

WATERBURY BOARD OF EDUCATION

Tuesday, May 29, 2007 at 5:30 p.m.

(For the June 4, 2007 Board Meeting - MINUTES ATTACHED)

COMMITTEE MEETING

The Board of Education Committee meetings were held on Tuesday, May 29, 2007 at Sprague School, 1443 Thomaston Avenue, Waterbury, Connecticut, starting at 5:52 p.m.

PRESENT: President Hayes, Commissioners Flaherty-Merritt, Harvey, Petteway, Stango, Sweeney, and Uriano.

ABSENT: Commissioners Geremia, Theriault, 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 into executive session 7:46 p.m. to discuss the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.

Respectfully submitted,

Carrie A. Swain, Clerk
Board of Education

WATERBURY BOARD OF EDUCATION

MINUTES - REGULAR MEETING

Monday, June 4, 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, Uriano, and White.

ABSENT: Commissioner Theriault.

ALSO PRESENT: Superintendent Snead, 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

President Hayes called the meeting to order at 7:02 p.m. with a moment of silence and a prayer and Superintendent Snead led everyone in the Pledge of Allegiance to the Flag.

HAYES: I apologize for getting started late but we had a Building Committee Meeting where we had to deal with some important issues.

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 – absent.

CLERK: Commissioner Uriano.

URIANO: Here.

CLERK: Commissioner White.

WHITE: Here.

CLERK: President Hayes.

HAYES: Here. Just a message, Commissioner Theriault did call me, he's not feeling well tonight and he is going in for surgery tomorrow so I wished him well on behalf of all of us.

COMMUNICATIONS:

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

1. Copy of communication dated May 9, 2007 from Civil Service certifying Dawn McGrail for the position of ABA Behavioral Therapist.
2. Copy of communication dated May 10, 2007 from Civil Service certifying Dennis Furs for the position of Administrative Support Specialist I.
3. Communication dated May 15, 2007 from Nicole Schweizer regarding possible detention program.
4. Copy of communication dated May 23, 2007 to Martin Galvin regarding summer school appointments.
5. Communication received May 23, 2007 from Amy Kaniewski regarding Young Parent Program.
6. Copy of communication dated May 24, 2007 from Civil Service certifying Lynn Chance for the position of Cook.
7. Copy of Communication dated May 25, 2007 from Mrs. Carrington-Lawlor to Chief O'Leary commending Officer Mike Tripp.
8. Copy of communication dated May 30, 2007 from Representative Selim Noujaim expressing his willingness to work with the Board's ad-hoc Legislative Committee.

9. Copy of communication dated June 1, 207 from Thomas DiStasio, WCEA Grievance Chairperson, regarding Special Education Supervisor.

HAYES: All in favor, opposed.

APPROVAL OF MINUTES:

Upon a motion by Commissioner White and duly seconded by Commissioner Geremia, it was voted unanimously to approve the minutes of May 14, 2007.

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

PUBLIC ADDRESSES THE BOARD:

Upon a motion by Commissioner Petteway and duly seconded by Commissioner Stango, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 7:06 p.m.

Melanie Ryan, 161 Kelsey Street, had the following comments: This is my first time at a Board meeting, I'm a little nervous, please bear with me. I have two issues. My first one is in regards of lack of substitutes in Waterbury Arts Middle School. I'm just gonna read the letter I wrote that way I make sure I have all my thoughts and I don't forget anything. I have three children in the Waterbury School system; one in Rotella, one in West Side and one in WAMS. The lack of substitutes in the Waterbury Arts Magnet Middle School is appalling. The children in WAMS are consistently being herded into the cafeteria when their teachers are absent. They're being supervised by one of two staff members who hold both the title of permanent substitute and safety officer. Vice Principal Glass also substitutes. It disturbs me to think what would happen when and if the school has a serious safety issue. Also the school work given out, if there is any, during these times is questionable. The kids have class related puzzles to do - search word, crossword, etc. Attached, I have a list here of dates and classes my child spent in the cafeteria because of teacher absence and this is just a partial list. I have this information only because my child must get his daily planner signed by the teachers every day. I am sure you will find this list alarming; at least I hope you do and take the actions necessary to rectify the problem as soon as possible. It has been explained to me by Mr. Kramer that the biggest reason for WAMS problem with getting subs in the classroom is because WAMS has a longer school day and these subs are not getting paid for their extra time. Therefore, they turn down requests to sub here. If they do work an hour or two more then why are we not modifying their pay accordingly? Waterburians certainly pay enough taxes in this City I would think there would be no excuses. As I stated earlier I have kids in other schools and friends in other towns, nobody it seems has this kind of problem. We need to fix this problem so we don't have to deal with this next year. I thank you for your consideration. The attachment consists of 19 classes my child was sent to the cafeteria along with his classmates from December 20 through today. That does not include February and March, I believe those were, a lot of that time was CMT's. For some reason there's a lot of empty space in his daily planner between February and March. Thank you.

