

# **WATERBURY BOARD OF EDUCATION**

Monday, March 26, 2007 at 5:30 p.m.

(For the April 2, 2007 Board Meeting - MINUTES ATTACHED)

## **COMMITTEE MEETING**

The Board of Education Committee meetings were held on Monday, March 26, 2007 at Wallace Middle School, 3465 East Main Street, Waterbury, Connecticut, starting at 5:56 p.m.

**PRESENT:** President Hayes, Commissioners Flaherty-Merritt, Geremia, Harvey, Petteway, Stango, Sweeney, Theriault, 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.

The Board recessed at 7:37 to conduct a Special Meeting and returned at 8:18 p.m.

## **ADJOURNMENT**

The Committee meetings adjourned at 8:50 p.m.

Respectfully submitted,

Carrie A. Swain, Clerk  
*Board of Education*

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES - REGULAR MEETING*

Monday, April 2, 2007 at 6:30 p.m.

Aldermanic Chamber, City Hall, 235 Grand Street, Waterbury, Connecticut

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

***ABSENT:*** Commissioner Uriano.

***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, and Attorney Maurice Mosley.

### **MEETING CALLED TO ORDER**

President Hayes called the meeting to order at 7:09 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: Present.

CLERK: Commissioner Geremia.

GEREMIA: Present.

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 –ABSENT.

CLERK: Commissioner White.

WHITE: Here.

CLERK: President Hayes.

HAYES: Here.

**COMMUNICATIONS:**

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

1. Copy of communication dated March 4, 2007 from City Plan Commission to Corporation Counsel regarding formal opinion on impact of school system on application.
2. Copy of communication dated March 8, 2007 from New England Association of Schools & Colleges, Inc. to Wilby High School.
3. Copy of communication dated March 8, 2007 from Tina Colangelo regarding her daughter.
4. Copy of communication dated March 15, 2007 from Civil Service certifying Carmine D'Aloia for the position of Mason Foreperson.
5. Copy of communication dated March 15, 2007 from Civil Service certifying Theresa Rivera for the position of Paraprofessional
6. Copy of communication dated March 20, 2007 from Civil Service certifying Gennaro Sarnataro for the position of Plumber.
7. Copy of communication dated March 20, 2007 from Civil Service certifying Jeffrey Landry for the position of Paraprofessional.
8. American Arbitration Association's Demand for Arbitration dated March 20, 2007 regarding WTA 06-07-42.
9. Copy of communications dated March 23, 2007 from Civil Service certifying Judith Pierpont, Christopher Graham, and Nancy Rossi for the position of Paraprofessional.

10. Copy of communication dated March 28, 2007 from Civil Service certifying Brian O'Loughlin for the position of Maintainer I.

HAYES: Motion made and seconded. All in favor, opposed, motion passes unanimously.

### **APPROVAL OF MINUTES**

**Upon a motion by Commissioner White and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to approve the minutes of January 22, 2007, January 29, 2007, February 5, 2007, February 13, 2007, and February 26, 2007**

WHITE: There was one word that was used improperly.

HAYES: Motion has been made and seconded. Any further discussion or corrections? Hearing none, all in favor, opposed.

### **PUBLIC ADDRESSES THE BOARD:**

**Upon a motion by Commissioner Petteway and duly seconded by Commissioner Sweeney, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 7:14 p.m.**

**Mrs. Hill, PO Box 207, Waterbury, had the following comments:** Good evening Board members, Mr. Snead, Mr. Hayes and Commissioners. I'm here tonight to ask why our children in Waterbury are being shortchanged. No, not by giving them the very best education a child can receive. Not by giving them the best teachers and staff. Not by just giving them a safe and secure environment to learn. But we know from Mr. Snead's own statements even we have the best bus drivers in the City. I'm very upset the City the size of Waterbury does not have the money to hire one person to check the phone numbers for the students at least at the beginning of the school year and midterm through the school year. Mr. Hayes and this entire staff have gone out of their way to get the attendance better for our children and it was done in a very positive way, thank you. For our children we all can be thankful. I must say I believe the principal and the incident that was in the paper on Friday did not have a phone number to reach that parent of the 10 year old child. Every month the school newsletter has the form for parents to provide any changes; I know because I have someone that attends that school. The school had to call me once last year, I was running late, got caught in traffic. The principal at that school sat with my child on a Friday for at least an hour - very understanding, very caring, and I thanked him but yet felt guilty. And they could not reach me last year, they did leave a message with the contact person but since I was in a roaming area I did not get that call. I also will state I was called once this year in October when my child felt sick and was sent to the nurse's office. They were able to contact me at which time I went to pick up my child. I will also state my child's teacher walks the children out each day upon dismissal and has often reminded parents they need to have a note for another child when they want to pick up a different child that

may be a neighbor or just a cousin or some other relation. And at open-house in the fall she did stress and tell the parents who attended, list their contact numbers; the more the better, if it meant 10 the school needs to have the person listed so the school can contact that name on the form for that child. I also believe that we as parents deserve to have the open-house that was cancelled because of weather rescheduled so parents can know as our children are going further in their education where our child's strengths and weaknesses are. So children bring home 90's, some children bring home 70's, maybe my child brings home 95, 92, I would want to know where my child's weakest weakness is so I can work with him to get those 100's which he is capable of. When we realize our children have everything educationally based in our City we are very blessed. I have heard the principal rave about other principals in our City over the past year who have turned schools around. I have also had this principal tell me, because you know I was here at meetings last year when my child was injured, it's the worst thing to suspend a good student, it's a tough call on a principal, but children need to follow the school rules. I am here tonight to urge this Board to find the money to help every school in Waterbury from pre-k to high school by hiring someone to check the phone numbers. You know when Waterbury does something we do it right and other cities will follow. Just like the uniforms and the attendance, other cities are following what Waterbury is doing because we are doing it right. I know how dedicated you are for the children of Waterbury. I did ask the parent liaison to attend tonight but obviously she could not make it. I have just a few more statements please.

HAYES: We're past the time limit.

HILL: I'm sorry, I waited the half hour and I was hoping she could make these. Also as new students have been entering the school in particular I've noticed this this year, they're saying like a buddy, another student, so they can have lunch with or show them where the bathroom is so that a new child doesn't feel left out and very comfortable. And also they have someone to play recess with. They also have a student of the day beyond the student of the month which also has been very helpful for many of the students. And I would urge every school in Waterbury, I don't know if it's currently being done, but I know most of them have newsletters that go out and some of our schools have needs for the children or to meet teachers needs, to put a wish list in there because we talk about parent involvement, a parent may not be able to be there but they may be able to get a uniform there for a child that needs it. I am also stressing let the staff run the school not the children. I do believe Dr. Burzler made the right call. What the police did after that is another subject but the school did their job. But I urge you please, talk to the Mayor, Mr. Snead, whatever you need to do. We can also prevent children from out of town trying to attend Waterbury schools by hiring somebody. And I thank you for your time.

