLERK: President Hayes – ABSENT.

COMMUNICATIONS:

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

1. Communication dated March 5, 2007 from Northwest Regional Workforce Investment Board regarding school presentations of “Business Etiquette for Youths”.
2. Copy of communication dated March 6, 2007 from Civil Service to Tiziana Covacci certifying her for the position of Paraprofessional.
3. Copy of communications dated March 8, 2007 from Civil Service certifying Carlos Rivera, Kurt Thomas, John Bracken, and Vincent Milano for the position of Maintainer II.

PETTEWAY: All those in favor, motion passes, communications accepted.

APPROVAL OF MINUTES:

Upon a motion by Commissioner White and duly seconded by Commissioner Harvey, it was voted unanimously to approve the minutes of January 16, 2007.

PETTEWAY: All those in favor, motion passes.

PUBLIC ADDRESSES THE BOARD:

Upon a motion by Commissioner Harvey duly seconded by Commissioner Uriano, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:40 p.m.

Hector Riollano, 9 Oakville Avenue, had the following comments: Good evening, I’m here tonight and these other people in my group, we are here to recommend, suggest to you that when you . . . for the bilingual supervisor/director, to give strong consideration to local qualified Hispanic. . . . from the outside . . . people work from 9 to 5, they go home at 5:00 and we need them at night for meetings they’re not available,

same as weekends. They live in Waterbury, they live in other towns and they don't stay and on the weekend we cannot meet with them, parents cannot meet with them because they're outside. And second there's a sense of having some tie to the community. Outsiders they come here because the job, when we have local people they're part of our community and . . . bring to the job, more commitment, more for the community. Second we want to have somebody Hispanic. Years ago . . . same concern, we were asking for a qualified Hispanic, why, well the majority of the students are Hispanics, the parents are Hispanics, the person must speak Spanish, good Spanish, I don't mean Castillo or Mexico, real Spanish in order to work with the parents and the students even to go other the material, for example some time I see books in Spanish that are hard to understand because they are using the Mexican Spanish. I see . . . books in the classroom sometimes . . . Mexican, need a person who understands the Spanish that we use in our system Sara was a great person, I'm glad she left but now that we are going to replace her, we, the Hispanics in town want a local qualified Hispanic for this position and we're committed to you. It happened before and the Board in their wisdom years ago they listen to the community and they went again and found a Hispanic supervisor for the Bilingual Program. Once again, it's only a recommendation. Thank you very much.

SUPERINTENDENT: If I may respond, respectfully Hector, I was the person that interviewed and recommended Sara Bowman, she did a yeoman's job. She took us through a lot of violations that you are aware of that we had from CHRO and the Civil Rights Organization up in Boston and did a fantastic job of making sure we did everything we were supposed to do in terms of bilingual education, English language learners after they left the bilingual education program. She happened to be Puerto Rican and spoke Spanish with the Puerto Rican dialect. She is an expert, had all the experience and all the knowledge and had all the connections at the state and federal level to get things done. We are going to try to find someone equally as good but I need to caution you that that person might be Hispanic, that person might be from Waterbury, but that person could be a person who speaks any of the other languages the minority population in our community is using. We'll just see what happens when we get to the interview table because, as you know, we have a large, significant growing population of Albanians, a significant, growing population of Portuguese from Brazil, we've always had a large population of Cape Viridians; you got a number of Africans moving here from Nigeria, Kenya, Ethiopia. You got people literally moving here from all over the world. We are very pleased, the screening committee and I to see some outstanding applicants from all over the country, including one or two from outside the country and we screened them and we're interviewing some excellent candidates. Some are from Waterbury, some are from outside of Waterbury. How they respond to the questions to give us the confidence that they can continue to move our system forward in the manner that it should move, will determine who gets recommended to the Board. But I do take your recommendation at heart. Thank you.

Judi Cubero, 360 Beth Lane, had the following comments: I'm here but I'm not sure if I'm supposed to be here but something had occurred and I wanted to bring it to the Board's attention. On October 12 I attended my grandson's open house at Rotella Magnet School and he had brought something to my attention and I felt that I needed to file a complaint, which I did, I wrote a letter on October 20 to Dr. Snead and may I read it please.

PETTEWAY: Yes.