My next issue regarding dress code policy change for full day field trips. I propose that Waterbury schools cannot force our children to adhere to dress code policy on full-day field trips. I have three children in the Waterbury School System. It has become increasingly frustrating to me that the children have to wear their good school clothes during their trips. There are times when a school requires the kids wear dress code to school and then allot them time to change into play clothes when they get there. They leave at 8:00 a.m. and come back anywhere between 4:30, 5:30 for parent pickup. I cannot possibly be the only one that finds this ridiculous. Last year my son went with his 5th grade science class to Long Island Sound. They boarded a boat and took off on which I am sure was an exciting trip for them. But they were all required to wear their school clothes. My son, along with others, came home with squid ink on his pants which may seem funny until you try to get the stains out and those school clothes were ruined. I am grateful that my children have an opportunity to see, feel, and experience these wonderful places however we should use a little more common sense and be a little more flexible. Children should be allowed to wear their play clothes to school when they're going places such as Lake Compounce, Holiday Hill, Mystic Aquarium, etc. Thank you for your consideration.

HAYES: Thank you. I'll give these to the Clerk and she'll get copies to all of us.

Marilyn Reyes, 304 Farmington Avenue, had the following comments: My concern is bringing up the lack of child guidance in schools and school guidance. I believe we need a little more of that service or help. I particularly work with Catholic Charities and we see that many of the students in different schools are being, when they have issues or problems there's lack of counselors and then they start getting into trouble and then they have to go into school violence prevention programs and other programs that are out there but if we had more social workers and school guidance in the schools we can prevent further or future problems. My daughter goes to Wilby High School and I see, she comes home and we do a lot of talking and she comes and she tells me that many of her fellow students they come to her like a friend but they start talking about their problems and concerns and it concerns me because I see that they can't go to this person because there's lack of time or personnel there at the school. They're not available when it's needed and then they have to go to a school friend for just talking, get some advice, someone to hear them and when that problem comes to me I hear the problem and sometimes they scare me, I'm like I'm a parent, if your friend is going through this she needs some help, he needs help, and then I try to help this way and that way. We have some resources we can help them but what is the school offering, what's the limit? I think we do need more counselors in school, social workers or school guidance for our children to prevent higher problems in the community. That's my concern tonight. Thank you for listening.

Sandra Ramirez, 33 Norton Street, had the following comments: Good evening Commissioners, Board of Education, President, actually I'm here tonight because I have a few points and the reason too is because a few people have brought a few issues to my attention and it's been bothering me. The concern is the minority hiring in the school system. And you know people have applied for positions, I could give a sample, Adult Education, and I know they have been denied, they reported to me that they have been denied. And I want to know if we have a policy in place, I didn't have the time to look,

on nepotism about family because I know most of these people that were hired they're family related. Another thing that was brought to my attention is about bilingual teachers that they work in the school system and they have the certification to go the extra mile to get what they need to get and they want to go into regular education and they're denied. Not denied but, there's situations that have happened the principal has told them the reason why is because the Bilingual Department and that's an issue. Another thing I wanted to say is this is going to be a big impact in the Fall when school starts. The increase in minorities in the City of Waterbury has been increasing, increasing and increasing and we need to look at the personnel that we have in the school system and I just totally believe that we might be sending the wrong message to our students about going to education, go get this big degree of education and come back and give back to your community but we have these teachers that go the extra mile to get, to be administrators and so on and they don't get that position because of favoritism. And I have seen principals that have gone to a higher position like, we have in Bridgeport, New Haven, Hartford that are recruiting our good people that have been here for many, many years in the City of Waterbury. So this is a concern that I'm bringing to everyone's attention. And I just encourage that the Board should take a leadership position in revising the hiring process and talk to Personnel to see what's going on because we are losing role models, people that could make an impact especially for our minority children, that is a big . . . in this school system so I'm here to bring this attention. I've been getting many calls and I hope that the year will start fresh and that this doesn't continue happening especially to our children. Thank you.

Upon a motion by Commissioner Petteway and duly seconded by Commissioner Uriano, it was voted unanimously to return to the regular order of business at 7:17 p.m.

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

SUPERINTENDENT'S REPORT: I met with fifteen educators visiting from Great Britain in a meeting facilitated by Anne Marie Cullinan last week as a favor to the State Department of Education. I spent an entire morning with them, along with Ann Marie Cullinan and other staff members. They were here to learn more about our after-school programs and how they are funded.

I met all last week with several school staff and administrators to make certain we are doing everything we can to assure that all processes and procedures to complete this school year are being appropriately carried out.

State Representative Sean Williams has arranged for Rotella School to be recognized and honored at the State Legislature in Hartford this Wednesday at 11:00.

There is a data team meeting this Thursday morning, June 7, at Maloney.

Our Teacher of the Year awards ceremony is this Thursday, June 7, beginning at 3:30 in the Crosby High School auditorium.

The annual Connecticut Junior Republic scholarship awards dinner is that same evening, beginning at 6 pm.

I will be attending the monthly meeting with area superintendents on Friday.

Our high schools will be starting finals on June 11.

PRESIDENT'S COMMENTS: Just a brief comment from me. I appreciate your efforts Dr. Snead and we are hoping to see evidence that our Attendance Policy in particular has been held to. We don't want to see things change, we want to see the numbers be real numbers and we don't want to see a lot of changes happening afterwards to allow . . . I'm sure that's probably one of the things you're referring to. This is the year we made the change; this is the year we need to enforce it. We can't be looking at waivers or looking at anything else. If we're ever going to get the message across we need the kids to come to school, they got to get the message now. As soon as we give them an inch they're gonna keep going for it. I think a lot of them don't believe we're going to stand by it. Ultimately we must and it's probably going to cost us a little extra money to keep some kids around a little bit longer but it's something we need to do.