**Upon a motion by Commissioner Petteway and duly seconded by Commissioner Sweeney, it was voted unanimously to return to the regular order of business at 7:21 p.m.**

**SUPERINTENDENT'S REPORT:** Good evening. Did you know this is the first day of official baseball? State Comptroller Nancy Wyman has recently announced this year's winners of the seventh annual Little Known Black History Fact Essay Contest. Waterbury students took four of the top six places in the contest. The winners from Waterbury are: Briona West of Wilby High School; Cecil Malcom of Wilby High School;

Adriana Diliberto of Kennedy High School; and Ashley Randall of the Waterbury Arts Magnet School.

Last week I participated in the Big Read kick-off event, reading a passage using a southern drawl. It was very gratifying to see the number of people who attended. More events are planned over the next several weeks.

Also last week I participated in a meeting at the State Department of Education along with Assistant Superintendent Ann Marie Cullinan. The meeting was part of a visit to Connecticut by a group from The Netherlands. They are researching best practices on the responsible inclusion of special education students. I responded to a lot of questions they had about our district and its inclusion practices.

I had the opportunity to give greetings at the award ceremony for Ann Marie Cullinan that was held last week.

I appeared as a guest on Selma Frohn's cable TV show last week. We spoke about educational issues. The show went very well.

This past weekend I attended an awards and scholarship ceremony for the Waterbury Club of the National Association of Negro Business and Professional Women. Several of our students received recognition and scholarships at this event.

The State Child Nutrition Department and USDA officials completed their visit for the five year review of our Food Service Department last week. The officials indicated that our Food Service Department was well organized and managed and no major problems or findings are expected in their written report. The report will be forwarded upon receipt.

Responses have been received by the City's Purchasing Department for our RFP for Adult Education space. A committee will be formed of staff, Board members, and other City officials, including a representative from the Board of Aldermen, to review the proposals.

Last week I forwarded you a summary of the Mayor's proposed budget for Education. The budgets will now be considered by the Board of Aldermen. I will keep you informed of key dates and issues with the budget over the next few months.

**PRESIDENT'S COMMENTS:** Under my comments, one of the things that was sent to me and I was reminded by Commissioner Sweeney, I got a letter from Representative Noujaim. He'd like me to read the entire letter into the record but what I can do is pass it to Carrie and have it as part of our record if that's his concern. But basically what he stated was that when we were up in Hartford, those of us who took the time, he wasn't aware of the fact that we were there or we were going up there and that Representative Berger and Representative D'Amelio probably should have told him. He wanted me to let you know that he would have been willing to meet with us if he had been informed. The only thing I can say from our respect is that when we met downtown there was a representative from Representative Noujaim's Office there and we notified him that we were in fact going to be up there for the CAFE Day on the Hill.

So he knew we were going to be up there, he may not have known when or what time we were going to be there but obviously he's just sending his regrets that he wasn't able to meet with us. He didn't want us to think that he was disinterested or anything like that. So that's basically the jest of it. I can give Carrie a copy of it and she can forward it to all of you. I think I covered what was necessary. The other thing I wanted to make mention of just briefly with the budget is I was surprised that we got what we got considering everything that the City is going through and as was stated we had our fixed costs added in, we got a little over 4% considering the situation the City is in I think we've done pretty well with that. We're going to get a million and a half or a million out of the two and a half that we had proposed for new programs. And I guess there's still some possibility of ongoing discussions to I think I'm pretty satisfied the way the budget came out of the Mayor's Office. Obviously we're still going to go through the process with the Aldermen and we'll let everybody know as we go forward as Dr. Snead mentioned. I think we probably should have some kind of a Finance Committee meeting prior to any further discussions in case we have to look at further cuts that may be proposed by the Board of Aldermen. Lastly I'd just thought I'd state on record, I have to figure out a way, call Carrie, I don't know if we can get a City flag somewhere. Someone who's stationed in Iraq who asked, he's from Waterbury, who'd like to have a flag over there and I'm not really sure how to go about getting one. I believe Carrie asked Herb to look into it. It would be nice of us if we could send a flag, I guess it's a pretty common thing; they put the flag of their local community in the dessert while they're out there and I think it would be nice for us to do that.

GEREMIA: I have one.

HAYES: Okay. I think that's all I want to address at this point.

The following is a communication received from Representative Noujaim:

Dear Mr. Hayes: Please accept this letter as a formal correspondence to the entire Board of Education of the City of Waterbury. I wish to request that this document be read at your next meeting and be included in the records of said meeting.

The topic deals with your recent official visit to the Capitol in Hartford for the purpose of meeting with the Waterbury delegation to discuss issues of importance to the educational processes of our city. It is my understanding that members of your Board met on Wednesday, March 7, 2007 with Representatives Berger and D'Amelio, and I was told after the fact that the other Representatives, including myself, were not in attendance. I cannot speak for the other members of the delegation who were not present; I only would speak for myself and inform you that I had no knowledge of your plans to visit Hartford. I was not told about the meeting, and although I was at the Chamber on the second floor, no one came to tell me that you were there and that the delegation was invited to meet with your team. It is customary that whenever a guest visits Hartford, any Representative would inform the others of such a visit. Therefore, either Representative Berger or D'Amelio could have easily sent a clerk to the Chamber to tell us about your presence.

Please be assured that every matter that is important to Waterbury is important to me. I would have been privileged to see you and the other members of the Board. Do not

hesitate to contact me if I can be of assistance. Sincerely, Selim G. Noujaim, State Representative, 74<sup>th</sup> District.

## **REPORTS**

### **1. COMMITTEE ON FINANCE**

- 1.1 Upon a motion by Commissioner Geremia and duly seconded by Commissioner Sweeney, it was voted unanimously to approve transfers in the 2006-2007 budget totaling \$1,110,000, as attached.**

HAYES: Motion made and seconded. Any discussion? Hearing none – all in favor, opposed, motion passes unanimously.

- 1.2 Upon a motion by Commissioner Geremia and duly seconded by Commissioner White, it was voted unanimously to approve of a Professional Services Agreement with Applied Behavior and Learning Associates, LLC.**

HAYES: Motion made and seconded. Any discussion? Hearing none – all in favor, opposed, motion passes unanimously.

