

# **WATERBURY BOARD OF EDUCATION**

Monday, July 23, 2007 at 5:30 p.m.

(For the July 30, 2007 Board Meeting - MINUTES ATTACHED)

## **COMMITTEE MEETING**

The Board of Education Committee meetings were held on Monday, July 23, 2007 at Rotella Magnet School, 380 Pierpont Road, Waterbury, Connecticut, starting at 5:52 p.m.

**PRESENT:** President Hayes, Commissioners Flaherty-Merritt, Geremia, Harvey, Petteway (6:25 p.m.), Stango, Sweeney, Theriault, Uriano, and White.

**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.

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

## **ADJOURNMENT**

The Committee meetings adjourned at 7:02 p.m. into executive session 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, July 30, 2007 at 6:30 p.m.

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

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

***ABSENT:*** Commissioners Uriano and Theriault.

***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.

### **MEETING CALLED TO ORDER**

President Hayes called the meeting to order at 6:40 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 – absent.

CLERK: Commissioner Uriano – absent.

CLERK: Commissioner White.

WHITE: Here.

CLERK: President Hayes.

HAYES: Here.

**COMMUNICATIONS:**

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

1. Copy of communication dated June 29, 2007 from Civil Service certifying Jose Velazeo for the position of Maintainer I.
2. Communication dated July 3, 2007 from Anthony Faressa requesting the baseball field at Wily High School be named in honor of John McKenna.
3. Copy of communications dated July 11, 2007 from Civil Service certifying Dennis Sergi, Anthony Giancaspro, and Kelly Sheldon for the position of Maintainer I.
4. Copy of communication dated July 11, 2007 from Civil Service certifying Sheri Cross-Smith for the position of Administrative Support Specialist I.
5. Copy of communications dated July 24, 2007 from Civil Service certifying Margaret Noonan, Ann Martin, and Jennifer Boll-Brousseau for the position of Administrative Support Specialist I.
6. Communication dated July 26, 2007 from Paula Galvin regarding Adult Education Fall Hiring.

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

**APPROVAL OF MINUTES:**

**Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously to approve the minutes of the June 18, 2007 Regular Meeting, June 25, 2007 Special Meeting, and July 2, 2007 Regular Meeting.**

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

Police Chief O'Leary proceeded to introduce the new resource officers.

O'LEARY: As the Board knows last year was our full first year of assigning school resource officers to our high schools. The program was a phenomenal success; I've gotten literally hundreds of letters, e-mails, and remarks from parents, teachers, administrators and as important the students themselves. Through meetings with Dr. Snead and his staff that have been going on now for several years, this is a further initiative to promote safety in our schools and a healthy sound learning environment. And it's a very good partnership for us because it gives our youth of the City an opportunity to see the police in a different vein. We're partners in this educational program and so often we're always there when something bad happens well this is nice because nothing bad is happening and we're mentoring, we're learning ourselves, we're working with principals, guidance counselors, we've really had great success at the high school level and through Dr. Snead's request we pursued expanding the program into the middle schools so these fine gentlemen here are going to be your school resource officers in your middle schools so you're going to have a resource officer both in the high school and the middle school. So you're going to have a total of eight police officers assigned full time to your high schools and middle schools here. So I think it's a great accomplishment through the administration, specifically the Mayor's Office, funding was made available to make this happen. Because of the increase at the middle schools we hired three extra police officers this year just to accommodate the middle schools and obviously the Mayor and the Board of Aldermen had to approve that. So we're very excited about that because it shows the administration believes the same way that we do that this partnership has been productive and the quality of the people that we have working as SRO's is phenomenal. I want to introduce Sergeant Frank Capozzi on the right; he's in charge of the program. He's in charge of the Youth Squad. Next to him is Officer Michael DiGiovancarolo, Officer Gerardo Sanchez, Officer Michael Stokes, and Officer Damian Blocker. These are veteran officers, or in Mike DiGiovancarolo's case he's a relatively new officer that's shown an awful lot of interest in youth programs, youth initiatives, of course our beloved PAL Program. They're here tonight, we haven't decided which schools they'll be going to just yet, we're going to take some advice not only from our principals at each of the schools that they'll be assigned to but also our veteran school resource officers who are at the high schools. So this is going to work out very well because the schools, with the exception of course of Kennedy and West Side, are very close to each other, side by side if you will, and so our youth, our students, our administrators, our parents, every one will see these gentlemen every day and we think it's going to work very well, it's a great partnership. I just want to take a moment to thank Dr. Snead and the Board for supporting these programs because I've seen the benefits and I'm sure that others can attest to that also. So if there's any questions I'd be happy to answer them otherwise I'd be glad to let you get on with your meeting. Thank you all.

HAYES: Thank you.

SUPERINTENDENT: Special thanks to you Chief, you're doing a phenomenal job, I appreciate the help.

**PUBLIC ADDRESSES THE BOARD:**

**Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:49 p.m.**

HAYES: Motion has been made and seconded. All in favor, opposed. There is a three minute time limit for our speakers and we don't respond directly to any individual question but if there's research that needs to be done Dr. Snead will make sure that he gets back to everybody with the necessary answers.

**Donna Vignali, WTA President, had the following comments:** Good evening Commissioners and Dr. Snead, I'm here this evening to speak to you about the changes to the Supervising Vice Principal position which you will be considering this evening. SVP positions are entry level administrative positions that are governed by the teacher's contract. What you are considering doing this evening would violate that contract. The process for selecting an SVP is spelled out clearly and follows the Civil Service Rule of three, two, one. This means a list is generated based on state certification for administration and supervision which is a 092 along with a competitive examination. This results in an eligibility list that's in effect for two years. What you are being asked to do this evening is to bypass this list thereby excluding the teachers sitting here, each of whom have successfully fulfilled all SVP requirements. Commissioners, I see ahead unintended consequences if you approve bypassing this list. On this evening's agenda there are the names of 13 teachers who have resigned from teaching within the City. If you have been tracking resignations, you know that many fine teachers are leaving our district. There are many reasons for that which is a conversation for another day; however, by altering the SVP process you would establish one more valid reason for experienced Waterbury teachers to apply outside the district. State Street SVP positions have been the stepping-stone into Waterbury administration. SVP's hired at State Street historically laterally transfer to other positions as they become available. Requiring a candidate to have special education certification to fill this position and then allowing them to transfer immediately, you are preventing other very qualified candidates an opportunity to ever receive and administrative position in the City. What was once an open doorway to administration would become a keyhole for teachers of regular education. A 092 certification for administration and supervision is the only certification required by the State of Connecticut to hold an SVP or a principal position. Waterbury administrators must hold that valid certification. If the Board alters that certification requirements for SVP's will it next alter certification requirements when an administrative position opens at Rotella or Maloney? Would it not be better for an administrator to hold an art certification in order to be Rotella's principal? Would the administrator at Carrington also need to have a bilingual certification? If future administrators would need specific subject area certifications to be a school's principal why wouldn't current administrators need to upgrade themselves? The implications of the Board's decision regarding SVP's is far reaching and I urge you to honor the current eligibility list. Thank you.

HAYES: Donna, just personally, I want to welcome you to your new position and wish you well.

**Hector Riollano, Oakville Avenue, had the following comments:** I'm here tonight because you . . . there are no Hispanics sitting on this Board and it bother me . . . how could you dictate policies for 26% of your population when we don't have any input.