REPORTS

1. COMMITTEE OF THE FINANCE

- 1.1 Upon a motion by Commissioner Geremia and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to approve transfers in the 2006/2007 budget totaling \$700,000, as attached.**

HAYES: Motion made and seconded. 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 Uriano, it was voted unanimously to approve to apply for the Family Resource Grant for Wilson School.**

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

3. COMMITTEE ON FOOD SERVICE

- 3.1 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Uriano, it was voted unanimously to approve to participate in the Healthy Food Certification under Section 10-215f of the Connecticut General Statutes for the period of July 1, 2007 through June 30, 2008.**

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

4. COMMITTEE ON SCHOOLHOUSES

4.1 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Uriano, it was voted unanimously to approve a contract with J. A. Rosa Construction, LLC, to provide kitchen renovations at Tinker Elementary School.

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

4.2 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Uriano, it was voted unanimously to approve a contract with American Millwork & Lumber, LLC, to provide kitchen renovations at Generali and Wilson Elementary Schools.

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

4.3 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Uriano, it was voted unanimously to approve a professional services agreement with Joseph L. Calabrese, P.C., to provide special inspection and testing services for the Crosby High School Classroom and Media Center Additions/Renovations Project, Kennedy High School Media Center Addition Project, and Wilby High School Classroom Addition Project.

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

5. COMMITTEE ON RULES & REGULATIONS

5.1 Upon a motion by Commissioner White and duly seconded by Commissioner Harvey, it was voted unanimously to approve the Kindergarten Exit Criteria.

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

6. COMMITTEE ON SCHOOL ACTIVITIES

Upon a motion by Commissioner Petteway and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to approve items 6.1 and 6.2, as listed:

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

- 6.2 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? Hearing none – all in favor, opposed, items 6.1 and 6.2 pass unanimously.

Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously to approve items 6.3 through 6.5, field trip requests, as listed:

- 6.3 C. Fann-Pierce, KHS, to take eight students to Anaheim, CA from July 6 through July 13, 2007 to participate and compete at the FCCLA National Leadership Conference.
- 6.4 A. Mango, WHS, and four chaperones to take 50 students to Hyde Park, NY on June 7, 2007 to visit the Culinary Institute of America.
- 6.5 J. Hermes, CHS, and four chaperones to take 45 students to Salem/Boston, MA on October 4, 2007 to visit various historic sites.

HAYES: Motion made and seconded. Any discussion? Hearing none – all in favor, opposed, items 6.3 through 6.5 pass unanimously.

7. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner White and duly seconded by Commissioner Sweeney, it was voted unanimously to receive and place on file items 7.1 through 7.11, as listed:

- 7.1 **Athletic appointments effective immediately:**
Cammelletti, Vikki – Assistant Softball Coach, KHS.
Mulcahy, Kristan – Head Varsity Softball Coach, KHS.
- 7.2 **Athletic resignations effective immediately:**
Caruso, Michael – Assistant Football Coach, WHS.
Stango, Jennifer M. – Assistant Boy's Soccer Coach, KHS.
St. George, Jennifer – Head Swim Coach, NEMS.
- 7.3 **Teacher transfer retractions:**
Mestek, Brian – from CHS Science to NEMS 8 Science.
- 7.4 **Teacher transfers:**
Samuels, Stella – from NEMS House Principal to Walsh grade 3, effective August 27, 2007.
- 7.5 **Resignations:**
Donofrio, Robert – Wash Grade 3, effective 5/8/07.

Girard, Tracy – Secretary I, NCLB/Grants Office, effective 5/23/07.
 Johnson, Victoria – Wilson Kindergarten, effective 6/30/07.
 Mallon, Sean P. – WSMS BDLC, effective 5/16/07.
 Raczko, Lorraine – WSMS Grade 8 Science, effective 6/30/07.
 Scarduzio, Ellen – Sprague Grade 2 (deceased).
 Tampellini, Christine – Administrative Specialist I, Reading/Language Arts, effective 5/24/07.

7.6 **SOAR to Success Summer School Appointments, salary according to contract:**

Perreault, Donna – K-12 Administrator	Arciero, Robert – Bucks Hill Site Principal
Stamp, Kathy – Generali Site Principal	Sullivan, Ryan – NEMS Site Principal
Thompson, Maryann – Maloney Site Principal	Henry, Robin – Rotella Site Principal
Moulthrop, Maria – Hopeville Site Principal	
Bandurski, Joseph – Teacher	Brooks, Kelley – Teacher
Callahan, Michelle – Teacher	DiTillo, Lori – Teacher
Esposito, Mark – Teacher	Garcia, Nilsa – Teacher
Hanson, Jennifer – Teacher	
Kate-Parkes, Elizabeth – Teacher (to replace Lori Riggi who declined)	
Luchina, Jodie – Teacher (to replace Alyssa Lombardo who declined)	
Perez, Aurea – Teacher (to replace Crystal Petteway who declined).	
Perugini, Margaret - Teacher	
Dunn, Elaine – Secretary, NEMS	Feliciano, Denise – Secretary, Generali School
Greguoli, Heidi – Secretary, Hopeville School	Thompson, Marita – Secretary, Bucks Hill School

