

WATERBURY BOARD OF EDUCATION

Tuesday, October 9, 2007 at 5:30 p.m.

(For the October 15, 2007 Board Meeting - MINUTES ATTACHED)

COMMITTEE MEETING

The Board of Education Committee meetings were held on Tuesday, October 9, 2007 at Gilmartin School, 107 Wyoming Avenue, Waterbury, Connecticut, starting at 5:48 p.m.

PRESENT: President Hayes, Commissioners Harvey, Petteway (left at 6:28), Stango, Sweeney, Theriault, Uriano, and White.

ABSENT: Commissioners Flaherty-Merritt and Geremia.

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 at 7:30 p.m.

Respectfully submitted,

Carrie A. Swain, Clerk
Board of Education

WATERBURY BOARD OF EDUCATION

MINUTES - REGULAR MEETING

Monday, October 15, 2007 at 6:30 p.m.

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

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

ABSENT: Commissioner Geremia.

ALSO PRESENT: Superintendent Snead, Assistant Superintendent Cullinan, Assistant Superintendent Sequeira, Chief Operating Officer Paul Guidone, Director of Personnel Ron Frost, 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 – absent. Commissioner Harvey.

HARVEY: Here

CLERK: Commissioner Petteway.

PETTEWAY: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Theriault.

THERIAULT: Here.

CLERK: Commissioner Uriano.

URIANO: Here.

CLERK: Commissioner White.

WHITE: Here.

CLERK: President Hayes.

HAYES: Here.

COMMUNICATIONS:

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

1. Communication dated October 2, 2007 from Lisa Lessard regarding her daughter.
2. Copy of communication dated October 2, 2007 from Civil Service certifying Sandra Palladino for the position of School Secretary.
3. Copy of communications dated October 4, 2007 from Civil Service certifying Stephen Ezzo and Michael Conner for the position of Painter II.
4. Copy of communications dated October 4, 2007 from Civil Service certifying Trecia Reid, Ilham Saaidi, Derek Copeland, Connie Funderburg-Blackstock, Veronica Rek, Chi Pham-Kompare, Emily Jessup, Lori Polletta, John Rosco, LaShonda Nealy, and Arianne Salcito for the position of Paraprofessional.
5. Copy of communication dated October 4, 2007 from Civil Service offering Thomas Hardy a transfer to Food Service Driver.
6. Copy of communication dated October 5, 2007 from Civil Service certifying Rose Lope to the position of Paraprofessional.
7. Copy of communication dated October 10, 2007 from Civil Service certifying Claire Brogna to the position of Paraprofessional.

HAYES: Motion is made, is there a second? Thank you. All in favor.

PUBLIC ADDRESSES THE BOARD:

Upon a motion by Commissioner Petteway and duly seconded by Commissioner Uriano, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:43 p.m.