CUBERO: The purpose of this letter is to inform you of an incident that occurred at Rotella Magnet School with the music teacher Mr. Ladden and my, well she wrote it but I'm reading it, that's the mother, Jennifer Rosa, between Mr. Ladden and my son Devin Smith who is five years old. Unfortunately I can not state the date of occurrence since I was not made aware of it until the night of open house. However, I am confident that Mr. Ladden remembers the date he intentionally put my son's well-being at risk. On October 12, 2006, Judi Cubero, that's me, Devon and Jennifer Rosa attended open house at Rotella Magnet School and walked past Mr. Ladden's classroom and Devin began to tremble, cry and pull away from me. We asked Devon why was he reacting the way he was and he stated that Mr. Ladden had grabbed him by the arm. I asked Devin to demonstrate how he was grabbed, Devin grabbed me by the wrist and squeezed. However, this is not my sole purpose for writing this complaint it is what Devin said to me afterwards that I accused Mr. Ladden of risking injury to a minor when he inappropriately disciplined my grandson. Devin stated that after being grabbed he was put in a corner behind the open classroom door and told to stay there. I asked Devin if he could had gotten out and he said, no because there was something holding the door. At that moment I looked towards the door and there was a wooded triangular shaped lock holding the door. I proceeded down the hallway in search of Mrs. Calabrese the school's principal. We took Mrs. Calabrese to the classroom and explained to her what was told to us. We asked Devin to demonstrate on her what had happened and then we stated that Mr. Ladden's actions were inappropriate and unacceptable. Mrs. Calabrese could not comment on the incident without further talking to Mr. Ladden and then said she would ask, she would schedule a meeting for us to further discuss the matter. However at that moment Mr. Ladden stepped into the classroom and the matter was addressed immediately. Mr. Ladden stated that yes, he did in fact put Devin in time-out behind the door and that the door was his usual spot for time-out. He explained how Devon likes to talk during class and thought that a time-out was in order. We expressed to Mr. Ladden that we did not oppose the time-out but it was the behind the door that we opposed, that his actions towards Devin's talking was excessive and that if he had a concern with Devon he should have contacted Devon's kindergarten teacher, Mrs. , who in turn would have contacted us. Mrs. Calabrese stated that Mr. Ladden's actions were indeed appropriate and that Mr. Ladden was within his rights to choose any spot in his classroom for time-out. We questions, even if it meant behind the door? Mrs. Calabrese replied, yes, that's where it is, that's where it is, if that's where he chooses, . . . We asked Mr. Ladden how long was Devon behind the door and his reply was "I honestly couldn't tell you". We asked isn't time-out a minute per age of year and Mrs. Calabrese replied "well", and Mr. Ladden added "I could lie, but I don't remember how long". At that moment we firmly expressed that we did not want Devon behind the door again. Mrs. Calabrese concluded that there was no need to schedule a meeting since we just had one. Mr. Ladden put my five year old grandson at risk when he put him behind the door. Devin could have easily pulled a button off his shirt since there was nothing to do back there but play with his buttons and place it in his mouth and choke. For that matter he could have placed any object he had in his pocket in his mouth. How could Mr. Ladden see a child sitting behind a chair sitting behind a closed door? How can he see him if he's choking? How is Mr. Ladden supervising Devin? Devin is highly terrified of crawling bugs, how traumatic it would have been for him if there had been something crawling around in there with him. Furthermore, this is a form of punishment in front of a classroom of his peers and it is

humiliating. What right does Mr. Ladden have to intimidate and humiliate Devin the way he did? Time-out is meant for a child to do exactly that, time-out to compose himself and reflect on his current actions and not as a humiliating punishment that puts him at risk. Even though Mr. Ladden does not remember how long Devin was behind the door Devin compared the amount of time he was behind the door to the amount of time he spends at his after-school program before he is picked up which is approximately 20 to 30 minutes. Mr. Ladden had three other corners in his classroom to choose from, he could have told Devin without . . . to sit in one of them instead Mr. Ladden made a conscious choice and chose the one that was not visible to him by putting him behind the door. What is the difference between putting Devin behind the door that has a stop holding it open then putting him in a locked closet? Either way Mr. Ladden could not see Devin and Devin could not have gotten out. Mr. Ladden wanted to get rid of Devin. How humiliating and scary this ordeal must have been to a five year.

PETTEWAY: Make it snappy, we have three minutes per speaker.

CUBERO: I plan on it. Teachers are supposed to offer students guidance and to serve as positive role models not to mistreat, discipline, intimidate, scare, grab, humiliate, or exclude a child from learning by putting him behind a door. Parents send their children to school thinking that it's a safe, healthy, nurturing environment. Where are Mr. Ladden's principles of professionalism? As a result, Devin asks every morning is it music today? At first I thought that his asking was enjoyment for the class now I understand that it is the complete opposite, he is afraid of Mr. Ladden. Mr. Ladden made Devin's first music experience unpleasant and humiliating and has hindered him from learning further in that classroom. I wonder how many other children Mr. Ladden has intimidated and humiliated and put them at risk with his time-out method. I inserted that. The reason that I'm reading this is because I brought it to, I sent a letter to your office and I believe that Mr. Lombardo handled it and we just recently got a letter from Mr. Frost and it says that he was asked to respond . . . regarding a situation at Rotella Magnet School with your son Devin Smith. My understanding that on October 12, open-house, your son communicated to you that a teacher, Mr. Ladden, had grabbed him by the arm and placed him in the corner behind an open door. It is also my understanding that around 7:00 that evening after the open-house you approached Mrs. Gina Calabrese, Principal of Rotella...