You . . . parent participation, we don't have anybody there to speak for the Hispanics. I don't try to blame you for this, it's part of our fault, Hispanics, okay, but I think if you as a Board approach the major political parties in this town urging them to promote, to endorse Hispanic candidate you get them here. . . . we have to find way to have Hispanic next to you, it makes no sense for you to talk about discipline, about suspension when we have nobody to talk for us on our behalf. That is inexcusable. We the Hispanic, we are trying, we are going to meet tomorrow night with the Secretary of State Susan Bysiewicz, to see how we could have a write in candidate for the Board of Education. It may not work out but we are going to try tomorrow because we have to find a way to have Hispanics sit next to you. You're gonna continue . . . policy for 26% of the population when we have no voice there. We have to find a way. Another point, concern is that the Hispanic professional that work in the system are leaving town, they are going to New Haven, Bridgeport, Hamden, . . . why they're leaving, I want to find a way how we can attract more Hispanic to come to work in the system. We have to show a more aggressive approach. I went to Puerto Rico two weeks ago and in Texas they are sending . . . big ad . . . setting up an appointment at the Sheraton Hotel to interview potential Hispanic teachers. I went to one of the meetings to see, there were 35 people there filling out applications to come to work, Texas, how far is Texas from Puerto Rico, 3,500 miles from here, Connecticut, and we can't do that? I think we have to make, take a more aggressive approach to find Hispanic professionals because our population is growing, it's the fastest growing population in the State of Connecticut, 20% last year in this school system and it's going to grow faster. We have to find way to get Hispanic professional here. Second, we have to find way to get Hispanic to sit with you over there because me standing here it doesn't help but someone sitting next to you will help you and will help the population. We're going to do our share, we're going to try . . . write-in candidate for the Board of Education. We are meeting tomorrow to discuss the details. It may not work out but at least we are trying something. Now I'm going to . . . meet with your political parties in town, urge them to get Hispanic on the ballots because so far we have none. Thank you very much.

**Jimmie Griffin, President, Waterbury NAACP:** As President of the NAACP I must say I'm awful appalled by the overall hiring and promotion of Waterbury's minorities by this Board of Education. It was only a short while ago that I addressed this Board with those concerns. I witnessed what I considered were racist activities in a table of any action on the recommendation to hire Steven Douglas because most Board members, I assumed, favored another candidate who was white and politically connected. It is my understanding that this process was reopened and a whole new process established generating the same results with Steven Douglas scoring the highest of all candidates interviewed. It is also my understanding that the fifth ranked candidate in the last interviewing process was elevated to the third rank in the recent process but unfortunately the candidate that we supported has withdrawn leaving this Board in a unique position of being able to hire the candidate they most desired even though he ranked lower the first time around. We are tired of this trickery as evidenced by the Board's records on hiring and retention of minority teachers and administrators in the Waterbury School System which in the past few years have lost the following minority professionals after being overlooked by this Board: Portia Bonner went to Hamden, Aresta Thompson went to Bridgeport, Alex Ortiz went to Bridgeport, Evelyn Robles went to New Haven, Cindy Cassada to New Britain, and finally Steven Douglas to Bridgeport. I ask how can we let these people go in a school system that has almost two-thirds of

the students from minority groups and probably less than 15% of the administrators and teachers from those groups. It's a wonder that I have not yet to receive any accurate statistics on the following questions posed to the Superintendent and the Board concerning the following issues of suspensions, expulsions, drop-out rates, the differences in test scores and all of these minority students. I ask this Board to supply the NAACP with the following updated information on teacher hires and administrator hires for the past five years and the present number employed as of today and please do not include grant-funded positions. I further request that actions on a memorandum sent to the Superintendent a few months ago be taken and answered directly the questions wherein. Where this Board's intent may not be racism it surely leaves much room for speculation as the motives for these actions. I urge you to adhere to equal opportunity employment regulations and to look closely at the impact that these disparities have on our minorities of Waterbury and do something to change this culture immediately. You know we're sort of like fed up with this whole process and how it's being handled and the fact that, you mean to tell me that a system like Waterbury with the diversity in our system we can't find the heart to promote? We had an excellent candidate for the Adult Education position. You just sent back, did another search came out with the same results and then lost the individual. There's something wrong with what's going on here and you all need to be held accountable for it. Thank you.

**Larry Butler, 70 Blackman Road, had the following comments:** I'm both an Alderman and State Representative. I have to say that I've enjoyed the time that I've had here in the City working with you as an Aldermen. I compliment you for the work that you have done but there's much more work to do. As a State Representative I've received correspondence from this body for a willingness to work on educational issues and I look forward to doing that. Any legislation that comes forward from the State I really look forward to your input in terms of what you think the impact may be on the educational system here in the City. I too also want to talk about my concern for, actually recruiting minority teachers whether they're Hispanics, blacks, I think we need to do more of that and I too really believe that we need to retain them once we have them. We've had a number of people who have been mentioned by the previous speaker that we've had an opportunity to give them jobs that were a meaningful policy change to this administration of education here in the City and every time we get a chance to do that we shouldn't loose these people to these other cities. It's a shame to lose all these qualified people that have come up through the Waterbury system and to have all these other towns benefit. I look forward to also working with you on the new construction for the schools that's coming forward. It's gonna make a big difference here in the City to have three new schools. Whatever I can do, state resources, I look forward to, as a matter of fact I've worked with State Representative David Aldarondo recently to actually have the State change their policy so that the Duggan School could be built the way that you wanted it actually built so that's one example of how we together can actually help advance your goals and your agenda. Again, I look forward to working with all of you and have a good night.

HAYES: Thank you.

**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 7:05 p.m.**

**SUPERINTENDENT'S REPORT:** The visit of First Lady Laura Bush to Driggs School went very well last week. Staff and students are to be commended for providing a warm and welcoming atmosphere for the First Lady and her staff.

Our CMT results were officially announced last week. We have made significant progress in a number of areas, particularly in math. In comparison to other urban school districts, Waterbury continues to do very well. Waterbury student scores were first in all areas both in the categories of at or above proficiency and at or above goal in grades 3, 5, and 8. Waterbury student scores were first or second in grades four for both at or above proficiency and at or above goal in all subject areas.

According to an article in the Hartford Courant, the State of Connecticut is reporting a slight decline in CMT reading scores, continuing a five-year trend, and State Education Commissioner Mark McQuillan has suggested he may push for new training requirements for teachers in literacy as a response to the state-wide decline.

Tomorrow we will be conducting interviews for the position of Reading/Language Arts Supervisor, Grades 7 – 12.

Last Wednesday, August 25, I was interviewed by a group of Waterbury students who are working as journalists for the new Young Voices newspaper section of the Waterbury Observer. And it was a delight to have all of these students in my office. I really felt good about having that whole office full of students for a couple of hours, it was a nice treat. Thank you very much. By the way, I'll be on the Hill tomorrow morning talking to some of our senators and congressmen. I've been asked to come down there and talk about No Child Left Behind and some of our interests in it.

**PRESIDENT'S COMMENTS:** Under my comments, we'll have no comments tonight. Dr. Snead will get the information to people who asked for that information. I have to make a comment, I'm sorry. We've got our test scores that of course none of us are happy with. We're glad to see the improvement. We've had a couple speakers talk to us tonight about how we're underrepresented in some areas. What we need is representation from parents at home with their kids. That's what we need more than anything else, not somebody sitting up here with us or sitting down there with you, we need people at home taking advantage of the opportunity that we provide for the students every day, that the teachers are there ready and willing to teach. I regret the fact that we've lost some of those administrators that I was a part of promoting in this system. Part of the problem is we just don't have the pay that those other cities pay. It's not an excuse, it's a fact. But it really comes down to what we need and what I think our Blue Ribbon Commission under the leadership of Commissioner Stango and Commissioner Theriault is trying to get the community involved to help us. Those leaders will come from successful students in the school system. I know I personally worked hard to get the ASPIRA Program going at Kennedy High School. We're supportive of any group that's out there to help us on this initiative. And I would again ask both the speakers who spoke tonight to help us in that effort. I'm willing to meet to address any concerns you might have on how we can help you with that but it really comes down to trying to do something, something I did long before I was on this Board, working and trying to go to parent workshops and trying to help some of our families to get more involved with their kids. The PTA I tried to get more minorities involved. It's been a tough road and I'm not sure exactly what the answer is or how we can do that

but I'm sure as I stated in an e-mail to Mr. Griffin a number of months ago when this issue was raised again, we need to sit down and instead of pointing fingers at each other figure out a way to do this working together. Like I said, I've been at this for a long time, all my kids went through the school system. I've had all kinds of kids from all different kinds of backgrounds in my house and at parties and it is disturbing to me too when I see some of these kids who as they grow older for some reason start to stray from being active in the classroom or from their parents being active in the school system. So again my response to that is I think we're doing all we can and we'll do as much as we can to continue to try to get more role models in the school system but we have done that and we have lost them and a lot of it has to do with the fact that we don't have the money to pay them. But I do appreciate the people that stay with us and one of those people is sitting right next to me who I think could probably go to another school system and get more than what we're currently paying him and I feel comfortable under his leadership that we're doing all we can to address some of the issues about the lack of minority involvement both in school and in the community. And again, I'm available at any time to meet with anybody who wants to try to address that issue and help us to make those goals achievable. Now we go into our reports.