Mrs. Hill, Waterbury, CT, had the following comments: Good evening ladies and gentlemen of the Board of Education. Thank you for caring about our students. Good evening Mr. Snead and other members. I come here, I got bad news again tonight, I hear our local reporter will be moving on and not be covering our Waterbury Board of Ed meetings. Hopefully we'll get somebody as good as him to cover the meetings. Please don't take away . . . I'm here tonight to address you and to commend you, this Board, for doing the right things for the students of Waterbury. The uniforms do work. Unfortunately in some schools a month or so have gone by and I know these parents that had the money for these uniforms that are not sending the kids in uniforms. Now we all agree if a family is having a hard time getting a uniform we work with them in Waterbury. But what you do should be getting across to these teachers and administrators and lets not let it go too much longer cause it does affect the other students because then they want to wear their Spiderman or Dora shirts which can be a problem. At this entire Board drew up a plan to help absentee enforcement there are many parents and teachers who are not liking it. A full class, oh my God – too much for a teacher sometimes? These children need to be educated. We have offered a lot of help to our students in Waterbury so necessarily if you've got 28 students in your class some of those students are in another part of the school building, you're teaching 20 on something else or six kids are getting taught somewhere else and we should make it where let's get a full week of attendance every week and then strive for that month of attendance and then we can get a full year of attendance and let's all get on the same page with this because the obstacle out there and the negativity is not what your Board worked so hard for Waterbury to do that other cities are trying to copy. I get the backlash of this often but I swallow it because I know how to be speechless, sometimes. I want this Board to be very aware as I have stated in the past starting our children young, getting them in the habit of the importance of school is all of our jobs. And that would include the staff. We don't wait till middle school and high school especially if it's a student that has grown up in Waterbury and say "gee, you don't have a uniform" when we let a child go half a year with no uniform through elementary school. It's all of us to work together. I'm expressing accountability on all grade levels, if tardy at 8:45 counts for one student it should count for the rest of the students. I personally know, last week my landlord had contractors in the driveway. As hard as I banged on the door that they were working on and yelled with the little voice I did have, a half an hour later they moved the vehicle, I got my child to school a little late but that slip was signed. At least 10 other students walked in after my child, tardy, with no tardy slip that was not signed. We can not single out, and we need to make sure these tardy slips are being done right. Not one child is tardy and 10 others aren't tardy. And I'll be keeping my eyes on it. We can not close our eyes to situations; it's across the Board for all children. Letting children out of class 20 minutes early isn't down time. At the end of the week it's over an hour and a half; a total of six hours a month that they can be learning. My attitude is if my child is late 20 minutes in the morning he will be tardy. You're letting him out of school 20 minutes early, what did he learn? That's six hours a month in my book and it's become a daily practice at certain schools that I can give you off the record. Twenty minutes early, out early, a child late 20 minutes, where's the math? We need our staff to see lost time, everyone is accountable.

I urge this Board to revisit the dress code that we were considering for our staff members. Young children seeing teachers in the open sandals don't get it. Young children seeing their teachers in high schools don't see it and when fathers pick up their students and say oh my God, how could that teacher walk around all day in those high heels, I don't have the answer let him ask that teacher.

I also stand behind the right choices that this Board has made for our children in this City but we need the support of our staff and the positive attitude for our students so they can do it. Never tell a child they can't do it. I don't know if I have Mr. Snead's saying right but I'll get it the best I can – "if you can achieve it and you can believe it you will be something". Do not tell our children they will not succeed when they have opportunity in Waterbury. I know in other cities that opportunity is not there.

Lastly, I personally want to commend you Mr. Snead for staying as long as you have in Waterbury. I didn't know I was going to bump into you in the parking lot, to help our students. As Board members sitting here tonight will attest to, normally when somebody came in from out a state they never lasted a year let alone nine months so I commend you for sticking it out through many obstacles people worrying about your pay, this, that and the other, when they should be concerned with what you really have achieved for our children in stepping up to the plate to make it a better city for our students' learning abilities. I know what I do as a parent-teacher for my child and I need that school to follow through at his level. I also have to say because of some disagreements at the school and because they think I am politically motivated with some of you Board members, I have taken some heavy backlashes that I do not approve of. I recently met with the little voice I have and it was little because I was overcoming the flu and sat down with that teacher and the staff and given them one month probation period to straighten out whatever their issue is and if they can't straighten it out my child will get into a private school that Mom and Dad will pay for. That is the last thing from the bottom of my heart I want to do because I see what my child is learning in the Waterbury Public School System.

I also am here tonight for one other reason, essentially you are building three new schools, possibly adding onto Wilson – could it be some of these teachers are trying to compete for the vice principal for these jobs knowing they will be arising or six, seventh, eighth grade level? Have we ever taken that into consideration? They know these schools are being built, we citizens know they're being built because your Board is committed to it. That's part of the problem. All I can ask is please try to get the staff on the same page. And I'm not running for an office and whoever I do vote for certainly would deserve my vote. And I want to thank you and I'm not a politician and I'm not political but if I vote for you you certainly do deserve my vote and I think many of you members know where that vote goes. And thank you, you have worked hard.