7.7 **Extended School Year Appointments, salary according to contract:**

ADMINISTRATORS:			Barbeau	Kathy		Delaney	Robert
SOCIAL WORKER:			Tenor	Tanya			
TEACHERS:							
Ariola	Lisa		Drysdale	Dana		O'Brien	Cara
Balletto	Debbie		Hernandez	Jennifer		Parker	Ressie
Brown	Jennifer		Karr	Devora		Reinhardt	Jill
Calma	Maria		LaPointe	Cheryl		Scanlon	Kathleen
Gianciolo	Tina		LeBlanc	Michele		Scrivano	Cynthia
Collette	Kim		Levasseur	Justine		Stolfi	Maribeth
Costa	Maria		McManus	Christine		Tuttle	Patty
Delano	Teresa		Mulligan	Rhea		Vendetti	Amber
Derenches	Denise		Murray	Laurine		Zuraitis	Jeanette
PARAPROFESSIONALS:							
Acosta	Ana		Francisco	Roxanne		Perez	Oscar
Arroyo	Alice		Gary	Chandra		Prince	Stephanie
Badillo	Manuel		Geary	Elizabeth		Rice	Michelle
Barnes	Cindy		Geraci	Donna		Samaha	Mary
Battle	Stanley		Gibson	Deborah		Schless	Bonnie
Bonano	Bobbi		Gonzalez	Julia		Seeley	Robin
Bovat	Sue		Goodman	Maribel		Selmoral	Denise
Cacho-Zuniga	Lurbin		Ives	Elizabeth		Serrano	Ana
Canfield	Kelly		Kontulis	Rayanne		Smith	Leslie

Clemente	Rachel		Korbusieski	Natalia		Stankris	Jane
Cosme	Iris		Lacerenza	Rose		Sweatt	Sharon
Delmonico	Kathryn		Laclaustra	Maria		Sweet	Elaine
Delmoral	Denise		Lanza	Joan		Terenzo	Jacqueline
DePaulo	Leslie		Lewis	Nicole		Tolentino	Arelia
DeVito	Donna		LoRusso-Marino	Tina		Torres	Iris M.
Dopp	Karen		Lugo	Carmen		Velez	Mary
Dwyer	Donna		Maloney	Carol		Velez	Mevelin
Farina	Cheryl		McDonald	James		Vilarde	Clement
Farrington	Gina		McKay	Maryann		Waldron	David
Field	Regina		Moran	Francine		Walker	Katherine
Fisher	Deborah		Nichols	Aurea		Williams	Bessie
			Perdomo	Filgia		Zorskis	Patricia
SUBSTITUTE PARA'S							
Bandurski	Ann		Ferrucci	Lisa		Phelan	John
Barbera	Nina		Hernandez	Sonia		Trent	Delilah
Cabrera	Maribel		Palermo	Stephan		Vega	Ivana
Cianciola	Ann		Pettinichi	Claudi		Walaitis	Elieen

7.8 **Extended School Year School Age Evaluation Team Appointments, salary according to contract:**

Mikolsky, Gail - Special Education Teacher.
 Alfisi, Esther - Bilingual School Psychologist Intern.
 Sconziano, Jason - School Psychologist.
 Bambus, Delores - Bilingual Special Education Teacher.

7.9 **Driggs Reading First Summer School Appointments, salary according to contract:**

Principal: Mary Ann Marold
Teachers: Albizu, Cindy Barbieri, Nikki Brady, Charlotte Brown, Susan
 Chieppo, Christopher Ciccone, Melissa Connolly, Mauralee Coughlin,
 Louise
 DeVivo, Joy Fuller, Donald Giammatteo, Timothy Griffin, Karen
 Knorr, Melissa Kuncas, Justine La Fountain, Mary Lund-Teixeira,
 Andrea
 Montes, Michelle Morotto, Christine Ruffin, Mardelle Sweeney,
 Betsey
 Wheeler, Kristen Wilson-Hintz, Judith
Subs: Lacerenza, Patricia Olsen, Lauren
Clerical: Wallace, Imelda Aide: Evans, Donna

7.10 **High School Summer School Appointments, salary according to contract:**

Corey Griffin – English (replacing Nicholas Albini and Lauren Franks-Blanchard who declined)

7.11 **Adult Education Appointments effective July 9, 2007:**

NAME	POSITION	HOURS/RATE
ADMINISTRATOR:		
Haddad George	Principal	Substitute as needed at \$35.00 p/hour

ADULT HIGH SCHOOL CREDIT DIPLOMA:

Addona	Marylou	Social Studies Instructor	22 hours p/week @ \$30.00 p/hour
Bugajewski	Katy	English Instructor	22 hours p/week @ \$30.00 p/hour
Corideo	Desiree	Science Instructor	22 hours p/week @ \$30.00 p/hour
Densmore	Amy	English Instructor	22 hours p/week @ \$30.00 p/hour
Epstein	Harold	Math Instructor	22 hours p/week @ \$30.00 p/hour
Griffin	Meghan	Science Instructor	22 hours p/week @ \$30.00 p/hour
Linskey	Tara	Health Instructor	22 hours p/week @ \$30.00 p/hour
McDonald	Brian	Computers Instructor	22 hours p/week @ \$30.00 p/hour
Muro	Nancy	Culinary Arts Instructor	22 hours p/week @ \$30.00 p/hour
Samolis	Victoria	Substitute	As needed @ \$30.00 p/hour
Veneziano	Ellen	Substitute	As needed @ \$30.00 p/hour