PETTEWAY: Excuse me, Ms. Cubero, I just wanted to ask you, you read the first letter and why are you reading the one from Mr. Frost?

CUBERO: I am reading this one because all Mr. Frost did was summarize my letter.

PETTEWAY: I see what you're saying.

CUBERO: To me I feel like, I wrote the letter, I believe I have a legitimate complaint...

SUPERINTENDENT: Excuse me Mam, something was done but we're not, it's not proper to explain in a letter and public what was done to an employee. I remember your letter clearly and I remember having my staff get on it right away and talking to the principal immediately and that person has been addressed appropriately and appropriate recommendations and advisements have been applied. How is your son now, your grandson?

CUBERO: He's fine, but the thing is that this is dated February. It took him from October to February and numerous phone calls for someone to address my concerns.

SUPERINTENDENT: Our advice happened immediately, our investigation happened immediately and I can assure you it was done appropriately. The bottom line is, your grandson has been fine since then, he's gotten better, the relationship has gotten better?

CUBERO: Yes.

SUPERINTENDENT: That's simply a written response to you but the action took place a lot sooner than that.

CUBERO: We wouldn't be here today if somebody would have said that to us.

PETTEWAY: Did you . . . to find out . . .

CUBERO: We were told that a Mr. Frost would get back to us, would tell us, would tell us, and nothing, nothing.

PETTEWAY: I appreciate you coming here and telling us this because Waterbury School District is very sensitive to the needs of the children as well as the discipline that sometimes we give to them. Your grandson is five years old, he's doing better now?

CUBERO: Yes.

PETTEWAY: I'm glad, I'm glad. You got that letter in writing, it's a communication to you, and I hope you would appreciate the fact that we are reaching out trying to respond to you. Although it was late, but we did address the situation immediately we just followed up later with it in writing. And I appreciate you coming and believe me, we're all sensitive to the way the children are treated by the instructors and our Superintendent always addresses it immediately.

CUBERO: I understand that, I understand that, but the way Mr. Frost's letter reads, all that was told to us was just, everything was just summarized what we wrote in the original letter. So if you're sitting on my end and you're reading this it looks like nothing was done, nothing was said, nobody came to us, nobody wrote to us, nobody called us even though my phone number is all over the original letter, nobody said anything to us to let us know, yes, matters were done, we spoke to him, yes, he apologized, you know, yes, you're right, what was done to your grandson was inappropriate or if you felt that it was inappropriate, at least say something to us. We were waiting around trying to figure out what, he's in a public school that allows him to be put behind a closed door?

PETTEWAY: I understand how you feel but I'm sorry it took so long for us to get back to you as far as a response. And I know how you feel if I would wait four months and I didn't hear anything but what I like best is that you came here today to voice your opinion. And if there's any further discussion that you would like to do, our Superintendent would love to hear from you and the mother of the child and the thing is, I know Dr. Snead asked, is he doing better because sometimes five year olds have to

get used to somebody disciplining them, you know that, but . . . and I'm sure Dr. Snead did what he had to do with our instructor and I could understand how you're feeling and I'm really glad that you came here today.

CUBERO: I told Mr. Ladden that we were not against his disciplining Devin, it was his method that we were against because, I teach pre-school and I understand how they can be. And Devin can be a little handful sometimes, I'm not gonna, you know cover it up, but I felt that behind the door he was being unsupervised and that's what I was against. He could have put him in time-out in any other area in the room and he could have been spoken to occasionally, but not behind a closed door.

THERIAULT: Excuse me, I make a point of order, this has gone on and on...

PETTEWAY: Excuse me Commissioner, I'm taking care of this.

THERIAULT: I'm just asking for a point of order.

PETTEWAY: Thank you. Thanks for coming and any other comments please feel free to speak to Dr. Snead. We just want you to have a comfort zone as well as your grandson. Thanks for coming.

Brenda Rodriguez, 164 Hill Street, had the following comments: My daughter's name is . . . Rodriguez and she's been attending Bucks Hill School since October of 2006. Now my daughter on January 30, 2007 was left over on North Main Street, mind you I live on Hill Street. She is six years old. She was left unattended, left off the bus. When I went the following, I called Ms. . . . of Bucks Hill School and informed her and asked her where is my daughter and they didn't have any answers for me. As you can see I am extremely upset, it's unbelievable how a six year old is left off the bus on North Main Street by herself, unsupervised. I called Ms. . . . to ask here where was my daughter, she said she didn't know and she had to hang up because she had to find out where was my child. I was going crazy looking for my daughter, I called everywhere I could. Thank God that my daughter has enough common sense that I have taught her where her aunt lives, my sister-in-law lives on North Main Street. My daughter showed up at my sister-in-law's house scared and screaming. To this day my daughter still has nightmares; she thinks that I am abandoning her, that the bus driver is going to leave her again across town. When I spoke, I called Mr. Lombardo and explained to him what happened, he was very courteous, very nice, he told me to please call Ms. Begley. I called Ms. Begley and informed her of what happened. She said they have a protocol which they follow and she doesn't understand how my daughter got on that bus. Basically she didn't have any answers for me. The following morning my daughter went to school and she asked my daughter why she went on that bus. Mind you she is six years old. To this day I still haven't received any answers or anything from them.