## **REPORTS**

### **1. COMMITTEE OF THE WHOLE**

#### **1.1 Upon a motion by Commissioner Petteway and duly seconded by Commissioner White, it was voted unanimously to approve the Waterbury Public School's Organizational Chart dated July 9, 2007.**

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

#### **Item #1.2**

PETTEWAY: Ladies and gentlemen, the Committee of the Whole, recommends approval of an Employment Agreement with Dr. David L. Snead, Superintendent of Schools, for the period of August 1, 2007 through July 31, 2010, **SO MOVED.**

HARVEY: **Second.**

HAYES: Motion has been made and seconded. Any discussion?

SWEENEY: This is actually an extension of Dr. Snead's contract and while I appreciate the reasons behind Dr. Snead's request that the contract be extended and I would support those, the fact that a salary is listed for that third and final year I showed some discomfort with in discussions and I still have a discomfort level with doing that. I think that the way to do that is to have those discussions before that third year kicks in. And I am uncomfortable enough with that to say that I have to vote no. Thank you.

STANGO: I understand also the . . . of the plan to extend Dr. Snead's contract one year and I do understand why he wants it. However I would rather have seen negotiations for the salary increase to take place at the onset of that extra year and more importantly

after another one or two or three evaluations that would take place. This is how I understood the process would take place. Thank you.

PETTEWAY: I just wanted to say briefly that we must be reminded that we are getting Dr. Snead at a bargain and he's being paid less than all of the urban schools in this district and he's doing a fine job to improve the education of our children. We did discuss the increase which is very, very small and as the market predicts or the market dictates a few years down the road the general market for superintendent's will be much higher than the increase that we're asking. I would ask that all Commissioners take into consideration that we have a great Superintendent being paid much less than the majority of superintendents. Not only in New England but for the school districts throughout the Country. So I would ask that all Commissioners approve this increase and approve this contract for the next three years because our school district deserves it and we need him and he can easily go to any part of this Country but he's made a dedication and he's committed to the school district and I would hope that we would all appreciate the work that he's done and would hope that we would all appreciate the fact that he wants to stay here to complete the job, this great job that he's started including building the new schools. We all know that if we want to improve a community the first thing folks look at when they come to your town – how are the schools? This is not only good for the children; this is good for the City of Waterbury. Just think about it, we can not get a better Superintendent for the money that we're paying him. So I would hope that every one would look at this motion and say yes to the small increase that we're giving Dr. Snead. Thank you.

HARVEY: Yes, I would like to echo Commissioner Petteway's comments in regards to the SMALL increase and just briefly, in light of what has happened recently we can not afford to lose another role model. So I am in full support of this.

HAYES: Is there anyone else? Just for clarification, this represents a new three year contract with the pay increase of 2 ½% this coming year, 2 ½% the year after, and 4% in the final year. No other comments? Roll call vote please. Just for the record, Commissioner Uriano, who's not here, made a point of asking me to point out that he would be in favor of this if he was here.

#### **ROLL CALL VOTE:**

**Yeas: Commissioners Flaherty-Merritt, Geremia, Harvey, Petteway, White, and President Hayes – 6**

**Nays: Commissioners Stango and Sweeney - 2**

HAYES: Motion passes six to two.

SUPERINTENDENT: First of all thank you and I need to say for the matter of record and in accordance with the stipulations in my contract, I hereby verbally terminate my current contract in order to receive and accept the new contract. Again, thank you very much.

## **2. COMMITTEE ON GRANTS**

- 2.1 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the 2007-2008 Consolidated State Grant Application.**

HAYES: Motion made and seconded. 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 the 2007-2008 State Department of Education’s “Education of Homeless Children and Youth” Grant Application.**

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

- 2.3 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously to approve the 2007-2009 Connecticut State Department of Education “Quality Enhancement” Grant application.**

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

**3. COMMITTEE ON BUILDING**

- 3.1 Upon a motion by Commissioner White and duly seconded by Commissioner Harvey, it was voted unanimously to approve the ED049R for the Wilby High School Classroom Addition Project - #151-0246.**

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

- 3.2 Upon a motion by Commissioner White and duly seconded by Commissioner Harvey, it was voted unanimously to approve the ED049R for the Alternative Program Enlightenment/Facility One Project - #151-0263A.**

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 White and duly seconded by Commissioner Harvey, it was voted unanimously to approve of Amendment #2 to the contract with G. L. Capasso, Inc. for masonry repairs at Tinker School.**

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

**5. COMMITTEE ON SCHOOL PERSONNEL**

**5.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve the new position of Supervising Vice Principal/Special Education and job specifications for the same.**

HAYES: Discussion.

FLAHERTY-MERRITT: While I understand the need for this position, I do want to see some changes before we go and take this from the current SVP list. I do think that since it is a different position with different qualifications I would like to see possibly having this list of qualifications approved but then another test created with specific qualifications and creating a new list. Additionally, I still feel that we need to keep the current SVP positions at the schools and make these additional positions. For instance at State Street School we would have an SVP and in addition we would have an SVP with the certification for special education. So we'd be adding more qualified staff that can only help our schools that are already in trouble so it would be a horrible thing and the investment would be to our benefit as well.

HAYES: Just for clarification, I did speak with Superintendent Cullinan and she did tell me that this position would be posted separately, just for clarification.

STANGO: I feel that the administrator of State Street is a unique and very difficult position. It does have a lot to do with special education and I believe that ultimately having a special education SVP in there would improve a lot of the school and will improve the future of the students which is what we're in this for, I believe. I do not believe it will spread to other schools. I think if it does I will vote against it at that point. Just to comment on the SVP position and the testing for it, I think it's a very difficult position to be in but it's probably one of the most authentic positions that we have because it's not arbitrary, that test is given, the person on top of the test is the person who's placed, there's no room for interpretations of answering of certain questions. There's no room for misrepresenting anything else. It's right there in black and white, you sit through the test, you write it down, you are graded, and you are placed. So I believe in the SVP position to the fullest and I think somewhere down the line we ought to look at changing the format to other placements to a written Civil Service exam rather than the arbitrary, somewhat arbitrary question and answering interviewing process where you judge the makeup of a person by a 10/15 minute question and answer session. So I do believe in the SVP positions. However, in this case I think that State Street will be better served by having a special ed person in that position. I don't see it spreading however. Thank you.

HAYES: Any further discussion? Hearing none, roll call for this.

**ROLL CALL VOTE:**

- Yeas: Commissioners Geremia, Harvey, Petteway, Stango, Sweeney, and White - 6**  
**Nays: Commissioner Flaherty-Merritt and President Hayes - 2**

HAYES: Six/two, motion passes.

- 5.2 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Geremia, it was voted unanimously to approve the new position of Data Manager/Special Education and job specifications for the same.**

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

- 5.3 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Geremia, it was voted unanimously to approve the new position of Internal Data Assistant/Special Education and job specifications for the same.**

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

- 5.4 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Geremia, it was voted unanimously to approve the new position of Field Data Assistant/Special Education and job specifications for the same.**

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

- 5.5 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Geremia, it was voted unanimously to approve the appointment of Antonio Musto as High School Principal, Adult Education.**

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

- 5.6 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Stango, it was voted unanimously to approve the appointment of Robert Johnston as High School Vice Principal, Kennedy High School.**

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

- 5.7 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Stango, it was voted unanimously to approve the**

**appointment of James Simpson as Middle School House Principal,  
North End Middle School.**

HAYES: Motion made and seconded. Any discussion? Hearing none – all in favor, opposed, motion passes. Let’s take a moment to congratulate all three – Mr. Musto, Mr. Johnston, and Mr. Simpson (applause).

**5.8 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, with President Hayes “abstaining”, to accept the Proposed Findings and Recommendation not to rescind the decision to non-renew the contract of Daniel Coleman.**

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

**6. COMMITTEE ON RULES & REGULATIONS**

**6.1 Upon a motion by Commissioner White and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the revisions to the Board of Education “Discipline Policy Book”.**

HAYES: Motion made and seconded. Any discussion?