- 1.3 Upon a motion by Commissioner Geremia and duly seconded by Commissioner Harvey, it was voted unanimously to approve of a Professional Services Agreement with University of Bridgeport to provide a pool of interns for the 2006-2007 school year.**

HAYES: Motion made and seconded. Is there any discussion? Hearing none – all in favor, opposed, motion passes unanimously.

### **2. COMMITTEE ON GRANTS**

- 2.1 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously to approve to apply for the U.S. Department of Education's "Improving Literacy through School Libraries" grant.**

HAYES: Motion made and seconded. Is there any discussion? Hearing none – all in favor, opposed, motion passes unanimously.

- 2.2 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously to approve to apply for the 2007-2009 School Readiness and Child Day Care Grant – Local Application.**

HAYES: Motion made and seconded. Any discussion? Hearing none – all in favor, opposed, motion passes unanimously.

### **EXECUTIVE SESSION**

**Upon a motion by Commissioner White and duly seconded by Commissioner Harvey, it was voted unanimously to go into executive session at 7:32 p.m. to discuss strategy and negotiations with respect to pending claims/litigation.**

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

**Upon a motion by Commissioner White and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business at 7:43 p.m. No votes were taken.**

HAYES: All in favor, opposed.

### **3. COMMITTEE ON GRIEVANCES**

#### **Item #3.1**

**Upon a motion by Commissioner White and duly seconded by Commissioner Harvey, it was voted, with Commissioner Flaherty-Merritt voting “no”, to deny WTA grievance #06-07-44.**

HAYES: Motion made and seconded. Any discussion? Hearing none – all in favor, opposed, motion passes.

**Upon a motion by Commissioner White and duly seconded by Commissioner Harvey, it was voted, with Commissioner Stango “abstaining”, to deny WTA grievance #06-07-46.**

HAYES: Motion made and seconded. Any discussion? Hearing none – all in favor, opposed. For the record Commissioner Stango abstained on that one.

**Upon a motion by Commissioner White and duly seconded by Commissioner Harvey, it was voted, with Commissioner Flaherty-Merritt voting “no”, to deny WTA grievance #06-07-47.**

HAYES: Motion made and seconded. Any discussion? Hearing none – all in favor, opposed, motion passes unanimously.

**Upon a motion by Commissioner White and duly seconded by Commissioner Harvey, it was voted, with Commissioner Flaherty-Merritt voting “no”, to deny WTA grievance #06-07-57.**

HAYES: Motion made and seconded. Any discussion? Hearing none – all in favor, opposed, motion passes unanimously.

#### **4. COMMITTEE ON BUILDING**

##### **4.1 Upon a motion by Commissioner White and duly seconded by Commissioner Harvey, it was voted unanimously to approve the Resolution Regarding the Acquisition of Specific Properties, to wit:**

**Whereas**, at a meeting of the Board of Aldermen held May 10, 2004, the Board of Aldermen as part of the implementation of the Pre-K-12 Comprehensive School Facilities Plan (the "Plan"), by unanimous consent calendar roll call vote, authorized and approved: (i) the formation of a Building Committee, (ii) the preparation of schematic drawings and outline specifications, and (iii) the filing of grant applications, all for the purpose of carrying out the New Elementary School #1 Project and the New Elementary School #2 Project; and

**Whereas**, at a meeting held June 25, 2004, the Board of Aldermen authorized and approved: (i) the formation of a Building Committee, (ii) the preparation of schematic drawings and outline specifications, and (iii) the filing of a grant application, for the purpose of carrying out the New Elementary School #3 Project (all three elementary school projects are collectively referred to as the "School Projects"); and

**Whereas**, at a meeting of the Board of Aldermen held June 25, 2004, the Board of Aldermen voted to appropriate up to \$101,500,000.00 and authorize the City of Waterbury (the "City") to issue general obligation tax revenue intercept bonds to finance certain of the costs of the School Projects; and

**Whereas**, at a regular meeting of the Board of Aldermen held on February 6, 2006, the Board of Aldermen voted, by unanimous consent calendar row call vote, to approve a contract between the City and Waterbury Development Corporation ("WDC"), in an amount not to exceed \$675,000.00, in which WDC agreed to provide various services including site selection, land acquisition and relocation activities relating to the School Projects;

**Whereas**, WDC, on behalf of the City, conducted a comprehensive school site evaluation program in order to arrive at a fair, informative and complete analysis of possible school sites for the School Projects; and

**Whereas**, WDC completed its evaluation, which included four public workshops, and submitted a report to the Board of Education (the "Board"); and

**Whereas**, the Board, at a meeting held on September 18, 2006, after due consideration of the WDC report, the recommendations of the School Building Committee and its own independent analysis which considered alternative sites, approved the "Duggan School Site" for the New Elementary School #1 Project, the "Robinson-North Main Street Site" for the New Elementary School #2 Project, and the "Gilmartin School Site" for the New Elementary School #3 Project; and

**Whereas**, EnviroMed Services, Inc. has completed Phase I Environmental Site Assessments of the Duggan School Site and the Gilmartin School Site (the "Assessments"), which Assessments were delivered to the Board of Education.

**Now, Therefore, Be It Resolved That:**

1. The Board hereby recommends to the Board of Aldermen that the City acquire the following properties for New Elementary School #1 – Duggan School Site:
  - 31 West Porter Street (Map 390, Block 1028, Lot 73)
  - 35 West Porter Street (Map 390, Block 1028, Lot 72)
  - 39 West Porter Street (Map 390, Block 1028, Lot 71)
  - 43 West Porter Street (Map 390, Block 1028, Lot 70)
  - 405 Washington Avenue (Map 390, Block 1029, Lot 61)
  - 419 Washington Avenue (Map 390, Block 1029, Lot 62)
  - 58 West Porter Street (Map 390, Block 1029, Lot 60)
  - 44 West Porter Street (Map 390, Block 1029, Lot 58)
  - 40 West Porter Street (Map 390, Block 1029, Lot 57)
  - 36 West Porter Street (Map 390, Block 1029, Lot 56)
  - 24 West Porter Street (Map 390, Block 1029, Lot 55)
  - 1044 Bank Street (Map 390, Block 1029, Lot 52)
  - 1022 Bank Street (Map 390, Block 1029, Lot 50)
  - 1016 Bank Street (Map 390, Block 1029, Lot 49)
  - 1008 Bank Street (Map 390, Block 1029, Lot 48)
2. The Board has made its recommendation after consideration of the WDC selection report, the recommendations of the School Building Committee and its determination that the properties to be acquired are necessary and appropriate for the advancement of the School Projects;
3. The Board recommends that the City, with the assistance of WDC, is authorized and directed to establish the amount believed to be just compensation for each property, based on the appraisals obtained;
4. The Board recommends that the City, with the assistance of WDC, is authorized and directed to conduct good faith negotiations with owners for the purchase of the above properties; and
5. In the event such negotiations with respect to the acquisition of any property fail to produce an agreement, the Board recommends that the City, with the assistance of WDC, shall acquire such property through the exercise of eminent domain pursuant to Section 10-241a and Section 48-5 of the Connecticut General Statutes.