PETTEWAY: Does anybody escort your daughter to the bus stop?

RODRIGUEZ: Yes.

PETTEWAY: Who?

RODRIGUEZ: I have no idea, one of the teachers form the school.

PETTEWAY: Does anybody go with your daughter to the bus stop to make sure she's getting on the bus?

RODRIGUEZ: In the morning?

PETTEWAY: Yes.

RODRIGUEZ: I do. I put her on the bus, this happened at the school.

PETTEWAY: Oh, I see what you're saying.

RODRIGUEZ: One hour of agony by myself.

PETTEWAY: What was that date?

RODRIGUEZ: January 30, 2007.

SUPERINTENDENT: If you don't mind, I'll talk to Mrs. Begley tomorrow morning. Nothing has happened like that since January 30, right?

RODRIGUEZ: I don't know.

SUPERINTENDENT: I mean she's okay?

RODRIGUEZ: She's okay but I still have issues with her as far as getting on and off the bus, she thinks that the bus driver is going to drop her off at the wrong place again.

SUPERINTENDENT: Okay. How old is the child?

RODRIGUEZ: My daughter is six years old, first grade, she's an honor roll student.

SUPERINTENDENT: Okay, we'll try to get her the support she needs.

WHITE: Did she get on the proper bus at the school?

RODRIGUEZ: . . . I don't know what happened that day...

SUPERINTENDENT: Tomorrow morning I'll ask Mrs. Begley to make sure that teachers that escort the children to the bus pay special attention to your daughter.

RODRIGUEZ: Oh they're doing that now, but she had to be dropped off across town for it to be done, for someone to actually pay attention to the children getting on the bus. I asked Mrs. Begley to please give me something about the protocol in writing so I know what the procedures are and she said they don't have one.

PETTEWAY: We'll get you something . . .

SUPERINTENDENT: That will start tonight. Mr. Lombardo is right there and he's been paying close attention to you. We'll get on it right away.

LOMBARDO: inaudible.

RODRIGUEZ: Yes, but I still haven't gotten anything written . . .

PETTEWAY: You want something to explain to you what happened that day?

RODRIGUEZ: How did my daughter wind up on the wrong bus?

SUPERINTENDENT: We'll do the best we can but we may not know what happened that day. We can give you a written explanation of how we escort the youngsters to and from the buses but we may not know, but we'll do the best we can.

Upon a motion by Commissioner White and duly seconded by Commissioner Uriano, it was voted unanimously to return to the regular order of business at 7:05 p.m.

PETTEWAY: Motion passes. All those in favor, motion passes.

SUPERINTENDENT'S REPORT: As you know, we had a situation at Crosby High School last Thursday when a small amount of mercury was spilled onto the floor of a hallway. The school immediately notified emergency officials and Central Office and isolated any students or staff who might have come into contact with the hazardous substance. Other students and staff were kept away from the area of the spill. The HazMat crew responded promptly and the contaminant was removed. I along with Paul Guidone drove to Crosby and spent the afternoon monitoring the situation and giving advice and support to both Crosby and Wallace. Tests have since been conducted on both the school and any individuals who may have come into contact with the mercury. No dangerous levels were detected on any of the students or staff, and the spill was properly contained and removed. School was in session on Friday. There was no danger to students or staff. I would like to take this opportunity to commend all who were involved in the response, especially our local police and fire departments, the HazMat crew, and our students and staff.

On Friday, a bomb scare was called in to authorities regarding a possible bomb at Wallace Middle School. Both Wallace and Crosby were evacuated for a short period of time. The schools were searched, and nothing was found.

Schools are continuing to test students this week. Everything appears to be going smoothly.

WHITE: Before we go into executive session, we received a letter from the City Plan Commission in our packet tonight and we would like it read into the minutes. Can we do that?

PETTEWAY: The report?

WHITE: No, just the letter, not the whole report, so that it's a matter of record that the City Plan responded to us. Will it appear in the minutes?

CLERK: If that's what you want – yes.

WHITE: So she doesn't have to read it.

EXECUTIVE SESSION

Upon a motion by Commissioner Geremia and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to go into executive session at 7:07 p.m. to discuss strategy and negotiations with respect to pending claims/litigation.