FLAHERTY-MERRITT: This is under a new part on page four, item 3.7.2, and it reads “if in-house suspension is completed successfully, the student will receive full credit for the school work completed therein and will be allowed to participate in after-school activities”. I just want clarification, if they receive for instance a three day in-school suspension would they be allowed to participate after completing the first day of in-school suspension or would it be upon the completion of the entire in-school suspension because I feel if a students been given a long term in-house suspension they don’t deserve to be participating in those after-school activities since they are still in punishment. So just for clarification since it wasn’t in the Workshop.

CULLINAN: That proposal is to allow them to participate in after-school activities on the day that they serve the in-house suspension. It was part of the training that we received through an OPM grant and we had a national trainer come in and train our schools on how . . . and they felt that one of the reasons to have that piece of it was that students would be more invested in being successful in in-school suspension if they got all their work done, participated in, they have to come in and write the rules . . . paragraph on why they’re there, complete all of their class work that they’re assigned that day. They’re not allowed to leave for lunch. They are allowed to go to the nurse and use the restrooms and if they complete . . . then they are allowed to participate. Because what we wanted to stop was the cycle of kids going into in-house, not being successful, being out-of-school suspended and the cycle just continues and continues and they have found in the research to this particular method it’s very positive in stopping that cycle because kids feel at the

end of the day that they have something to work for . . . that they have a way to kind of redeem themselves and be able to participate . . .

HAYES: Does anyone else have any questions since this wasn't presented to us at the Workshop? Hearing none – all in favor, opposed, motion passes unanimously.

## **7. COMMITTEE ON SCHOOL ACTIVITIES**

**7.1 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously to approve the use of school facilities by school organizations and/or City departments.**

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

**7.2 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously to approve the 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, motion passed unanimously.

**7.3 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously that the request Greater Waterbury Youth Symphony for a waiver of custodial fees, in the approximate amount of \$7,272.00, for their use of Kennedy High School on various dates, be approved.**

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

**7.4 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously that the request of Mount Carmel School for a waiver of custodial fees, in the approximate amount of \$10,260.00, for their use of Tinker School on various dates, be approved.**

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

## **8. SUPERINTENDENT'S NOTIFICATION TO THE BOARD**

**Upon a motion by Commissioner Geremia and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file items 8.1 through 8.10, Superintendent's Notification to the Board, as listed:**

- 8.1 **Athletic appointments effective immediately:**  
Galvin, Heather – Head Girls' Volleyball Coach, NEMS.
- 8.2 **Athletic resignations effective immediately:**  
Piacentini, Joseph A. Jr. – Head Varsity Boys' Soccer Coach, CHS.  
Piacentini, Joseph A. Jr. – Head Girls' Basketball Coach, NEMS.
- 8.3 **Grant funded appointments:**  
Bertram, Isabel – Bilingual Officer Manager, Bilingual Education Department, \$30,000 annually with benefits governed by the SEIU Agreement.  
LeClerc, Maureen – Secretary II, ECEP, 35 hours per week, 12 months per year, salary and benefits according to SEIU, effective immediately.  
Zastaury, Jean – Rotella Magnet School Grant Facilitator, \$18.00 per hour, effective immediately.
- 8.4 **Grant funded resignations**  
Contreras, Minerva – Parent Liaison, WSMS, effective 6/29/07.  
Head, Denise - Career Center Aide, WHS, effective 6/15/07.  
Rodriguez, Rachel - Secretary II, ECEP, effective 8/24/07.  
Spinella, Pat - Kindergarten Aide, RMS, effective 8/31/07.
- 8.5 **Maloney Summer School appointments, salary according to contract:**  
Clark, Deyanira - Aide, 16 hours per week for 16 days.  
Crighton, Nancy – Clerical, 28 hours per week for 25 days.  
DeGroate, Talisha – Aide, 16 hours per week for 16 days.  
Demers, Jessie – Aide, 16 hours per week for 16 days.  
Gee, Katherine – Aide, 16 hours per week for 16 days.  
Walker, Katherine – Special Education Aide, 16 hours per week for 16 days.
- 8.6 **SOAR to Success Summer School appointments, salary according to contract:**  
Newman, Suzanne – Teacher                      Holley, Krista - teacher
- 8.7 **10-month employees additional summer hours:**  
Bulls, Rondell – Prevention Specialist, WSMS, June 18, 19, and 20, 7 hours per day.  
Johnson, Abdalla – Prevention Specialist, NEMS, June 18 – 22, maximum of 35 hours.  
Murphy, Cindy – Parent Liaison, WAMS, 15 hours per week.  
Perez, Lorraine – Truancy Specialist, WSMS, June 18, 19, and 20, 7 hours per day.
- 8.8 **Resignations:**  
Bisson, Shauna – Regan Grade 5, effective 8/1/07  
Brown, Edith – Driggs, effective 6/29/07.  
Calabro, Donna – Chase, effective 7/1/07.  
Carey, Eileen – WSMS Science/Grade 8, effective 7/18/07.  
Charles, Jeffrey – WAMS Math 6-8, effective 7/6/07.  
Kissinger, Theron – CHS Math, effective 7/9/07.  
Lapointe, Cheryl A. – Speech/Language Pathologist, effective 8/1/07.  
Mancinone, Alicia – CHS Guidance, effective 7/10/07.  
Meurs, Michael – Elementary Music, effective 7/9/07.  
O'Connor, Rhea – Sprague grade 5 (transferred to Maloney grade 5), effective 7/2/07.  
Piacentini, Joseph A. Jr. – NEMS Social Studies/Grade 7, effective 7/11/07.  
Pulit, Joseph J IV – WAMS Social Studies, effective 7/5/07.

Surat, Margaret – CHS Math Teacher/Chair, effective 7/9/07.

8.9 **Tenured teachers:**

Coughlin, Timothy	Elementary Education	M. Generali	5-20-03
Hurlbut, Kristen	Elementary Education	Carrington	8-26-03
Moura, Dena	Bilingual Education	M. Generali	5-05-03
O'Brien, Cara	Bilingual Education	Hopeville	5-05-03
Paquin, Amanda	Teacher of Grade 1	M. Generali	8-26-03
Perry, Julia	Elementary Education	Chase	10-24-03
Pesce, Margaruite	Elementary Education	Kingsbury	10-26-03
Piccirillo, Joanne	Elementary Education	Carrington	8-26-03
Prefontaine, Thomas	Teacher of Grade 2	M. Generali	8-26-03
Wallace, Robert	Physical Education	Wilby HS	10-24-03

8.10 **Adult Education Fall Semester appointments effective 8/29/07:**

NAME		POSITION	HOURS/RATE
<b>ADMINISTRATOR/AM PROGRAM</b>			
Haddad	George	Substitute Principal	Substitute as needed at \$35.00 p/hour
<b>ADULT HIGH SCHOOL CREDIT DIPLOMA: AM PROGRAM</b>			
Azzara	Patricia	HSD Instructor	20 hours p/week @ \$29.00 p/hour
Barbieri	Stephen	HSD Instructor	20 hours p/week @ \$24.00 p/hour
Barone	Stephen	HSD Instructor	20 hours p/week @ \$29.00 p/hour
DeBiase	Janette	HSD Instructor	20 hours p/week @ \$29.00 p/hour
Harper	Julia	HSD Instructor	20 hours p/week @ \$29.00 p/hour
Hinton	Donald	HSD Instructor	Substitute as needed @ \$24.00 p/hour
McDonald	Denise	HSD Instructor	20 hours p/week @ \$29.00 p/hour
Parsons	Lawrence	HSD Instructor	25 hours p/week @ \$24.00 p/hour
Reilly	John	CPP Instructor	28.75 hours p/week @ \$29.00 p/hour
Skehan	Thomas	HSD Instructor	20 hours p/week @ \$29.00 p/hour
Stallings	Michael	HSD Instructor	20 hours p/week @ \$24.00 p/hour
<b>ADULT BASIC EDUCATION (ABE): AM PROGRAM</b>			
Bala	Elona	ABE Instructor	20 hours p/week @ \$24.00 p/hour
Byrne	Joanne	ABE Instructor	20 hours p/week @ \$29.00 p/hour
Johnson	Jayson	ABE Instructor	Substitute as needed @ \$24.00 p/hour
Monaco	Roxanne	ABE Facilitator/Instr.	35 hours p/week @ \$29.00 p/hour
<b>Aldarondo</b>	<b>Joanna</b>	<b>ABE Instructor</b>	<b>20 hours p/week @ \$24.00 p/hour</b>
<b>GENERAL EDUCATION DEVELOPMENT (GED): AM PROGRAM</b>			
Aldarondo	David	Spanish GED Instructor	20 hours p/week @ \$24.00 p/hour
Monroe	James	English GED Instructor	20 hours p/week @ \$29.00 p/hour
Magidina	Liliya	OIC GED Instructor	9 hours p/week @ \$29.00 p/hour
<b>GUIDANCE STAFF: AM/PM PROGRAM</b>			
Aston	Edward	Guidance Counselor	26 hours p/week @ \$29.00 p/hour
Aucella	Lawrence	Guidance Counselor	14 hours p/week @ \$29.00 p/hour