HAYES: Motion made and seconded – any discussion? Hearing none – all in favor, opposed, motion passes unanimously.

**5. COMMITTEE ON SCHOOL ACTIVITIES**

**Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously to approve items 5.1 and 5.2, as listed.**

- 5.1 Use of school facilities by school organizations and/or City departments.

- 5.2 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.

HAYES: Motion made and seconded. Any discussion? All in favor, opposed, motion passes unanimously.

**Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously to approve items 5.3 and 5.4, as listed:**

- 5.3 Request of Boy Scouts of America for a waiver of custodial fees in the approximate amount of \$840.00 for their use of Crosby High School on various dates, be approved.
- 5.4 Request of the Waterbury Area Special Olympics for a waiver of custodial fees in the approximate amount of \$315.00 for their use of WSMS, be approved.

HAYES: Motion made and seconded. Any discussion? Hearing none – all in favor, opposed, motion passes unanimously.

**Upon a motion by Commissioner Petteway and duly seconded by Commissioner Sweeney, it was voted unanimously to approve items 5.5 through 5.12, as listed:**

- 5.5 P. Swift, WHS, and three chaperones to take 20 students to Philadelphia, PA from April 26 – 28, 2007 to participate in a meet at UPenn.
- 5.6 R. Pulit, WHS, and three chaperones to take 40 students to Boston, MA on May 31, 2007 to visit the Boston Museum of Science and the Museum of Fine Arts.
- 5.7 M. Mierzejewski, KHS and two chaperones to take 13 students to Atlanta, GA from April 11 – 14, 2007 to participate in the Vex World Championship.
- 5.8 H. Doolan, NEMS, and five chaperones to take 40 students to New York, NY on April 4, 2007 to visit the Gershwin Theater.
- 5.9 C. Paolino, KHS, and four chaperones to take 50 students to New York, NY on May 2, 2007 to see a Broadway show.
- 5.10 T. Boatright, KHS and four chaperones to take 42 students to Manhattan, NY on April 24, 2007 to visit the Sony Wonderlab.
- 5.11 Mr. Silva/Ms. Campbell, Washington School and 11 chaperones to take 53 students to Boston, MA on May 9, 2007 to visit the Science Museum.
- 5.12 V. Barone, KHS and three chaperones to take 25 students to Orlando, FL from May 23 – 27, 2007 to visit Disney World.

HAYES: Motion made and seconded. Just for information, there was other information provided for everyone. I'm assuming since we're doing it all together no one has any concerns.

SWEENEY: I just wanted to thank Dr. Sequeira for getting on that and getting the information back to us. I appreciate it.

HAYES: Any discussion? Hearing none – all in favor, opposed, motion passes unanimously.

## **6. 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 6.1 through 6.8, as listed:**

### **6.1 Athletic appointments:**

Baldwin, Steve – WHS Head Baseball Coach, effective immediately.  
Galvin, Heather – NEMS Girls' Softball Coach, effective immediately.  
Ramos, William Jr. – WHS Assistant Baseball Coach, effective immediately.

### **6.2 Athletic resignations:**

Baldwin, Steve, WHS Head Boy's Tennis Coach, effective immediately.  
Crane, Richard – Assistant Track and Field Coach, CHS, effective immediately.  
Dodd, Charles – Assistant Varsity Football Coach, CHS, effective immediately.

### **6.3 Grant funded appointments effective immediately:**

Aviles, Jerry A. – Network Specialist, 10 months per year, 35 hours per week @ \$19.00 per hour with benefits governed by SEIU contract.  
Fortier, Mark J. - Network Specialist, 10 months per year, 35 hours per week @ \$19.00 per hour with benefits governed by SEIU contract.  
Jones, Vanessa R. – Title I Instruction Tutor, 10 months per year, 18 hours per week @ \$30.00 per hour without benefits.

### **6.4 Extended School Hours Program appointments, salary according to contract, maximum of six hours per week unless otherwise noted, effective immediately:**

**Walsh:** Anthony Brooks (to replace Ken Yaffe), Teacher, salary per contract, effective 3/22/07.  
**Sprague:** Ann Marie Bell, Secretary, salary per contract.  
Elaine Hughes, Aide, \$10.00 per hour.  
Kristina Martinez (to replace Erin Brunnock), Teacher, salary per contract.  
Eileen Bryson (to replace Christine Johnston), Teacher, salary per contract.  
Cheryl Newland, Substitute, salary per contract.

### **6.5 Acting appointments:**

Vicario, James - Acting Principal, WHS, effective 1/9/07.

### **6.6 Resignations:**

Artman, Gregory M. – Music Teacher, Hopeville School, effective 03/02/07.

Sadlak, Catherine – Grade 8 Math, WAMS, effective 6/30/07.

6.7 Retirements:

Parenti, Ramon – School Psychologist, Bunker Hill School, effective 04/01/07.

Ramos, Carlos I. – Vice Principal, KHS, effective 12/31/07.

Sawoska, Patricia – Chemistry, KHS, effective 04/01/07.

6.8 Adult Education appointments:

Skehan, Thomas – PT Instructor, substitute as needed @ \$29.00 per hour.

HAYES: Motion made and seconded. All in favor, with the revised 6.6 as distributed. Just so our motion is on the record. All in favor, opposed.

STANGO: I'd like to call out those three names who are retiring – Ramon Parenti, School Psychologist, Bunker Hill School; Carlos Ramos, Vice Principal, Kennedy High School; and Patricia Sawoska, Chemistry, Kennedy High School, entering their normal and regular retirement. We appreciate your service.

HARVEY: I don't know if we had a chance for discussion on this . . . the importance on the resignation that any time possible we do exit interviews. I know I've mentioned this in the past but it's important for us to know why we're losing our personnel. So again, I want to emphasize performing exit interviews.