DISTANCE LEARNING:

Brough	Karen	Algebra Instructor	11 hours p/week @ \$30.00 p/hour
Galvin	Paula	English Instructor	11 hours p/week @ \$30.00 p/hour
Sica	Alan	Civics/U.S. Hist. Instructor	11 hours p/week @ \$30.00 p/hour
Veneziano	Ellen	General Math Instructor/ Tech Support	22 hours p/week @ \$30.00 p/hour

STATE MANDATED WRITING SAMPLE EXAMINER:

Galvin	Paula	Functional Writing Scorer	11 hours p/week @ \$30.00 p/hour
Reilly	Jack	Functional Writing Scorer	11 hours p/week @ \$30.00 p/hour

ADULT BASIC EDUCATION (ABE):

Baranowski	Judith	ABE Instructor	22 hours p/week @ \$30.00 p/hour
Coughlin	Timothy	ABE Instructor	22 hours p/week @ \$30.00 p/hour
McCasland	Maureen	ABE Instructor	22 hours p/week @ \$30.00 p/hour
Monaco	Roxanne	ABE Facilitator/Instructor	30 hours p/week @ \$30.00 p/hour
Scursso	Lori	ABE Instructor	22 hours p/week @ \$30.00 p/hour
Quatrano	Diane	ABE Instructor	22 hours p/week @ \$30.00 p/hour

GENERAL EDUCATION DEVELOPMENT (GED):

Mottillo	Sabrina	English GED Instructor	22 hours p/week @ \$30.00 p/hour
Soto	Denise	Spanish GED Instructor	22 hours p/week @ \$30.00 p/hour

GUIDANCE STAFF:

Aston	Edward	Guidance Counselor	Substitute as needed @ \$30.00 p/hour
Aucella	Lawrence	ESL Guidance Counselor	22 hours p/week @ \$30.00 p/hour
Cicchello	Linda	Guidance Secretary	20 hours p/week @ \$10.00 p/hour
Dawson	Patricia	Guidance Counselor	22 hours p/week @ \$30.00 p/hour
Jordan	Ellen	Guidance Counselor	22 hours p/week @ \$30.00 p/hour
Poulin	Brenna	Guidance Counselor	22 hours p/week @ \$30.00 p/hour

ENGLISH AS A SECOND LANGUAGE (ESL):

Calabro	Richard	ESL Instructor	Substitute as needed @ \$30.00 p/hour
DeBiase	Jeannette	ESL Instructor	12 hours p/week @ \$30.00 p/hour
DeBlasio	Gary	ESL Instructor	Substitute as needed @ \$30.00 p/hour
Gervase	Robert	Facilitator	30 hours p/week @ \$30.00 p/hour
Macharelli	Patricia	ESL Data Entry Clerk	20 hours p/week @ \$17.00 p/hour
Magidina	Liliya	ESL Instructor	12 hours p/week @ \$30.00 p/hour
Martinez	Mildred	ESL Instructor	12 hours p/week @ \$30.00 p/hour
Newland	Cheryl	ESL Instructor	12 hours p/week @ \$30.00 p/hour
Pantoni	Dino	ESL Instructor	12 hours p/week @ \$30.00 p/hour
Perrella	Frank	ESL Instructor	12 hours p/week @ \$30.00 p/hour

Vargas Lillian ESL Instructor 12 hours p/week @ \$30.00 p/hour

CURRICULUM PACKET PROGRAM (CPP):

Brough Karen CPP Math/Science Instructor 11 hours p/week @ \$30.00 p/hour
 Reilly Jack CPP English/History Instructor/ 11 hours p/week @ \$30.00 p/hour

CARS:

Basile David Facilitator 22 hours p/week @ \$30.00 p/hour

EDUCATIONAL AIDES:

Aston Vivian ABE Classroom Aide 22 hours p/week @ \$21.50 p/hour
 Corideo Damion ABE Classroom Aide Substitute as needed @ \$21.50 p/hour
 Cotto Carmen ESL Classroom Aide 12 hours p/week @ \$21.50 p/hour
 Gonillo Salvatore Resource Room/Testing 35 hours p/week @ \$21.50 p/hour
 Gray Derrick ABE Classroom Aide 22 hours p/week @ \$21.50 p/hour
 Morrison Terrance Crisis Counselor 22 hours p/week @ \$24.00 p/hour
 Russo Mary Bookroom Aide 22 hours p/week @ \$11.00 p/hour
 Santoro Joseph Computer Analyst 25 hours p/week @ \$24.00 p/hour
 Scatena Anthony ABE Classroom Aide 22 hours p/week @ \$21.50 p/hour

GED EXAMINATION:

Bacik Madeleine Alternate Examiner/Proctor 11 hours p/session @ \$15.00 p/hour
 Bergoderi Concepcion Proctor 8 hours p/session @ \$11.00 p/hour
 Gonillo Salvatore Chief GED Examiner 11 hours p/session @ \$21.50 p/hour
 Muriente Carmen Proctor 8 hours p/session @ \$11.00 p/hour
 Russo Mary Proctor 8 hours p/session @ \$11.00 p/hour