Basile	David	Guidance Counselor	6 hours p/week @ \$29.00 p/hour
Dawson	Patricia	Guidance Counselor	23 hours p/week @ \$29.00 p/hour
Gorman	Virginia	Guidance Counselor	20 hours p/week @ \$29.00 p/hour
Hitchens	Heather	Guidance Counselor	6 hours p/week @ \$29.00 p/hour

**ENGLISH AS A SECOND LANGUAGE (ESL):  
AM PROGRAM**

Calabro	Richard	Beginning ESL Instr.	15 hours p/week @ \$29.00 p/hour
Gervase	Robert	Facilitator	35 hours p/week @ \$29.00 p/hour
Kerzner	Sheila	Beginning ESL Instr.	15 hours p/week @ \$29.00 p/hour
Magidina	Liliya	Intermediate ESL Instr. La Casa Bienvenida ESL Instr.	15 hours p/week @ \$29.00 p/hour 8 hours p/week @ \$24.00 p/hour
Morales	Maria	Beginning ESL Instr.	15 hours p/week @ \$24.00 p/hour
Norris	Jon	Advanced ESL Instr.	15 hours p/week @ \$29.00 p/hour
Perrella, Sr.	Frank	Now Building & St. Mary's Hospital ESL Instructor	13 hours p/week @ \$29.00 p/hour
Salgado	Roberto	Intermediate ESL Instructor/Chase School Family Resource Ctr./ OIC	24 hours p/week @ \$29.00 p/hour
Soto	Denise		

**ONLINE COURSE INITIATIVE (AM/PM Program):**

Brough	Karen	Algebra I Instructor Civics/US History I	5 hours p/week @ \$29.00 p/hour
Sica	Alan	Instructor	10 hours p/week @ \$29.00 p/hour
Veneziano	Ellen	General Math 1A Instructor/Tech Support	17 hours p/week @ \$29.00 p/hour
TBA		English Grammar Instr.	10 hours p/week @ \$29.00 p/hour

**EDUCATIONAL AIDES:  
AM PROGRAM**

Galvin	Cynthia	CPP Aide	30 hours p/week @ \$21.50 p/hour
Gray	Derrick	ABE Aide	20 hours p/week @ \$21.50 p/hour
Muriente	Carmen	ESL Aide	15 hours p/week @ \$21.50 p/hour
Scatena	Anthony	ABE Aide	20 hours p/week @ \$21.50 p/hour
<b>Aston</b>	<b>Vivian</b>	<b>ABE Aide</b>	<b>20 hours p/week @ \$21.50 p/hour</b>

**OTHERS:  
AM PROGRAM**

Basile	David	Data Entry Facilitator	35 hours p/week @ \$29.00 p/hour
Bond	Troy	Security Crisis/Attendance Counselor	27.5 hours p/week @ \$20.00 p/hour 30 hours p/week @ \$24.00 p/hour
Morrison	Terrance	Bookroom Aide	30 hours p/week @ \$11.00 p/hour
Russo	Mary		

**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

**RESOURCE ROOM: (GED pre-test and Aide to teachers using lab)**

Gonillo	Salvatore	AM	25 hours p/week @ \$21.50 p/hour
Gonillo	Salvatore	Afternoon	10 hours p/week @ \$21.50 p/hour

**CLERICAL:**

Bacik	Madeleine	PM Receptionist	10 hours p/week @ \$20.20 p/hour
Clampett	Amy	Part Time Clerical	5 hours p/week @ \$17.00 p/hour
Galullo	Patricia	PM Receptionist	As needed @ \$17.74 p/hour
		Full Time Data Entry	
Morales	Mildred	Clerk	35 hours p/week @ 15.50 p/hour
Morales	Mildred	PM Receptionist	10 hours p/week @ 15.50 p/hour
Macharelli	Patricia	ESL Data Entry Clerk	20 hours p/week @ \$17.00 p/hour
Romero	Aida	PM ESL Clerical	6 hours p/week @ \$15.50 p/hour

**STATE MANDATED WRITING SAMPLE EXAMINERS: (As needed)**

Harper	Julia	Writing Examiner	6 hours p/week @ \$29.00 p/hour
Magidina	Liliya	Writing Examiner	6 hours p/week @ \$29.00 p/hour
Reilly	John	Writing Examiner	6 hours p/week @ \$29.00 p/hour

**TECHNICAL TRAINING CENTER STAFF: (Rotation Schedule)**

**AM/PM PROGRAM**

Auger	Nelson	Tech Center Instructor	20 hours p/week @ \$29.00 p/hour
Cavallo	Anthony	Tech Center Custodian	18 hours p/week @ \$9.00 p/hour
Dias	Mario	Tech Center Instructor	20 hours p/week @ \$29.00 p/hour
Drapatin	Edward	Tech Center Instructor	20 hours p/week @ \$29.00 p/hour
Levanti	Frank	Tech Center Instructor	20 hours p/week @ \$29.00 p/hour
Mazzamauro	Joseph	Tech Center Instructor	20 hours p/week @ \$29.00 p/hour
Roy	Frank	Tech Center Instructor	20 hours p/week @ \$29.00 p/hour
Sorcinelli	Fred	Tech Center Aide	35 hours p/week @ \$11.00 p/hour
Zello	Frank	Tech Center Instructor	20 hours p/week @ \$29.00 p/hour

**CUSTODIAL STAFF:**

**AM PROGRAM**

Caporale	Danny	Security/Custodial Aide	35 hours p/week @ \$9.00 p/hour
Iasevoli	Peter	Head Custodian	35 hours p/week @ \$14.50 p/hour

**ADMINISTRATOR:**

**PM PROGRAM**

Haddad	George	PM Principal	20 hours p/week @ \$35.00 p/hour
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**ADULT HIGH SCHOOL CREDIT DIPLOMA:**

**PM PROGRAM**

Addona	Marylou	Social Studies Instructor	6 hours p/week @ \$29.00 p/hour
Barbieri	Stephen	Substitute	As needed @ \$24.00 p/hour
Barry	Kathleen	Social Studies Instructor	6 hours p/week @ \$29.00 p/hour
Brough	Karen	CPP Instructor	8 hours p/week @ \$29.00 p/hour
Byron	Raymond	Substitute	As needed @ \$29.00 p/hour
Corden	Carla	General Math Instructor	6 hours p/week @ \$29.00 p/hour
DeBonis	Michael	Social Studies Instructor	6 hours p/week @ \$29.00 p/hour
DelDebbio	Joseph	Substitute	As needed @ \$29.00 p/hour
Epstein	Harold	Computer Instructor	6 hours p/week @ \$29.00 p/hour
Guerrera	Glenn	Substitute	As needed @ \$24.00 p/hour
Hinton	Donald	Substitute	As needed @ \$24.00 p/hour
Kavanaugh	Aryn	English Instructor	6 hours p/week @ \$29.00 p/hour
Leogrande	Catherine	English Instructor	6 hours p/week @ \$29.00 p/hour
Linskey	Tara	Health & Disease Instr.	6 hours p/week @ \$29.00 p/hour
McAloon	Jennifer	Biology Instructor	6 hours p/week @ \$29.00 p/hour
Moreau	Margaret	Pre-Algebra	6 hours p/week @ \$29.00 p/hour
<b>Nichols</b>	<b>Stephanie</b>	<b>English Teacher</b>	<b>6 hours p/week @ \$29.00 p/hour</b>