HAYES; Commissioner Harvey, can I recommend you call a Personnel Committee meeting and maybe at that point have some kind of report given to us or summary of what the concerns are of those that leave. How many left for a particular reason, something like that.

HARVEY: Yes, you're reading my mind.

HAYES: Can you set that up for us.

HARVEY: I certainly will.

HAYES: Thank you. Unfinished business.

THERIAULT: Commissioner Stango, invitation is the best form of flattery so I too agree that some of these individuals who are retiring should get kudos from the Board, in particular Carlos Ramos who did an outstanding job in our school system especially as Vice Principal of Kennedy which is really, really a very difficult job processing 40 to 50 slips a day, doing high school accreditation, doing teacher evaluation, you name it, a very, very difficult job and he was always there, very low key, low profile kind of guy but he walked softly and carried a big stick and he did an outstanding job for us over these many, many years. I wish him good health, success, and happiness as he retires. And we're certainly going to miss him along with Mr. Azzara. We're gonna have some tough shoes to fill up there but I'm sure as we've promoted people and filled them into various jobs we will have people waiting to fill these positions that are competent and qualified. So I certainly wish all three people the best of luck but in particular Carlos Ramos. Thank you.

FLAHERTY-MERRITT: Recently the Board voted on raising the high school passing grade to 65, a decision long overdue. At that time it was the Commissioners' understanding that we would adjust the quality point scale to reflect . . . that that does come before us on the agenda before the next school year. However, one feature of this decision that was not fully considered is the impact on transcripts the new passing grade will have. Next year it is possible for a Junior to fail with a 62 yet the year before had passed with the same grade. Under these conditions we'll have colleges, vocational schools, and other recipients of transcripts calling repeatedly for clarifications. Furthermore, these same people may believe our transcripts are mailed with errors. In order to alleviate this problem I would like to make a suggestion that first I'd ask Dr. Snead, Dr. Sequeira, and administrators that collectively write a letter of explanation about the change in our policy to be attached to all student transcripts for the duration of the next three years thus providing our institutions with a background of how conflicts passing and failing grades could contradict with each other. The second option, which I'm not in favor of, would like to bring to the Board, is a suggestion to phase in the grade change with freshman entering the school next year thus taking four years to take its complete effect.

HAYES: The first part I understand, the second part would require some action by the Board, maybe reconsideration by the Committee.

FLAHERTY-MERRITT: I'm not in favor of that one, it's just another suggestion. I think the easiest way is to get a letter together and attach it.

SUPERINTENDENT: I need to let you know there's considerable interest in us requesting of the Board of Ed to approve phasing in one grade at a time with this year's incoming ninth graders, it would solve a lot of problems. I'm getting a lot of feedback from people that that would be a good recommendation to make.

SWEENEY: And I would say that that would be perceived as this Board back peddling once again. You know what, just because the road gets a little hard and a little bumpy and somebody has to do a little extra work here, we don't need to be going back on what we in our guts believe was the right thing to do and the right thing to do was to raise that passing grade to 65 and the students in this district deserve for us to stand behind the decision we made.

WHITE: I would say that we leave it at 65. Sometimes we have to just jump in and do it. I do think that writing a letter and attaching it to the grades, to the transcript, I think that's a good idea. We're a Board that goes back and assesses and I think that we'll know if there is a problem.

HAYES: Just for the record, I'm not going to ask you to go back and revisit it. All I'm saying is if someone does want to revisit it it takes action.

THERIAULT: I would request that Commissioner Flaherty also contact Jack Taglia of the Guidance Department at Kennedy for a little bit of input in terms of the 60, 61, 62, in terms of the QPR. He has an idea there that might be helpful to you. So I'm not going to say exactly what it is because I don't thoroughly understand it and he does. As far as this goes, I'm not opposed to implementing it year by year, we're making progress and maybe making more flack and more difficulty by going headlong into this

when we could implement it slowly. I understand the other Commissioner's feelings in terms of back peddling and so forth but I also think we need to walk and look where we're walking so we don't create more problems than we solve. Thank you.

HAYES: If you don't mind I'll just add a personal clarity on this one. I happened to have about 14 – 16 year olds from Kennedy at the house yesterday and it was funny they didn't realize that I had come back in because I had actually went to a motel for the night while they were there. But I came in and I was sitting where I could overhear them and they were arguing back and forth about the 65 and I'm saying, this is pretty good, and one of them said it's 70 and my stepdaughter said you all shut up, my stepfather knows what this is all about, so I was able to appear on the scene, miraculously out there. And it was funny, it was nice that they were talking about that and they got away from what they were watching on MTV for a little while. But there were a couple of girls that said they're nervous, these were mostly basketball players, softball players, we're in between seasons so we had an overlapping on a 16<sup>th</sup> birthday party. I found it interesting because one of the girls said to the other girls "they're doing it for our benefit, they want us to do better, they know we can do better". Of course I know she has a parent that probably made that speech to her but it was easy for me to back it up, I wasn't the preacher, I actually felt pretty good about what we did after I heard that conversation because here are kids who may otherwise continue to float along and one of them happens to be a kid who I think has a great future as a potential basketball player but the coach was a little concerned about her as well. I'm telling you when you sit and talk with this girl there's no reason she can't do better if she applies herself. So I think the message has to stand in my opinion as it is, that we expect more of them and they're already starting to expect more themselves. I heard the testimony without them even knowing I was there, amongst themselves they were talking from one to the other; you know you can do it, we can do it, they want to do this to help us. So I don't think it's as negative as they want it to be, if it's just administrative, that's something else. But I think the message is getting out there that these kids are actually willing to accept that challenge, I think that's great and I don't want to step back as Commissioner Sweeney alluded to and make it look like, now again, now we're gonna allow these kids to stagger along for a couple more years and not expect that of them, I think that would really be counterproductive.

PETTEWAY: I have always liked the idea of raising the bar for our children. If you look at the elementary children and what they're doing in their school work and how much more advanced they are becoming then they were even five years ago, by the time they get up to where the children are now, 65, 70 is going to be a piece of cake. So let's start our children who are in ninth and moving forward. It's a little late, you know what I'm saying, because of the way our educational system has become in this country we may as well get our kids up to par so they can catch up, they're really catching up because we used to be high up there on the list as far as United States education and we've shifted way down the line so this is just one instance here in the City of Waterbury School District, I'm sure we recognize that and that's why we're taking all the measures to improve the education of all of our students. So I've always thought it was a great idea and I would like to see it stay in place.