PRESENT: All Commissioners present, Dr. Snead, Dr. Sequeira, A. M. Cullinan, P. Guidone, R. Frost, and Attorney Mosley.

Upon a motion by Commissioner Geremia and duly seconded by Commissioner Sweeney, it was voted unanimously to return to the regular order of business at 7:38 p.m. No votes were taken.

PETTEWAY: Mrs. Cullinan, you are number seven?

CULLINAN: It's a request for the addition of Child Associate for the Primary Mental Health Grant. This is a grant that we have had at Brooklyn school for three years. The State has allocated additional funds. Since we are one of the districts that has this program already, they have given us additional funding for two other schools that were interested in it last year, sent in grants that the Board of Ed approved. The State did not have money at the beginning of the year to fund it, money has become available so we would like your permission to be able to hire these and utilize the money from the grant.

PETTEWAY: Why don't we just take that one? Commissioner Harvey, we'll skip to 7.1.

REPORTS

7. COMMITTEE ON SCHOOL PERSONNEL

7.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Geremia, it was voted unanimously to approve the addition of the position of Child Associate for Primary Mental Health Program Grant for Wendell Cross and Washington Schools.

PETTEWAY: All in favor, discussion?

SWEENEY: Can Mrs. Cullinan just explain for me what the Child Associate, what the function is?

CULLINAN: The Child Associate works with children, kindergarten and first grade, high risk students, they're not special ed but we have some behavioral issues. The

students are identified and this Child Associate works with them for a half hour a week on a one to one basis. Particularly what we're trying to do is early intervention with pre-k, K, first graders, so they understand the transition into schools and what's required of them behaviorally. We've had great results at Brooklyn so I'm excited about us being able to utilize the money at two more elementary schools.

WHITE: Did we have this at Bucks Hill a very long time ago and then the grant ran out?

CULLINAN: The Interdepartmental Health Grant several years ago and that grant did run out. This is new funding under Primary Mental Health grants.

WHITE: Is there a possibility that people that were in that position before might reapply?

CULLINAN: Yes, anyone can apply for it.

PETTEWAY: Any other discussion? All those in favor, any opposed, motion passes.

(Clerk's note: Commissioner Flaherty-Merritt was not present during the previous vote).

1. COMMITTEE OF THE WHOLE

1.1 Upon a motion by Commissioner White and duly seconded by Commissioner Harvey, it was voted unanimously to approve for Wallace Middle School to participate in the State of Connecticut Departments of Education and Public Health 2007 School Health Survey.

PETTEWAY: All those in favor.

THERIAULT: Discussion?

PETTEWAY: Yes. Any discussion? Any opposed? All those in favor, any opposed, there is no discussion, motion passes.

(Clerk's note: Commissioner Flaherty-Merritt was not present during the previous vote).

2. COMMITTEE ON FINANCE

2.1 Upon a motion by Commissioner Geremia and duly seconded by Commissioner Harvey, it was voted, with Commissioner Theriault "abstaining" to approve a transfer in the 2006/2007 budget totaling \$21,000 as attached.

PETTEWAY: All those in favor, any discussion? Any opposed?

THERIAULT: Abstention.

3. COMMITTEE ON GRANTS

- 3.1 Upon a motion by Commissioner Flaherty-Merritt and duly seconded by Commissioner Geremia, it was voted unanimously to approve for Crosby High School to apply for the I.N.G. Unsung Heroes Award grant.**

PETTEWAY: All those in favor. Any discussion? All those in favor. Any opposed? Motion passes.

- 3.2 Upon a motion by Commissioner Flaherty-Merritt and duly seconded by Commissioner Geremia, it was voted unanimously to approve for Wilby High School to apply for the GOPHER Inc. "Extreme Equipment Room Makeover" Grant.**

PETTEWAY: All those in favor. Is there any discussion? Any opposed? Motion passes.

- 3.3 Upon a motion by Commissioner Flaherty-Merritt and duly seconded by Commissioner Uriano, it was voted unanimously to approve to apply for the State Department of Education's Computer Assisted Writing Grant.**

PETTEWAY: Any discussion? All those in favor. Anyone opposed? Motion passes.

- 3.4 Upon a motion by Commissioner Flaherty-Merritt and duly seconded by Commissioner Harvey, it was voted unanimously to approve to apply for the SERC/SDE State Personnel Development Program Grant "Partnerships Regarding the Expansion of Early Intervening Services".**

PETTEWAY: All those in favor, any discussion? Anyone opposed? Motion passes

4. COMMITTEE ON RULES & REGULATIONS

- 4.1 Upon a motion by Commissioner White and duly seconded by Commissioner Harvey, it was voted unanimously to approve revisions to the High School Grading QPR Policy (#6040) and the Middle School Uniform Grading Policy (6050) to include grade/QPR requirement for extra-curricular activities, effective beginning the 2007/2008 school year.**

PETTEWAY: All those in favor. Is there any discussion?