Post	Bruce	Substitute	As needed @ \$29.00 p/hour
Rossi	Stephen	English Instructor	6 hours p/week @ \$29.00 p/hour
Samolis	Victoria	Computer Instructor	6 hours p/week @ \$29.00 p/hour
Spring	Frank	Math Instructor	6 hours p/week @ \$29.00 p/hour

**ADULT BASIC EDUCATION (ABE):  
PM PROGRAM**

Agostine	Nina	ABE Instructor	12 hours p/week @ \$29.00 p/hour
Bala	Elona	Substitute	As needed @ \$24.00 p/hour
Baranowski	Judith	ABE Instructor	12 hours p/week @ \$29.00 p/hour
Coughlin	Timothy	ABE Instructor	6 hours p/week @ \$29.00 p/hour
Johnson	Jayson	Substitute	As needed @ \$24.00 p/hour
Monaco	Roxanne	ABE Facilitator/Instr.	12 hours p/week @ \$29.00 p/hour
Muro	Nancy	ABE Instructor	6 hours p/week @ \$29.00 p/hour
Pesce	Louise	ABE Instructor	6 hours p/week @ \$29.00 p/hour
Zappone	Evette	ABE Instructor	12 hours p/week @ \$29.00 p/hour

**GENERAL EDUCATION DEVELOPMENT (GED):  
PM PROGRAM**

Aldarondo	David	Spanish GED Instructor	6 hours p/week @ \$24.00 p/hour
Drew	Joseph M.	GED Instructor	6 hours p/week @ \$29.00 p/hour
Mottillo	Sabrina	GED Instructor	9 hours p/week @ \$29.00 p/hour
Trocolla-Vargas	Lillian	Spanish GED Instructor	6 hours p/week @ \$2900 p/hour

**ENGLISH AS A SECOND LANGUAGE (ESL):  
PM PROGRAM**

Bambus	Dolores	ESL Instructor	6 hours p/week @ \$29.00 p/hour
Calabro	Richard	ESL Instructor	12 hours p/week @ \$29.00 p/hour
DeBiase	Janette	ESL Instructor	12 hours p/week @ \$29.00 p/hour
		ESL/Citizenship Instructor	
DeBlasio	Gary	Instructor	12 hours p/week @ \$29.00 p/hour
Febles	Maria	ESL Instructor	6 hours p/week @ \$29.00 p/hour
Magidina	Liliya	ESL Instructor	6 hours p/week @ \$29.00 p/hour
Martinez	Mildred	ESL Instructor	12 hours p/week @ \$29.00 p/hour
Powell	Joanne	Substitute	6 hours p/week @ \$29.00 p/hour
Salgado	Roberto	ESL Instructor	12 hours p/week @ \$29.00 p/hour
Scurso	Lori	ESL Instructor	12 hours p/week @ \$29.00 p/hour

**EDUCATIONAL AIDES:  
PM PROGRAM**

Gray	Derrick	ABE Aide	As needed @ \$21.50 p/hour
Martinelli	David	Bookroom Aide	12 hours p/week @ \$11.00 p/hour

**SECURITY  
PM PROGRAM**

Morrison	Terrance	Security	14 hours p/week @ \$20.00 p/hour
Monroe	James	Security	14 hours p/week @ \$20.00 p/hour

**CUSTODIAL STAFF:  
PM PROGRAM**

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
Martinelli	David	Security/Custodial Aide	16 hours p/week @ \$9.00 p/hour

**ESL CAREER DEVELOPMENT PROGRAM (CDP) - PIP GRANT**

Clampett	Amy	Clerical	1 hour p/week @ \$15.51 p/hour
Magidina	Liliya	Instructor	5 hours p/week @ \$29.00 p/hour
Mottillo	Sabrina	Instructor	1 hour p/week @ \$29.00 p/hour
Norris	Jon	Instructor	5 hours p/week @ \$24.00 p/hour
Perrella	Frank	Instructor	5 hours p/week @ \$29.00 p/hour
Reilly	John	Program Coordinator	15 hours p/week @ \$29.00 p/hour
Soto	Denise	Instructor	10 hours p/week @ \$29.00 p/hour

**INDUSTRY CONCEPT EDUCATION (ICE) - PIP GRANT**

Clampett	Amy	Clerical	1 hour p/week @ \$15.51 p/hour
Gervase	Robert	Instructor	1 hour p/wk as needed @ \$29.00 p/hr
Magidina	Liliya	Instructor	8 hours p/week @ \$29.00 p/hour
Martins	Marianne	Instructor	8 hours p/week @ \$29.00 p/hour
McCasland	Maureen	Coordinator/Counselor	12 hours p/week @ \$29.00 p/hour
Norris	Jon	Instructor	2.5 hours p/wk as needed @ \$24.00 p/hr

**TECHNOLOGY EDUCATION AND CURRICULUM HORIZONS (TEACH) - PIP GRANT**

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

**GREAT OPPORTUNITIES FOR ADULT LEARNERS (GOAL) – ADULT ED. INITIATIVE FOR YOUNG ADULTS**

Butler	Jacqueline	Coordinator	10 hours p/week @ \$24.00 p/hour
McCasland	Donald	Administrator	3 hours p/week @ \$24.00 p/hour

**ONE STOP – ESL (FUNDED BY NORTHWEST REGIONAL WORKFORCE INVESTMENT BOARD)**

Gervase	Robert	Facilitator	1 hour p/week @ \$29.00 p/hour
Muriente	Carmen	Classroom Aide	6 hours p/week @ \$21.50 p/hour
Soto	Denise	ESL Instructor	9 hours p/week @ \$29.00 p/hour

**NON-MANDATED PROGRAMS STARTING SEPTEMBER 18, 2006:**

Ashe	Jan	Quilting	8 hours p/week @ \$24.00 p/hour
Bana	Debra	Weight Loss Awareness	1.5 hours p/week @ \$24.00 p/hour
Betts	Albert	Stained Glass	2 hours p/week @ \$24.00 p/hour
Bonvicini	Pio	Opera	2 hours p/week @ \$24.00 p/hour
Bond	Troy	Martial Arts	2 hours p/week @ \$24.00 p/hour
Caputo	Judith	Real Estate Principles & Practices	6 hours p/week @ \$29.00 p/hour
Church	Mark	Securities/Investment	6 hours p/week @ \$24.00 p/hour
Colella	Charles	Phlebotomy Instructor	28 hours p/week @ \$29.00 p/hour
Coutu	Dave	Lawn Care	2 hours p/week @ \$24.00 p/hour
Dahl	Patricia	Art	7.5 hours p/week @ \$24.00 p/hour
DiCicco	Pasquale	Woodworking	2 hours p/week @ \$24.00 p/hour
Dwyer	Katherine	Piano	2 hours p/week @ \$24.00 p/hour
Ferrucci	John	Cooking	2.5 hours p/week @ \$29.00 p/hour
Gervase	Robert	CNA Coordinator	10 hours p/week @ \$29.00 p/hour
Gloudenis	Mary	Chair Caning	2 hours p/week @ \$24.00 p/hour
Hannon	Adla	CNA	9 hours p/week @ \$29.00 p/hour
Janus	John	Bartending	2 hours p/week @ \$24.00 p/hour
Miller-Jaynes	Betty	CPR	3 hours p/week @ \$24.00 p/hour
LeClerc	Leon	Computers	5 hours p/week @ \$24.00 p/hour
Lew	Hollye	CNA	15 hours p/week @ \$29.00 p/hour
Ligi	Richard	Substitute Phlebotomy Instructor	As needed @ \$29.00 p/hour
Little	Kelly	Know the Law	2 hours p/week @ \$24.00 p/hour

McCasland	Donald	Phlebotomy Coordinator	10 hours p/week @ \$24.00 p/hour
Milo	Jennifer	Basic Excel	1.5 hours p/week @ \$24.00 p/hour
Mirabilio	Maria	Cooking	4.5 hours p/week @ \$24.00 p/hour
Muriente	Carmen	Spanish	4 hours p/week @ \$24.00 p/hour
Nelson	Craig	Budget/Debt Elimination	1.5 hours p/week @ \$24.00 p/hour
Norris	Marie	French I	2 hours p/week @ \$24.00 p/hour
Parsons	Lawrence	Gourmet/Italian Cooking	4 hours p/week @ \$24.00 p/hour
Pascal	Paula	Keyboarding	2 hours p/week @ \$24.00 p/hour
		Computer Literacy for	
Perrella, Jr.	Frank	Seniors	4 hours p/week @ \$24.00 p/hour
Pratt	Nancy	Beautiful Skin	3 hours p/week @ \$24.00 p/hour
Rado	David	Casino Games	2.5 hours p/week @ \$24.00 p/hour
Rodriguez	Jeffrey	Business	1.5 hours p/week @ \$24.00 p/hour
Sholtes	Ann Marie	Photo Albums	2 hours p/week @ \$24.00 p/hour
Soden	Claudette	Self-Help	2 hours p/week @ \$24.00 p/hour
Vigliotti	Maria	Italian I & II	4 hours p/week @ \$24.00 p/hour
*Walker	Michele	Aerobics/Pilates	2 hours p/week @ \$29.00 p/hr * WTA
Zaccharia	James	Swing Dance	2 hours p/week @ \$24.00 p/hour

HAYES: Motion made and seconded. All in favor, opposed, Superintendent's Notification to the Board is received and placed on file. Anything under New Business? Anything under Old Business? Commissioner Harvey.