FLAHERTY-MERRITT: I just wanted to end, my thoughts on this were to get a letter put forth, and if we could get a letter and then presented it as to what it would look like.

HAYES: That's a good idea, that will help a lot because we don't want our kids to get caught up in a paper-file somewhere because they weren't clear on what the deal was so we need the explanation right up front so they don't have to put it aside and put it on a list of people to call or whatever.

WHITE: . . . copy of letter at . . .

SUPERINTENDENT: I had written that down just prior to you saying that and then you said the next workshop.

HAYES: I just heard a good idea or a good question. An attached letter is a little tricky too because the transcript, two sided, included as part of the transcript, however you do that. Attached as a separate letter could get. . . Anything else under old business? Unfinished business?

SWEENEY: I want to thank you President Hayes and Mr. Guidone for the letter to Craig Sullivan, Corporation Counsel, in regards to the desegregation order that Waterbury is under. I am a little disturbed by the letter that's was attached to it that states in part "in light of these circumstances the United States believes that the objectives of the federal litigation have been achieved and that it would be appropriate to seek dismissal of the above captioned matter. If the district and private plaintiffs concur with this assessment, I suggest that we seek a status conference with the court to discuss the appropriate means by which to dismiss this case." This is dated September 9, 2003 from the Justice Department and I don't have anything here that indicates anything was ever done at that time. I would hope that we would press forward and stay on this and make sure that this time something is done. It was an invitation from the Federal Government to do something about this and apparently nobody did nothing.

HAYES: That's the first time I saw that, I know that. I raised the same question to Paul; I said this has been kicking around for a few years. So now's the time and we'll see how this plays out.

SWEENEY: Commissioner Stango and myself visited some schools last week and we just wanted to share those impressions with the rest of the Board if you would grant us that time.

HAYES: Why don't we do it at a Workshop? It's going on the agenda, first thing after the principal's report.

STANGO: Fine with me.

HAYES: The information that we have we may give off to different committees if we think it's necessary for action to take place.

SWEENEY: We just wanted to make sure we shared our impressions with the rest of the Board.

THERIAULT: I too visited Barnard and Rotella; I'm in the process of arranging interview with all the principals. I'll let the Board know the times and dates and if you'd like to participate you're welcome to come along. The main purpose of my meeting is as the

Chairman of the Schoolhouse Committee it's my job to represent the Committee and report back to the Committee the conditions of the schools through the Building Reports. So before I do too much about that I'll go around with you and with your permission and report back to the Committee and then report to the Board as a whole at the Workshop and hopefully we can get some of these problems resolved.

The next item I would like to discuss is the excused and unexcused absence report dated February 20, 2007. The number of days the students have taken including the three tardies having been transferred into an absence is 164,723 days. Quite alarming. It might be a good idea for some time in the future that we review the statistics and compare them against the year 04/05 and 05/06. I happen to know in the year 04/05 during the entire year we took 237,000 days out, that included excused, unexcused and tardies. It's kind of disturbing at this point to see that we're really kind of close to that same identical figure back in 2004/05 especially with all the changes that we've done with regard to attendance policy and truancy and all the other things. But hopefully they won't take a lot of days off as the warm weather comes and the spring comes. One of the Board of Aldermen asked me to compare a figure that would compare the number of days the students take with the number of days that the teachers take to see if there's any correlation in the high absence of teachers with the high absence of students. Hopefully there's no correlation. But it is extremely disturbing just to give you an idea of just the excused and unexcused absence was 142,932 and the total number of additional tardies that were added in there keeping in mind that this figure would be three times the amount was 21,791. So I am in the process of getting the additional report from Will Zhuta from last year and I'll make this available to the Board and we might want to workshop it before the end of the school year so we can at least get a handle on what's really happening here. I do want to take this time to compliment Commissioner Stango and all of the members of the Blue Ribbon Commission especially Dr. Snead, Dr. Sequeira, and Mrs. Cullinan who have faithfully been there all the time. And I know everyone is busy and I know you can't all make it but we have worked very, very hard having various representatives come before the Blue Ribbon Commission and speak to us and we are in fact making some inroads. Commissioner Stango and I are going to a special workshop tomorrow and we intend to continue to pursue this. I think it's gone as well as can be expected. Certainly we expected higher expectations but to achieve some expectations and some notoriety with regard to school attendance and the change in attendance policy is noteworthy. Thank you very much.

HAYES: Just a brief comment on the figures. Again, to me what's gonna determine the success or the failure of this is whether we back it up, whether we continue to follow the policy that we've stated because these kids have been given these last minute waivers for a number of years now. We're going to have to stand up to it this year and that's, in all honesty, the number I'm looking at the most or the two numbers, excused absences, because I'm a little concerned over the high number and then the unexcused absences that become excused absences we're gonna know whether or not this thing is working. But if we turn around as we've done historically and we seem to have 4,000 kids and by the end 300 kids are kept to that standard, it's not gonna work, it's probably gonna be counter productive. I think its incumbent to stay on top of these numbers and our administrators to stay on top of it and let the kids know we're not backing down that if you didn't attend school, you're not going to pass and you're gonna have to come back next year. If we experience a drop-out at first it's all part of the price we pay because if

they don't want to be there and they're not there to learn, maybe they could seek other ways to get education. But I think that's the key to this whole thing of all the work that we're doing, again, all the people in the community that want to help us, we got to let them see as well that we're going to standby the changes that we implemented. And that's the only way it's going to be successful. Any time you make changes you don't just help everybody, that it impacts on everybody, you have to enforce it and then measure the results.

THERIAULT: President Hayes, through the Chair, I think you know one of the reports we need to look at very closely too is the excessive absence report meaning students that have been absent 18 days plus and see what happens with them as they go down to the various people who are granting the amnesty or looking for amnesty. The current policy as it is says that doctor's notes have to be given within three or four days after the absence. So there really shouldn't be any need for doctor's notes coming in in huge mass, 40 or 50 at a time in June. The policy clearly states that you have to have your absent note in and an absent note from the parent isn't an excused absence, so to speak, it's part of your absence of your 18 days. So I mean the excused absences go as you go along and the principal should look and say "okay, you have 28 days and 10 of those days are notes that you have gotten from the doctor so 10 of those days could be considered excused, and the other 18 you're okay". But I agree with you, I think we need to hold a mark on this and we need to say to our student body it's no longer carte blanche amnesty for a student to go down at 40 absences, come back to the teacher and say see, I'm passing anyways. So the policy is the policy and let's take the policy, not at the expense of being human, not at the expense of being callus, but trying to be fair and uphold the policy as it's stated. Thank you.