WHITE: I think we mentioned all necessary formulas for . . . brought to us . . .

SUPERINTENDENT: In June or sooner.

PETTEWAY: Commissioner Theriault.

THERIAULT: I received some correspondence from Mr. Taglia regarding this matter. I think it probably should be presented probably at a Workshop at a later time. But I did want to bring it up because it's germane to this particular aspect and Mr. Taglia's concern is that we might use some sort of a . . . to this problem that we can discuss later using 61, 62, 63, I don't know if he contacted you Mary at all regarding this.

WHITE: He did not contact me but that's what I just spoke about to Dr. Snead. There were some computations that had to be done and I believe at the workshop just to get this through we said we would do that and computations would be done before the end of the year or as quickly as possible.

THERIAULT: Thank you very much for clarification.

PETTEWAY: All those in favor, any opposed? Motion passes.

4.2 Upon a motion by Commissioner White and duly seconded by Commissioner Uriano, it was voted unanimously to approve revisions to the Accommodating Students with Special Dietary Needs Policy (8014).

PETTEWAY: Any discussion? All those in favor, anyone opposed? Motion passes.

4.3 Upon a motion by Commissioner White and duly seconded by Commissioner Sweeney, it was voted unanimously to approve of revisions to the Student Nutrition and Physical Activity/Student Wellness Policy (#8025).

PETTEWAY: Any discussion? Hearing none – all in favor, anyone opposed? Motion passes.

5. COMMITTEE ON SCHOOLHOUSES

5.1 Upon a motion by Commissioner Theriault and duly seconded by Commissioner Uriano, it was voted unanimously to approve the authorization of payment of lien for property located at 193 Walnut Street.

PETTEWAY: Any discussion? All those in favor, anyone opposed? Hearing none, motion passes.

6. COMMITTEE ON BUILDING

6.1 Upon a motion by Commissioner White and duly seconded by Commissioner Uriano, it was voted unanimously to approve of the Educational Specifications for the New Elementary Schools Projects.

PETTEWAY: Is there any discussion? All those in favor, anyone opposed? Okay, motion passes. We've already done item 7, next is 8.

8. COMMITTEE ON GRIEVANCES

Item #8.1

Upon a motion by Commissioner White and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously that WTA grievance 06-07-36 be sustained at the Superintendent's Level.

PETTEWAY: Any discussion?

STANGO: When we vote, is it possible to vote on them as three separate items?

PETTEWAY: Of course.

STANGO: Under discussion, while I'm in agreement with what the administration is trying to do here, I believe that consistency and procedure needs a little bit more steady and we should revisit this again.

PETTEWAY: And I understand your request was to vote on them separately. Any other discussion? All those in favor.

Upon a motion by Commissioner White and duly seconded by Commissioner Geremia, it was voted, with Commissioners Flaherty-Merritt and Theriault "abstaining" and Commissioner Stango voting "no", to deny WTA grievance 06-07-40.

Upon a motion by Commissioner White and duly seconded by Commissioner Geremia, it was voted, with Commissioner Theriault "abstaining", to deny WTA grievance 06-07-42.

PETTEWAY: All those in favor, any opposed? One abstention.

9. COMMITTEE ON SCHOOL ACTIVITIES

9.1 Upon a motion by Commissioner Flaherty-Merritt and duly seconded by Commissioner Geremia, it was voted unanimously to approve the use of school facilities by school organizations and/or City departments.

PETTEWAY: Any discussion? All those in favor, any opposed? Motion passes

Upon a motion by Commissioner Flaherty-Merritt and duly seconded by Commissioner Harvey, it was voted unanimously to approve items 9.2 through 9.4, as listed:

9.2 Use of school facilities by outside organizations with fees as outlined in their attached Use of Building Permit and subject to the receipt of all necessary deposits, insurance information, and/or lifeguard/CPR certifications, as listed.

- 9.3 The request of Unity Dance Ensemble for a waiver of custodial fees in the approximate amount of \$700.00 for their use of Rotella Magnet School be approved.
- 9.4 Permission be granted to C. Newland, Sprague School, and six chaperones to take 54 students to Boston, MA on May 9, 2007 to visit the Museum of Science

PETTEWAY: It has been moved and seconded. Is there any discussion? All those in favor. Anyone opposed? Motion passes.

- 9.5 Upon a motion by Commissioner Flaherty-Merritt and duly seconded by Commissioner Uriano, with Commissioner Harvey voting “no”, it was voted to approve that permission be granted to R. Haxhi, WHS, and six chaperones to take 48 students to Philadelphia, PA from May 22 through May 24, 2007 to visit various historical sites.**

HARVEY: I guess I have to say that I am in full, not going to say full . . . and I have to . . . our, being a fitness fanatic . . . when I read this, they’re going to a cheese steak restaurant, Italian restaurant, although it is historical we just tonight approved a new nutrition . . . now I question whether or not at the Philadelphia cheese steak restaurant they’re gonna have trail mix, low fat meat, . . . low fat muffins, etc., so based on that I have to vote against this.