HARVEY: Ladies and gentlemen, it's with a heavy heart that I make the comments that I have to make now. I've kind of lived with this for two weeks and I feel that as Chairperson of the Personnel Committee I'd be remiss if I did not comment on the handling of this Board in regards to the Adult Education position. I know that we want to maybe sweep this under the rug but we can't. Needless to say I am not pleased with the handling of the position; I'm not going to say the appointments, but just the handling of it. And it all started it seems with the motion. We just approved these meeting minutes from June 18 so this is public knowledge, open to the public to read and obtain copies. A motion was made, item 3.2, and it read, "ladies and gentlemen, with the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the appointment of Steven Douglas as High School Principal of the Adult Education", it was seconded. There was a motion made by Commissioner Flaherty to table item 3.2 and that's where it began, the delays. From that point we reissued the announcement due to a so called leak in executive session. So in effect what we did is basically, I feel, punished the candidates who did nothing wrong, did everything they were supposed to do but we put them through this process again. So this is what I'm questioning, according to research I've done, the motion to table an item is usually abused, it's misused. The motion is not to be used to kill a motion which is I believe what happened on June 18. It is simply to be used to move onto something more urgent, it is to table it, to postpone it for that reason. As I look at the meeting minutes of June 18 I don't see anything that was urgent. We went on with our agenda and continued on with the meeting so there was nothing that was urgent. So I contend that we misused this motion. Had this motion not been misused the outcome perhaps of the selection for Adult Ed Principal would have probably been different. But in effect what happened ladies and gentlemen was that we continued on, we held the interviews. However it was a different outcome, the outcome was that our candidate who was selected the first time was hired by another district. He was hired by another district because the district that he interviewed in immediately recognized that he was a highly

qualified black male candidate. Meanwhile his home base was delaying the process. Perhaps playing politics, I don't know the answer to that, all I know is that there was a delay. That delay contributed to our losing of another highly qualified black male candidate. It is also my understanding that when this candidate interviewed he was hired the same day that he was interviewed. Now I question if another district can recognize a highly qualified black male candidate why can't Waterbury recognize that? I just question that. In closing, in an urban district, and we've heard the speakers speak to this, it is criminal, it is absolutely criminal, and those are harsh words but I'll say it again, it is criminal for us to limit the role models that we provide our students. Speaking from experience, it meant volumes to me to have a black role model standing in front of me teaching because it gave me hope to know that I could one day do the same thing and achieve more. We here in Waterbury, we don't even put this, it seems like it is not even on the radar screen. There was a speaker that spoke about the demographics of the Waterbury School System. We have over I believe, and I'm going to ask for these statistics, 50% of the student population are minorities, yet less than 1% of the teaching population are minorities. We have to do a better job of providing these role models to our students. Ironically, I'm not going to say how many years ago it was when I was in grammar school, but it was a lot of years ago that I was in grammar school, I had role models, when I went to high school I had role models. You look to improve the situation but it seems like our situation has not improved, in fact it's gotten worse and we need to put this issue on the radar screen. So I'm going to back up a little bit and request, I want an opinion from Corporation Counsel on the motion that was made on June 18 to table item 3.2, the proposal to recommend a candidate for the principal position of Adult Education. I want to question it and I want an opinion on that if it was a proper motion. Lastly, again, we here in Waterbury have to stop playing politics with our children's education and we have to start providing role models for these children so that they can have some kind of hope and know that they can achieve what they want to achieve and better. Thank you.

GEREMIA: Just briefly, and again, I'm going to speak for myself, I've kept my mouth shut on this whole issue pretty much the entire time but I would just hope . . . these Board members are all adults and everyone can defend themselves. I am not racist, I've lived in the Caribbean half my life, 99% of my friends are African American or of Caribbean descent so I don't want that comment ever thrown in my direction whatsoever at any point or any day of my life. The reason I voted to table or was in favor of this was not because of race or qualifications or anything. And again, I'm speaking for myself, but in any hiring process for as long as I'm on this Board or whatever, as long as I'm elected, when we're about to hire a candidate and a public speaker comes in front of us and divulges confidential information that was communicated in executive session, that's it for me, we throw the process out and we start again. And I felt confident doing that because I knew Mr. Douglas was a very qualified candidate, he also left for a ton more money and that's fantastic, he probably deserves it. I don't know the gentleman personally but obviously somebody thought he was worth that amount of money. I'm not going to argue his credentials or what not. For me the process was flawed as soon as a public speaker came out and blatantly admitted to a breach of executive session, that's punishable by I mean under law, that's ridiculous. For me the process was redone, is it a shame that Mr. Douglas left, that was his decision. I mean he left the district, he went on to bigger and better things and there is no doubt in my mind that gentleman is going to have a phenomenal career ahead of him, maybe he'll come back to the district, but he went for more money and I can't

blame him for that, I don't think any of us can, I wouldn't expect him to stay for a quarter less pay. But the process went back out and the gentleman was involved in the process and he decided to pull himself out. Whether he felt slighted or not, that's a personal opinion, but if we were to go ahead with the process after that public speaker came forward and divulged confidential information that only maybe 15 people in the room that were invited to be in that room were allowed to know, both candidates, both top candidates, just narrow it down to two, both had a reason to sue the living daylights out of this Board because one of them can claim, the lead candidate can claim that he didn't get the job if he did not get the job because of the breach. If the second place candidate did not get the job he could sue the board that he didn't get it because of the breach. It just put us in a very, well me, myself, again myself, in a very precarious position. I felt confident that the top candidates would come back and be the top candidates again without that breach. It's unfortunate that it worked out, well it's not unfortunate I mean we got a great candidate, we have a great person in that job, but that was for me and I take, I resent strongly, and again I hope they're not directed towards me, those comments or against anybody on this Board, I don't think anybody's racist. I've enjoyed everybody. I mean we have a great Superintendent, Attorney Mosley travels to the south often to predominately black colleges and reports to us often about his recruiting efforts. So I feel confident that I can stand behind these well education brilliant minority people that we have in place that are actively, actively seeking out minority candidates. And I'm sure they can address as they've had to us the difficulties that they run into. And I feel very strongly that we should have strong minority role models. I can personally relate to that but I could completely understand that and I would hope that we would continue to promote minority candidates which I feel we're doing a great job of. Do we need a kick in the butt, fantastic, yes, it never hurts to constantly have a fire under us and it's great to have the NAACP there constantly but accusations and what not, that's tough and claiming that we're being criminal I just had to say something about that, I'm sorry, I just had to get it off my chest.

PETTEWAY: Regarding the Adult Education, I just wanted to say that there's a lot of activity in Adult Education and that happens to be an area I don't think the Board has paid too much attention too but we've seen the results of what comes out of not being aggressive enough and paying attention to, I would ask that the new director or principal of the Waterbury Adult Education and Mr. Guidone if possible, once he get's started, if he could provide for us an organizational chart so we can see who's there, who does what, so we can get a better handle on the Adult Education area there. Because I think we probably need, not probably, we need to make the people in Adult Education more accountable, it just has to be more accountable, that is an area we haven't looked at and I think we should have, we've kind of overlooked it over the years. But now moving forward, I think it would be a good idea if we kind of paid more attention to it so that this, I think Mr. Musto, I think that's his name, so that he can be successful in the education of those adults, can be improved at Adult Education. That's all I would like to say.