CNA:

Gervase Robert CNA Coordinator 6 hours p/week @ \$30.00 p/hour
 Hannon Adla CNA Theory Instructor 12 hours p/week @ \$30.00 p/hour
 Lew Hollye CNA Clinical Instructor 15 hours p/week @ \$30.00 p/hour

PHLEBOTOMY:

Colella Charles Phlebotomy Instructor 16 hours p/week @ \$29.00 p/hour
 Ligi Richard Phlebotomy Instructor Substitute as needed @ \$29.00 p/hour
 McCasland Donald Phlebotomy Facilitator 8 hours p/week @ \$24.00 p/hour

ESL CAREER DEVELOPMENT (CDP) – PIP GRANT

Clampett Amy 1 hour p/week @ \$15.51 p/hour
 Reilly John 15 hours p/week @ \$29.00 p/hour

INDUSTRY CONCEPT EDUCATION (ICE) – PIP GRANT

Gervase Robert 1 hour p/week @ \$29.00 p/hour
 Magadina Liliya 6 hours p/week @ \$29.00 p/hour
 Martins Marianne 6 hours p/week @ \$29.00 p/hour
 McCasland Maureen 15 hours p/week @ \$29.00 p/hour

TECHNOLOGY EDUCATION AND CURRICULUM HORIZONS (TEACH) – PIP GRANT

Basile David 5 hours p/week @ \$29.00 p/hour

TECHNICAL TRAINING CENTER STAFF:

Auger Nelson Tech Center Instructor 20 hours p/week @ \$30.00 p/hour

Cavallo	Anthony	Tech Center Custodian	14 hours p/week @ \$9.00 p/hour
Dias	Mario	Tech Center Instructor	20 hours p/week @ \$30.00 p/hour
Drapatin	Edward	Tech Center Instructor	20 hours p/week @ \$30.00 p/hour
DuBois	Paul	Tech Center Instructor	20 hours p/week @ \$30.00 p/hour
Frascatore	Joseph	Tech Center Instructor	20 hours p/week @ \$30.00 p/hour
Guarino	Patsy	Tech Center Instructor	20 hours p/week @ \$30.00 p/hour
LeBlanc	Roland	Tech Center Instructor	20 hours p/week @ \$30.00 p/hour
Levanti	Frank	Tech Center Instructor	20 hours p/week @ \$30.00 p/hour
Marasco	Philip	Tech Center Instructor	20 hours p/week @ \$30.00 p/hour
Mazzamauro	Joseph	Tech Center Instructor	20 hours p/week @ \$30.00 p/hour
Roy	Frank	Tech Center Instructor	20 hours p/week @ \$30.00 p/hour
Sorcinelli	Fred	Tech Center Aide	35 hours p/week @ \$11.00 p/hour
Zello	Frank	Tech Center Instructor	20 hours p/week @ \$30.00 p/hour

SECURITY:

Bond	Troy	Security	22 hours p/week @ \$20.00 p/hour
Monroe	James	Head of Security	22 hours p/week @ \$20.00 p/hour

CUSTODIAL/AIDES:

Caporale	Danny	Security/Custodial Aide	35 hours p/week @ \$9.00 p/hour
DosSantos	Anthony	Security/Custodial Aide	35 hours p/week @ \$10.50 p/hour
Evon	Randy	Security/Custodial Aide	35 hours p/week @ \$9.50 p/hour
Iasevoli	Peter	Head Custodian	35 hours p/week @ \$14.50 p/hour

WHITE: On the Superintendent's notification I would like to, through you, if you think we should just accept it the way it is but state there may be changes due to the investigating of a complaint.

HAYES: I think it's okay with me. Basically what we're going to do is receive and place on file the Superintendent's Notification, rather than put it on hold, receive it and place it on file with the understanding that Dr. Snead is going to handle the concern that we have.

WHITE: Right, it should be noted that there may be changes.

HAYES: The Superintendent will take care of it. That's what we were talking with Dr. Snead about before. So the motion is made by Commissioner White, all in favor, opposed. Is there anything under Unfinished Business?

STANGO: Just under Unfinished Business, I just wanted to comment that I was fortunate to be present on May 17 for the Waterbury Public School's Olympics of the Mind at the Connecticut Grand Hotel. This is an annual event and the brainchild of Assistant Superintendent of Schools Dr. Paul Sequeira and his staff. There were about 250 of our students in attendance representing each of our elementary school's third and fifth grades. Also there were about 20 supervisors on site helping as well as parent liaisons, numerous teachers, principals and parents. Eleven buses were needed and required to transport the students to the hotel where they competed and had lunch along with an impressive award ceremony. The event was broadcasted on WATR radio and the Waterbury Arts Magnet School's Wind Ensemble provided entertainment. At the very least it was a complicated logistical event in itself. This district is constantly providing for special need students and rightfully so, we do a great job of this thanks to

Mrs. Cullinan and her staff. Sometimes it is good to see the other end. It is inspiring to see our best, our brightest compete without distraction. We as a Board must begin to examine more ways to encourage our best. We must capitalize on their enthusiasm and love of learning at an early age at a time when it is still cool to do well in school. I would put these students that I saw up against any student in our State. Our kids will make you proud. Dr. Sequeira and his staff are to be commended for their untiring efforts in planning and executing this event.