PETTEWAY: Any other discussion?

THERIAULT: I just don’t know what to say . . . I don’t know how far we go in telling kids what they can take and what they can’t take with regards to lunch and where they eat . I just feel that . . . steak and cheese sandwich occasionally is not going to kill anybody. But I can understand the . . . and the germane nature of it because we have been watching very closely with regard to our Food Service Program and special dietary needs. So certainly I understand but I’ll be voting for this. Thank you.

PETTEWAY: Any other discussion? All those in favor, opposed, one opposition to this.

10. SUPERINTENDENT’S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Geremia and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to receive and place on file items 10.1 through 10.6, Superintendent’s Notification to the Board, as listed:

- 10.1 **Athletic appointments:**
Ferrare, William – transfer from CHS Cross Country Coach to KHS Track Coach.
- 10.2 **Athletic resignations:**
Phelan, John – Head Girls’ Softball Coach, NEMS, effective immediately.
- 10.3 **Grant funded appointments effective immediately:**
Barilla, Maria Elena – Title I Instruction Tutor, Non-public, \$30.00 per hour, no benefits.
Fares, Najat – Pre-K Substitute Classroom Assistant, \$7.65 per hour, no benefits.

Omar, Nadiya – Assistant Tutor/Title I, Youth Emergency Shelter, \$15.00 per hour, 12 months per year, 20 hours per week, no benefits.

Santiago, Adelaide – Pre-K Substitute Classroom Assistant, \$7.65 per hour, no benefits.

10.4 **Resignations:**

Gentile, Janice – Middle School Health Specialist, NEMS, effective 3/17/07.

Roose, Jacqueline R. – Paraprofessional, State Street School, effective 3/9/07.

Simpson, Michael J. – BDLC Teacher, Enlightenment School, effective 3/2/07.

10.5 **Retirements:**

Azzara, Anthony R. – Principal, KHS, effective 6/30/07.

Evans, Jean L. – Grade 2 Teacher, MMS, effective 6/30/07.

Galvin, Martin J. – Principal, Adult Education, effective 6/30/07.

McDermott, Helaine – Science Teacher, CHS, effective 6/30/07.

Melesky, Sandra – Grade 2 Teacher, MMS, effective 6/30/07.

Parenti, Ramon – School Psychologist, Bunker Hill School, effective 6/30/07.

10.6 **Adult Education appointments effective 3/12/07:**

Janus, John – non-mandated Bartending Instructor, 4 hours per week @ \$24.00 p/hour.

WHITE: On the transfer from Crosby High School to Kennedy High School, did the teacher transfer or is he transferring just as a coach?

SUPERINTENDENT: Just as a coach.

WHITE: I thought . . . coach in one school you go to another immediately?

SUPERINTENDENT: Maybe it was past policy, I'm not aware of it.

THERIAULT: Just with regard to the retirement of Mr. Azzara and the many others that I see on this list, Mr. Galvin, and many of these other people who are certainly recognized, their names, having worked with them. Mr. Galvin, Mr. Azzara, I think they have done an outstanding job over the years. Mr. Azzara with the SOAR program at Kennedy and all the other alkaloids that he has achieved as well as the many positions that Dr. Galvin has had in the system. I wish them good luck and good health as they go into retirement and I certainly congratulate them for their outstanding work in the City of Waterbury for over 35 years, each of them. Thank you very much.

STANGO: I'm just echoing Commissioner Theriault. As it's been my practice and it's going to continue to be my practice, I'm going to recite for public record. I'm recognizing retirements with thanks of the following people. I'd rather do this in City Hall, Aldermanic Chambers, which is the seat of government. I feel their names be echoed through those halls. However because we're here tonight I'll do it here – Anthony Azzara, Principal, Kennedy High School; Jean Evans, Maloney Magnet School; Martin Galvin, Adult Education; Helaine McDermott, Crosby High School; Sandra Melesky, Maloney Magnet School; and Ramon Parenti, Bunker Hill School. I just wanted to put that audibly for public record. And also I'd just like to comment on Principal Azzara's retirement also. Again, echoing Commissioner Theriault, I think that Principal Azzara's retirement will represent a loss to our district which will be felt for a long, long time. But the good that he has done, the leadership that he has given, and the insights he has

shown to Kennedy High School community and its district will live on much longer. He will be missed; he will be a big void. Thank you very much.

PETTEWAY: Anyone else? Commissioner Harvey.

HARVEY: I just wanted to ask Mr. Frost, did we do exit interviews on the folks that are listed here who resigned?