FLAHERTY-MERRITT: I too would like to comment on why the motion was made to table. When it came out that information was leaked from executive session I felt that it did deny us the right to vote knowing that there were no prejudice based on the speakers who had come up. And additionally my concern was for the candidate himself. If a vote was taken and this man was not put in, then according to my understandings of Robert's Rules of Order we would not be allowed to make a motion identical to that again. So to not bring forth that motion we would in turn either

discourage him from reapplying because of the breach or also just deny him the job outright and he was a highly qualified candidate and it is a shame we did lose him. But again, my justifications for bringing forth that tabling of the motion was there seemed to be information leaked out, brought forward, and that we were, as a Board, insecure about making any decisions that night because of those breaches.

STANGO: Just briefly, I hear Commissioner Harvey talking about the fact of her role models and black teachers and she is correct on that. We need it, we've been talking about it for the two years I've been on this Board and we talk about different ways to improve it but we don't seem to be able to improve it. I think we are losing ground. At one time in my teaching career, my other life at the West Side Middle School, in my building along working with me side by side were some of my favorite people, my best friends, to name them - Mr. Gilliam, Mr. Henderson, Mr. Morgan, Mr. Grant, Mrs. Booker, these were all in one school, minority, black, at one time, influencing the youth of our buildings. They're not there now, they've retired. Those people had a commitment to Waterbury. Those people worked hard and they put forth their best every day. They were all in one building at one time. So the percentages then were better, with this snapshot as they are now. Do we have to improve it, yes we do. Attorney Mosley is working on that, I'm sure Dr. Snead is working on that, and I look forward to the day when we will improve it. And I hope that we will and I will be glad to help anyone who wants to do that. Thank you.

HAYES: Is there anyone else? Just briefly from my end because we're talking about mishandling things. As was stated by Commissioner Flaherty-Merritt, we had a breach of executive session. It's not a breach when I say I supported the person that we're putting in the position, Mr. Douglas who decided to go elsewhere. When we did the process again, he was my recommendation, it's part of public record. The fact of the matter is our executive session has to be honored and it seems like it must have been a Board member who decided to take it to the community and try to put pressure on this Board and I really don't appreciate that especially as someone who's been working for many, many years trying to do what I can to try to get more people involved. I kept my kids in the public school when I didn't necessarily have to because I saw the value of my kids interacting with all kids from all different backgrounds. Again, someone who worked hard to get Dr. Snead in here, while we've been on the Board, I know Mary, myself, and Joyce in particular, we've added Linda Riddick Barron to our Grants Office, we've added Jim Murray into our Human Resources Office, we've done what we can. Like I said, we really do need to have some help from the community. There are people who have left us because they've got more money. Now there's only so much we can do regarding that. Not that we could have gotten them anymore money but the Oversight Board was in charge of the salaries and I don't know if we can afford to pay more for that. Sometimes we need people to be role models maybe like Dr. Snead, I know we're talking about him getting a 4% in the fourth year, but I know that he can get a job some place else and he's staying here. He's sacrificing, he's not going for the greener pastures or for the money, that's what's happening. I don't necessarily blame them as individuals, I don't know where they're coming from but the fact of the matter is I was there when we called Mr. Douglas, Dr. Snead and myself, and Mr. Frost and we told him that he was going to be recommended again by us for the position at Adult Ed and he chose to tell us that he wasn't going to stay, that there was more money someplace else. I don't have any second thoughts about the way we handled this process. I think we're doing it the best we can. When I went through the screening, as

we went through again, I held it after work hours so people would be able to take part in that process. Would I like to see minorities in positions, absolutely. Like I said, I've been trying to do that for years and years and years with the Naugatuck Valley Project, with the City-wide PTA before I got on the Board, trying to do what I can to get more. I don't know the answer to it other than we have to work together and if there's a way that we can do that, again under Dr. Snead's leadership, I believe that we've done everything we can and we can have a discussion at some point with whomever. I know we even had our WTA President mention how we're losing a lot of good people, we're not just losing minorities, we're losing other teachers and it's a shame. I know it's one of the things that got me involved initially is when I got here and I think it's something that we addressed, stability is important as well especially when kids are coming from an unstable environment. And we've addressed that by holding back on a lot of automatic lateral transfers that went on for years.

And we've gotten some stability at the schools and we denied people an opportunity to move to another school simply because they're more senior and they could move to another school so we could evaluate them and make sure that we're getting the best out of them. So would I like to have Steven Douglas stay here and work for us, yes. And another thing, again, as far as executive session goes, I can say what I said in executive session, I can't say what other people said, but I thought he'd be better suited for middle school as well and it just so happens that's the position he took was at a middle school. That was my position but I was supporting him as Adult Ed because he wanted it and I thought we could keep him here by supporting him on doing that.

Just one other comment or response to Vice President Petteway, I was at the Adult Ed graduation, I've been there for many years, I think we have a great Adult Ed program. It was great prior to Dr. Galvin taking over, for years Don Gonillo and I think we got a really good reputation. As a matter of fact I think our Adult Ed got some statewide recognition this year for the job that they do. And we did do this quite a few years ago, Mary, I think you were involved in that to, looking at Adult Ed and trying to shake out some of the issues that we had and Mr. Guidone helped us with that as well to make sure we had the positions that we need. Obviously, especially with new leadership, we should keep an eye on it and make sure...

WHITE: It should be an ongoing process and that's what I thought it was.

HAYES: I think it has been, I've been comfortable with the process at least for the last four or five years since I've been there but that doesn't mean we shouldn't continue to be involved because it's a very important part of our educational system and it's benefited many people. I'm sure it will continue to benefit many more in the future. That's basically my concern here. I'm running again and some people think I'm crazy to run again, I've done eight years of this, Mary's even crazier than I am. Joyce is going to the Board of Aldermen, that's a little crazy too. But the fact of the matter is we've been working at this for a long time. We take shots like this you do tend to take it personally, I know Commissioner Geremia took it personally as well. I've come to not do that because I know I'm doing the best I can and I feel everybody on this Board is doing that as well. People who haven't been around as long as I have, I haven't sensed any problems with anybody having any concerns about trying to keep certain people down or trying to promote other people based on who they know and all that type of thing. I know that's something that, what I've heard from previous Board presidents and Board

members, they were approached a lot by the Mayor's office or whatever. It happens once in a while, sometimes I agree, sometimes I don't, but I only agree when I think it's right and I disagree when I think it's wrong. I'm comfortable doing that and I wouldn't be running again if I wasn't allowed the opportunity to be that way. And I think this Board has been that way for a number of years now. Dr. Snead has done a good job, I'm glad that we're able to keep him for that additional year. We'll work together moving forward to see what we can do to encourage more minorities to stay in Waterbury especially those who graduate. You know when you look through the graduation you see a lot of our top students are minorities, they don't come back. So that's another issue we have to deal with, we have to figure out a way to get our best and our brightest to come back here and help them to be part of an environment that they feel comfortable. And if they don't yet, I'm not sure what else we can do except to continue to try harder with it.

WHITE: I'm the only one who hasn't spoken so therefore I will. Tonight we had two speakers from two minority groups. The two speakers are well respected in their communities and in the whole community. Just because you're at odds with someone at times doesn't mean you're not respected. I have had the, I have been at odds with Attorney Mosley in the past on this same issue and I suggested that he, because he had such great success with Granville Academy, that he find something in the same kind of a program for teachers. We did have a teacher's program, young teacher's program in the beginning, I don't know what happened to it. But again I will state the only way we can have teachers from minority groups is if the minority groups grow their own and show their children that teaching is a viable and respectful position and it takes time to get there but it's worth it. They can be the role models. The parents should be encouraging children to go into education. We certainly encourage them, we do our best. I think we need more input from our parents in this particular thing and the leaders that are complaining should be going out and finding a way to have more minorities come forth and become teachers. My opinion hasn't changed, you have to homegrow your own, and that includes us.

HAYES: Anything else under Old Business?

### ***ADJOURNMENT***

**Upon a motion by Commissioner Sweeney, and duly seconded by Commissioner Geremia, it was voted unanimously to adjourn at 8:04 p.m.**

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

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