HAYES: Thank you Commissioner, well said. Anything else under Unfinished Business? If you don't mind, I got Will Zhuta working on coming up with our attendance awards. Hopefully we'll have that in place. He's just trying to figure out the best attendance kids and there were some issue with kids transferring in. Actually Will left me a message, I didn't get a chance yet, but we're going to try to give out some awards and what I'm going to suggest is that, though we can't necessarily bring 1,200 kids to a ceremony, we'll take the real top, the kids who've had the fewest days off. But I think we should still send some kind of letter of commendation to the families and the kids who have shown really good attendance. We're just trying to work it, less than one day per year, less than two days per year, and we just keep trying to work the numbers so we don't have 10,000 awards. The last number we were at was 1,800 so we're still trying to work that down, we'll never get 1,800 into Carrington School. But I think we should acknowledge those kids that have that type of attendance record. So I'm hoping that we can put some kind of letter together Doc that we can send home to the parents, maybe with the report card, again, commending family and student for great attendance. Is there anything under New Business?

WHITE: Just following up on what you said, I know 1,800 is a lot of names but could you have it on a rolling screen on Channel 16?

HAYES: It works for me, we'll figure out something. We've got to acknowledge the kids and families of those kids that show up everyday. I bet they're going to overlap with a lot of those kids that you were talking about at the Olympics of the Mind; I bet a lot of those kids are going to get those awards. We've got to try to figure out something, maybe the newspaper can help with the attendance, I know they've been supportive of us enforcing our attendance policy so if we can come up with some kind of a list.

STANGO: Just under New Business, I'd like to say that on Friday morning Dr. Sequeira and Scott Baillie from O & G and I will be visiting the technology education lab at the Jockey Hollow Middle School in Monroe Connecticut. It's a relatively new school and I think it's the kind of technology education lab we might be interested in. So I've arranged with the teacher there and he's arranged with his principal and superintendent, it's all straightened out, so if anybody would like to hop on board we can all go. If we have enough people, Doctor, maybe you can get a bus for us.

HAYES: I'll let you know in a day or so. I've got that open right now.

STANGO: Friday morning. I told him we'd be there about 9:00; it's not a firm time.

HAYES: Anything else under New Business?

FLAHERTY-MERRITT: If Dr. Sequeira could bring to one of our next workshops, I hear there's a course retrieval program out there and I would just like more information brought to the Board about it. I just heard that it is going on, that students are taking part in this and just some more details for all the members and whether we want to implement it in other courses.

WHITE: I just have a question to ask of Commissioner Sweeney and Stango, are you still going to Hartford?

SWEENEY: Yes.

WHITE: I was hoping also that whatever information you brought back, that we could have a date to invite the legislators here and have a legislative workshop at one of our workshop meetings so they can bring back all of the new legislation that affects us.

HARVEY: I first want to thank those that approached the Board and addressed us. I was hoping, normally President Hayes you address those that come in and address us but I just want to thank Alderman Ramirez for coming and the other speakers. Particularly the issue of minority hiring to know that we are checking into that. That is a major concern and know that it's not going to be, we're not just going to overlook that, we are checking into that, we are investigating, so just know that that's being looked at.

HAYES: Dr. Snead, are you investigating that?

SUPERINTENDENT: Every day, ever since I've been here. You'd be surprised at the accolades we get for hiring, actually for attending all these conferences all over the Country, for our advertising all over the Country. Trying to find the best that we can find. I've even sent school administrators to Puerto Rico and other places. We're actively and have always actively searched to find the best and most qualified minority candidates since I've been here. In the past under Mike Eagen we gave quite an extensive report to the Board of Ed and I think it's probably time for us to do it again to demonstrate what we have done in terms of minority recruitment and hiring. But I got to tell you it is not easy because black students and Hispanic students are no longer majoring in education like they used to. Some of the schools of education in the historically black colleges and universities are closing up because the students now are majoring in all kinds of curriculum that job opportunities weren't out there for them before. All the new technology stuff, the graphic design stuff, the communication stuff, it's all become a lot more information to minority students. Business and engineering, so the students are branching off into all kinds of careers now and it's not easy and we have to balance what we do in the system, we have an individual I think Mrs. Ramirez was referring to at one of our schools that wanted to transfer from a bilingual teaching position into a regular ed teaching position but we have to look at the whole picture and what's best for the entire school system and we have a hard time finding qualified persons to teach in the bilingual program so we chose to keep that person in the bilingual program as opposed to moving them into a regular ed program. I have to do what's in the best interest of all the students in the entire system and sometimes not what's in the best interest of individuals. But I can tell you I'm proud of what we've done and what we're doing to recruit minority educators and administrators but the pool is drying up. I'll tell you it is not easy but I'll give you a report on all the places that we go

and are attending, we're everywhere, we go to all the recruitment fairs, we advertise in all the minority national publications, Waterbury is known. I think I gave you a copy today in your packets from an organization that gave us a certificate of appreciation for our advertising in their national publication.