FROST: We've had contact with them, tried to make contact with them to determine the reasons and we know the reasons.

HARVEY: But do you typically perform exit interviews when people resign so that . . .

FROST: We're beginning that process on a regular basis, as we can get to it.

PETTEWAY: Any other comments? I need a motion to receive the Superintendent's recommendation and place on file. All those in favor, anyone opposed? Any unfinished business?

THERIAULT: Through the Chair, I congratulate you on doing an outstanding job on the meeting. I just think that when the public is speaking we need to just keep them to the three minutes and not respond. I have a temptation to do that myself sometimes . . . good practice to go back and forth unless we're going to say that Dr. Snead is going to investigate it because, I think we should have a timer and when the timer goes off . . . with all due respect. I thought you did an outstanding job . . . compassion in listening to people and so forth . . . but I think we have to treat everyone the same way.

PETTEWAY: Thank you Commissioner Theriault. Commissioner White.

WHITE: inaudible.

STANGO: Along . . . about the public speaker, I personally don't feel, I do not feel that they should comment the name of the teacher while they're speaking up there. I think that they should say a teacher at Maloney or a teacher at Hopeville and leave the specific name out. I think that that going out into the public with no right of that person being here to defend himself in that particular order, I just think it's not good practice.

PETTEWAY: Your point is well taken Commissioner Stango. You probably should . . . our President . . . to speak from the public we . . . refer to someone just refer to the school. You might want to do that.

THERIAULT: Through the Chair, with regard to Commissioner Stango's remark, I think it should be edited out that criticism of that teacher because I don't think it would put the Board in good . . . in putting the teacher on display . . . exercise due process and I don't think we need to litigate it . . . I will be editing out that particular speaker.

PETTEWAY: inaudible.

GUIDONE: I don't really think you can do that. The public speaking is part of the public record.

PETTEWAY: You just take it out? . . .

GUIDONE: The public speaking, it's in the record, that's an official record.

PETTEWAY: Our attorney is right there.

MOSLEY: I concur with Paul because once you start . . . the public record where do you stop. My opinion is you shouldn't do that. You should not edit the public record.

PETTEWAY: Without editing public record we can remind the President to inform and encourage the speaker

GUIDONE: If the speaker . . . shouldn't be discussed, the President should tell the speaker that . . .

PETTEWAY: Right, right.

THERIAULT: Through the Chair then the person should be held accountable for their individual remarks, not the Board.

SUPERINTENDENT: Just for the record that court case is Rodriguez versus Lopez, it's in school law.

PETTEWAY: Commissioner Sweeney.

SWEENEY: I have two items. One is the information received from Dr. Sequeira in regards to Early Reading Success Grant information. This was requested by Andrew Fleishmann who is the Chair of the Education Committee at the State and he requested this information so if it's possible if Carrie maybe could get that, send that out, send it out to Representative Fleishmann. I don't know what the proper procedure is for that but he's the one who requested it. In regards to the letter that came from City Plan, I'm going to request respectfully Madam Chair that you read that into the record for the public because I would like the public to realize that there is a partnership going on between this Board and City Plan on this issue and I'd just like to have that for the viewers, if you could read that.

PETTEWAY: Honorable Board Members and Dr. Snead: The City Plan Commission is in receipt of your letter concerning the impact that major residential developments can have on our schools. We strongly agree with your point that building new housing units when we lack the proper infrastructure to serve the expected population is unwise. Our concerns about the adequacy of various infrastructure systems is a primary reason we enacted a moratoria on the subdivision of land zoned for multifamily purposes. The Zoning Commission has enacted a second moratorium on special permits related to large multifamily projects. We must continue to process those applications received prior to the effective dates of those moratoria.

The City Planner has been advised that an impact of the school system is not a legally sustainable reason to deny an application. The Commission has requested a formal opinion from the Corporation Counsel with regard to this issue. Furthermore, we are

forwarding this letter to our State Legislative Delegation with the hope they will undertake legislative action to allow the consideration of school impacts in our decision making process.

In any case, the commission believes we can better coordinate our review efforts with your office to help the school system adjust to increased development and shifting housing patterns. To this end, we have asked the City Planner to forward this estimate to you by April 1, 2007. A document entitled "Residential Demographic Multipliers" prepared by the Center for Urban Policy Research at Rutgers University which can be used to correlate the number of students and the type of housing is attached for your information and use.

After an approval by the City Plan Commission a considerable time lag before units are occupied can be expected. It may be several years before the developer applies for building permits. As the City moves forward with its Permit Center, comprehensive building permit information will be more readily available. This Commission will work with you to help the Board track the location of new housing units as they are permitted. The City Plan Commission looks forward to working closer with the Board of Education to address this important issue.

ADJOURNMENT

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

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

Resolutions signed by Mayor Michael J. Jarjura on March 13, 2007