PETTEWAY: I just wanted to make a comment while I can appreciate all the work that Commissioner Theriault and Commissioner Stango is doing regarding our children and the truancy, I'd like to mention the fact that this platform would be a really good opportunity to open lines of communication with the parents and find out why and get the root of why the children are staying out. Numbers are fine but if they're no results to better educate our children, what's the use? And I'm not saying this to put a downer on their work but let's take it another step further regarding the truancy. We're here to set policy, it's true, but as Board of Education Commissioners we really want to ensure that our kids are getting educated. So moving forward somewhere down the line they may take a component of this commission or their mission here that's going on to open lines of communication up to the parents and have a better dialogue with the parents. It may be something to think about.

HAYES: That's good for ideas going forward and they're going to be invited but the fact of the matter is this policy expects that communication with the parents with any child that is out and then we find out where the problems are. I have to believe we're contacting, we're being compliant if they're out for more than four days. We're doing all of those things now which reach out to the parents. And I think the information that they get whether they respond, don't respond or how they respond helps us to understand the child a little bit as well. So there's a benefit to that. But I believe that that's part of what's going on. I expect that that's what's taking place already that they are contacting parents if their kids are having truancy problems and all that kind of stuff.

THERIAULT: As a matter of fact President Hayes, through the Chair, your remarks are very well taken and I think we need to be very user friendly with regard to this policy in all aspects of the community. I don't think we need to be conceived as the people that are going to come down with the hammer and sickle; we need to be perceived as the people that have an olive branch and are out there to help them. And we have done that, we have initiated a standard policy with regard to the forms and we are on the students right away, we're not waiting to 18 days, we're getting them right away – two or three days, four days, you know we're calling the homes, we're sending those attendance counselors out, we're contacting the parents and we're being very sensitive to social issues and medical issues and other kinds of issues and we've heard a whole . . . of reasons as to why children don't attend school. We've had at least close to eight meetings already Commissioner Stango, eight or nine meetings, and we have had lengthy dialogue within the committees and lengthy dialogues with regard to question and answers of the speakers and we have done all that we possibly can to really and compassionately understand why students don't attend school. And for the legitimate reasons, accommodate those and for the reasons that are of not legitimate, try to remedy those and offer students a way to come to school. What are the problems that you're having, how could we help, what could we do, how can we be user friendly within the building. And you're absolutely right, this should not be a witch hunt to punish students but rather a fact-finding commission to ascertain what the problems are and offer reasonable remedies and solutions, that's what we're really trying to do, not be necessarily punitive. But on the other hand we do have rules and regulations and we can't just have students come up to us and say they don't apply to me. And these rules and regulations should be uniformly adhered to at all schools. The same applies at Kennedy as applies to Wilby. The same applies to the Magnet School as applies at Hopeville. Uniformly applied policies and procedures and that's not always the case. So I think we need to look at that closely and we will get certainly a better snapshot this year in terms of the number of students that have been absent more than 18 days and the number of appeals that are granted. Once again, we'll be able to see that, we know what it was last year, we know what it was the year before, 75% of all the appeals were granted last year and the year before – 75%, that's a lot. And I'm not saying some of those aren't legitimate, absolutely they are. And the ones that aren't legitimate we need to reach out to those students and offer programs, offer solutions so that we can get them into school. Thank you.

HAYES: I'll entertain a motion to adjourn.

GEREMIA: **So moved.**

SWEENEY: **Second.**

HAYES: Motion made and seconded. All in favor...

PETTEWAY: No.

HARVEY: Opposed.

HAYES: Well you lost the vote, what was your concern. We still have some new business that wants to be discussed. When I asked the last time I saw only one hand go up so I thought that was the last one.

PETTEWAY: New business. I wanted to bring up the incident in the paper about the student. I wanted to say something about that regarding the discipline policy. Excuse me, I have the floor and I want to talk about new business. You took so long with your dissertation the President thought that that was it.

THERIAULT: I'm sorry, I apologize.

HAYES: We need our motion to adjourn withdrawn and the second withdrawn just to make it official.

**SWEENEY: I withdraw my second.**

**GEREMIA: I withdraw my motion.**

PETTEWAY: I just wanted to mention the news report in the paper last week regarding the child of which we're all aware and what concerns me is that it should be known throughout the school system that the principals do not have a right to call the police on a student unless there's an assault. That is in our policy manual and I wanted to bring it up because it's very, very important. We need to look at that policy and we need to ensure that all of our teachers and all of our school district realizes that they shouldn't be so quick to call the police on 10 years olds and younger just because they would not respond to a principal. The principals and the teachers need to know that there should be a dynamic between the principal, the teacher, and the child. They should also understand that it's more about, not controlling but it's more coaching with our students. They should also be very, very sensitive to the fact that an action like this destroys motivation, it erodes confidence, it makes a child feel alienated – not good for any principal, not good for any school district. I feel very strongly that we should look into this policy that we have right now, maybe review it, and maybe change it because it is too many of our children being reprimanded or disciplined by the police. We pay these principals and teachers enough money to know how to not only teach the children but to control their classrooms and find ways of getting along with the students. Now that's just the bottom line. Why should they become so impatient rather than being sensitive to any of these children? Now word has it, not word, it's research, about 40% of juveniles 12 years and older are arrested in our public schools and these are black kids. And about 55% under 12 have been exposed to the police as a means of discipline. I really want us to look into this policy so that this type of reaction and this type of a method or disciplining our children is got to stop. And I want to ask every parent and Commissioner in this room right now "how would you feel if that happened to your 10 year old"? So hopefully on the next few workshops we can go to our policy manual and pull out article four and five and look at those two sections and really talk about and discuss, we're changing policy, we're here to affect policy so we can have a healthy atmosphere for our children. That's our job, they expect us to do this in this community and I would like to see it done. Thank you.