HAYES: We'll get that report. And Commissioner Harvey, while I don't normally respond, I probably should at least let people who haven't spoken here before, let them know we're looking into that, the concern expressed by the lady who's a parent at WAMS here, I think that's a legitimate concern and we need to look into. There's another issue here and we shouldn't be hearing it from a parent, so I don't want to go too much further, okay, because I think it's something we have to look into, this whole issue of it being a longer day and we can't get substitutes, we shouldn't be hearing about it right now, so I am concerned about that. So we have to look into that. But I know that I for years have been screaming about substitutes and kids being herded into auditoriums. How we address that, I don't know. And the other thing, the other lady who mentioned we need more guidance, how long have we been asking for that, it's always been a budgetary thing. That's one of the things when I was first on the PTA I was asking for guidance counselors because I know how important it is. I think what she was referring to was the peer counseling that we have and I think my daughter did some of that and some other kids do that because we don't have the staffing and sometimes kids feel more comfortable talking to other kids and they can share their experiences. I wish, I know Mrs. Cullinan has always asked us to get more guidance counselors and we've asked for that kind of support and while we have to be appreciative of the fact that they put the million dollars back in our budget we're still not going to have the money to try to fill those positions that we would have liked to fill. So really that's like a budgetary issue for us. As a Board I know we would all love to have more guidance counselors and social workers because we know there's a need for them. And what we try to do is distribute them where the need is the greatest but we don't have the numbers, funding for the number of people that we truly need.

SUPERINTENDENT: Just today, not today, last week I signed a contract to hire two minority school psychologists; they're working for other school districts in Connecticut currently. It was part of our recruitment efforts but we had to bring them in a salary commensurate with their current rate which is much higher than we would bring a person in at a beginning rate. So that's just an example of what we're doing. I have everybody out there searching, looking, trying to find qualified and certified minorities. And sometimes what you hear is complaints from people who are not certified or what's called highly qualified according to, they'll tell you they are but they aren't. Sometimes you'll hear complaints because people graduate from college and come to us with degrees in communication or all kinds of things, sociology, and they're looking for a job, we can't hire them because there's no job in the school system for them in what they majored in and they complain. So it's difficult. That's what we do everyday and it's a major concern of mine, it's also a major concern of mine to try to retain those individuals that we have recruited and hired. But it's an extremely competitive environment. And I can think of three Hispanic individuals who I nurtured, supported, helped, but other school systems had opportunities for them to be promoted to higher levels and it came to me, I couldn't tell them not to take the jobs because I wouldn't want someone telling me not to take the job if it was an opportunity for upward mobility. One of my favorites, I nurtured him and supported him from the day I got here, was his mentor, Alex Ortiz, all

of you know him, we had numerous conversations while he was coming up through the ranks and he would come see me all the time. But it got to the point where he had an opportunity take a job as a principal in Bridgeport. I couldn't tell him honestly not to go.

HAYES: It's not just a principal job; it's a principal job with a lot more money than what we could pay. That's another part of the issue. So we're in a tough bind with that. Alex was one that used to come to me all the time as well and he was always looking to do better. Like you said, there was no opportunity for him at this point to move forward and he got that opportunity plus more money and hopefully sometime we might be able to get back some of these. The other one was...

SUPERINTENDENT: To New Haven, the young lady, all three of them I put in positions of leadership because they were qualified and certified.

HAYES: Cindy Cassada was the other one.

SUPERINTENDENT: And I gave them all opportunities to develop their capacity for administrative positions and then once they got that experience opportunities opened up for them elsewhere so they took it. And you can't blame them for doing that.

HAYES: We'll get that report from Dr. Snead on that particular issue. We're going to look into the issue of substitutes not wanting to come here because they don't get paid for additional hours. The field trip stuff, that's another issue because I think the principal can, we've had principals come to us and tell us that they think the kids should wear a different kind of clothing if they're going to be in an interactive type of thing. So you can look into that as well.

WHITE: I was going to ask that you ask Dr. Snead to look into the substitute problem because those are documented dates. And let's face it it's got to impact on testing also. Not so much testing but whatever the kids learn, that eventually goes to testing. But it's not good, not consistent with the kids and it's not good. There has to be a solution to that somewhere. I know you will get to the bottom of it and report back to us I'd appreciate it. And is it going on in other schools. If it is, why aren't more people coming forward unless they feel their principal, the administrator of the school, is stating it. But I think that this is a bigger problem than we realize.

HAYES: We'll look into the overall substitute issue for the City. I know we tried to address it by putting permanent subs in there so there's at least a constant person that they're used to. . . . an assistant principal sitting in on a class or whatever is taking away from their regular duties. It's an issue, I don't think it's just at WAMS but a particular question I'm looking at is what she raised that she heard from the principal that we can't get these people because we don't pay them enough.

SUPERINTENDENT: We raised the salary just two years ago.

WHITE: I think they're longer there but I don't think they all work those hours.

STANGO: That was going to be my point because every contracted teacher works set amount of hours. Some might start late and go longer so a substitute is hired to fill in

that particular teacher's schedule, it's not a longer day it's just a different day. That could be a problem too.

HAYES: It's all something we need to look into whether or not the principal told her that.

ADJOURNMENT

Upon a motion by Commissioner Harvey, and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to adjourn at 7:51 p.m.

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

Resolutions signed by Mayor Michael J. Jarjura on June 7, 2007