HARVEY: I too was very disturbed about reading this article that appeared in the paper in regards to "School Challenged on Arrest - Mother of 10 year old Girl Protests Use of Handcuffs". There's got to be a better solution to this and I did some research and I came up with, the caption is "When Schools Have Children Arrested For School Related Behavioral Problems" and in this article it cited that schools, this is a nationwide trend,

to arrest students and it was mentioned, this is public knowledge, it was mentioned in the paper that she had a disability, to arrest students for behaviors related to their disabilities, so it's a catch 22. I think there was poor judgment used in the arrest of this child, she is 10 years old, it also stated that she had bruises as a result of being handcuffed. Now a 10 year old child does not know they're not to resist when they have handcuffs on them, and they shouldn't have handcuffs on them, there's got to be a better solution to this. And I agree with Commissioner Petteway, it seems to me, from the article again, this is in the newspaper so the factual content of it might be somewhat questionable but I think pretty much it's pretty accurate, it seems to me that someone did not make a good decision. If a child does not respond, you don't arrest them for not responding. So it appears to me, Mr. President, that there needs to be a training of staff related to these type of behaviors. There's also need for the Rules & Regs Committee to look into our regulations as it relates to calling the police. According to our regulations it states that we're supposed to contact the parent before we contact the police. According to the account in the paper that was not done. They tried to contact the parents but the police were called, the police made the determination that the child would be arrested. To me we failed when we had to call the police when we're talking about a child, a child under 12, a child under 12 is going to think like a child. We also need to look at, there's something mentioned here in regards to the phone numbers, they had different phone numbers, they didn't have the up to date phone numbers to the parents, then we need to make sure that we have as best we can, we have updated phone numbers to contact our parents. So I'm recommending that the Rules and Regs Committee meet to discuss the handling of children, in particular what was cited by Commissioner Petteway, Article Four, 4.11 and 4.1.12 to discuss how we're going to handle this. We have been in the Educational Department long enough to know if we classify a child as ADA then we need to know how to handle their outbreaks or their behavior and if we don't we need to learn it. So I hope that in the future we would look at instead of using the heavy hand of the law to address these behaviors that we would look within to try to be proactive to take care of these behaviors. Thank you.

HAYES: Just briefly before we go too far, Dr. Snead is looking into this; I was expecting to get a report from him for our next Workshop. Obviously when I responded to the newspaper I was hearing only one side of it and obviously I expressed the same kind of concerns that you had but we don't necessarily know the whole story in that particular story so I think we need to hear from Dr. Snead with regard to that and then it really though shouldn't change our opinion about looking into future situations but there's always particulars that we don't know about that Dr. Snead will have to report back to us and make recommendations because ultimately if there is some kind of action taken we would then be the people that get appealed to. So we have to be careful not to formulate opinions already because if there is some discipline action that Dr. Snead recommends we would be the ones that would have to hear both sides so we sort of have to keep an open mind going forward. Like I say, my response is as I stated if I were a parent and I heard this happen about my kids I'd be greatly concerned. But I didn't want to address the particular issue because as I said we have a role in this that ultimately we'd have to review what happened if in fact there is some disciplinary action taken by the Superintendent so we can't necessarily come out publicly and state that we've already come to conclusions on this. So we need to keep our mind open going forward. But as far as the whole situation about when police are called and when they're not called, that's something we can revisit in spite of the facts associated with this particular issue. Commissioner Stango.

SUPERINTENDENT: I did take immediate action last Friday and I have to be very careful to divulge what occurred because you, if there is a grievance of some sort, an appeal of my action, you will have to rule on it. Suffice it to say having, action was taken.

HAYES: Action was taken and you can explain it to us next week, or give us, because there may be a reaction to your action and all that stuff so it could be an ongoing situation.

STANGO: I'm not going to comment on the particular situation but I looked at the incident reports that come in our packet each week. This is not new, this is old news. This week we had 22 police calls to the school and a couple of situations the police were already at the school because that's where they're assigned. Twenty-two police calls, out of the 22 police calls, there were more than that in arrests because some of them involved two or three students at a time. This is not new, we've been looking at these week after week after week. I look at them; I think to myself, I file them away. Now why did this come to a head now? This should not have come to a head now. That has gone too far at that point. It came to a head because the situation was going to the paper instead of going to the Superintendent, but that's another story. These reports have been coming through us, I've been on the Board now, this is my second year, and I made a comment about this about this time last year, I'm saying why are we seeing so many reports and we just put them away, we don't even comment on them. And you're talking about your child; I'm talking about my child or my grandchildren who have to witness that. My child or grandchildren never will be in that situation but they have to witness it and they have to go home and they have to tell their mother what they saw and their mother and their father have to say "is this where I want my child?". Sadly, that's the case. The other point I want to make as far as the police coming and putting the child in handcuffs, that is policy. The Police Board, as we are a board, makes their policies, that is the policy that they have made for that situation. We can't change that policy, you have to go to them and say "would you please change your policy on your board" and they can come to us and say "would you change your policy on your board", and that's the fact. I have some more to say on this but if it's going to come up at a Workshop or it's gonna come up where we might have to hear this I'm not going to say it now because I don't want to take myself out of that situation when I could comment on it. Thank you.

SWEENEY: Just a reminder that the chain of command in the school system is the principal, if the parent isn't happy with what the principal's decision is they have the option to go to Dr. Snead and have that reviewed. At that point if the parent is not happy they have the option to bring it to this Board either through written communication or at the podium. You don't get the right to bypass the chain of command simply by going to the paper. And while I can sympathize with the specifics of any of these cases that hit the paper, the fact is that we as a Board need to continue to tell people, to remind people of the chain of command. We need to allow principals to do their jobs; we need to allow Dr. Snead to do his job, and we need to be able to do our job if a parent comes to us for help without a preconceived notion as to what goes on. That's the policy, that's the chain of command, that's what should be followed here and quite frankly any discussions of the specifics of this particular case is out of order.

HARVEY: Just three points – Commissioner Stango, it may be the policy of the Police Department and their regulations in terms of arresting someone but we're talking about a 10 year old child. I don't want to talk about the specifics either but it's just that it needs to be addressed. Now as far as the chain of command, I'm sure that the parent is aware of what the chain of command is, yes, Commissioner Stango, there have been contained in our report different instances, etc., but I, and correct me if I'm wrong, I don't recall a 10 year old being arrested. I don't know, so, but the point is this, are we gonna sit back and put this stuff in our envelopes and just let it go or when are we going to say enough? And that is my point. So I just wanted to address that because we can sit back and do that but there's a point where we say enough is enough and enough is enough. Thank you.

HAYES: If I could just put a wrap on this unless someone else wants to comment on it, Commissioner White.

WHITE: My only comment was is I believe this is out of order. It should be done at a Workshop. I would say conclude it and take it up at another time.

PETTEWAY: It's new business. We can adjourn now.

FLAHERTY-MERRITT: Out of order . . . we shouldn't be discussing . . .

### ***ADJOURNMENT***

**Upon a motion by Commissioner Petteway, and duly seconded by Commissioner Sweeney, it was voted unanimously to adjourn at 8:40 p.m.**

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

Resolutions signed by Mayor Michael J. Jarjura on April 3, 2007