One last thing, I got a phone call this morning about my son's tardies last week. When I explained to the person that called me the situation she wanted documentation and to provide this documentation to Mr. Theriault. I said I don't have time to do that today, there's a meeting tonight but I don't have that paperwork together. And I am an advocate for your absentee policy. Mr. Theriault, I'm feeling a little better, I'm getting over the . . . I think I can find your number, we can meet and I'll give you that paperwork. A couple tardies by 15 minutes or 20 minutes on an "A" student that was

not his fault or my fault, we'll do what we got to do or we'll just leave him tardy and you know what my child is in there being educated, thank you and let's care that the kid is in there tardy and not absent. Good night, God bless you, good luck with the election and I'll be glad when it's over.

Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business at 6:54 p.m.

HAYES: Motion made and seconded. Any discussion? Hearing none – all in favor, opposed. Next, our Superintendent's report.

SUPERINTENDENT'S REPORT: That phrase is if you can conceive it and believe it you can achieve it. Thank you. I, along with several administrators, met on Wednesday with the Cambridge group who is doing an assessment of our schools under contract by the State Department of Education. They are here to give us another viewpoint on improving instruction in our schools in need of improvement. There are 12 school districts participating in this process in Connecticut. The process is designed to provide these districts with another objective view, similar to an accreditation process. We will use it as constructive criticism in our effort to provide the best instruction we can for our students

Thursday morning I facilitated a District Improvement team meeting, assisted by another State Department of Education consultant, Mike Wasta, along with two other SDE officials in revamping our school district improvement plan. We should complete this process during the month of December, and we will bring it forward to the Board of Education for your review at a workshop.

I visited a few schools on Friday. Kennedy High School is moving along nicely under the leadership of its new principal Mike Yamin. I also stopped in at Sprague School where I had the opportunity to help counsel a few troubled students who had misbehaved on the bus that morning. I also gave my greetings to the Granville Academy's art and media fair that evening at WAMS.

Yesterday I met with several superintendents and attended a NY Jets football game with them. We had a great time despite New York's loss.

PRESIDENT'S COMMENTS: Just briefly for me, I know Mrs. Hill touched on it, but I do want to wish Randy James well in his new job. Randy you always treated me, I know, with respect, you've always shown a great amount of integrity; you've been fair in your reporting. I appreciate that and you're gonna be tough to replace, we're gonna miss you. Is it next Monday you're going to be in your new job? Congratulations.

REPORTS

1. COMMITTEE ON GRANTS

PETTEWAY: Randy, I want to congratulate you on your new position. It's just like our good teachers, they leave. Now we had a great reporter, now he's gone. We're just producing good folks in Waterbury. Congratulations, I know you're excited, it's a great challenge for you, and I'm sure you'll do well. Thank you for everything you've done for us. Thank you.

1.1 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously to approve the 2007 – 2009 Consolidated Application for Federal Grants.

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

1.2 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Uriano, it was voted unanimously to approve to apply for the State Department of Education's "Computer Assisted Writing, Instruction, and Testing Grant".

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

1.3 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously to apply for the Target Field Trip Grant for Waterbury Arts Magnet School/Ms. Ford.

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

1.4 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Uriano, it was voted unanimously to approve to apply for the Target Field Trip Grant for Waterbury Arts Magnet School/Ms. Phoenix.

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

1.5 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Uriano, it was voted unanimously to approve to apply for the Margaret M. Generali Grant for Waterbury Arts Magnet School/Ms. Ford.

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

1.6 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Uriano, it was voted unanimously to approve a contract with Haskins Laboratories, Inc. to provide a Literacy Initiative Mentoring Program at Generali, Sprague, and W. Cross Schools.

HAYES: Motion made and seconded. Any discussion?

THERIAULT: President Hayes and fellow Board members, I had the opportunity to witness this program first hand at Sprague School a couple of years ago and certainly it's a great program. It is costing us money in addition to our regular program. And I hear many people say this is the panacea, this is the magic bullet, and if we put Haskins in all of our schools we'll solve all of our reading programs – not true. It's a great program and there are many different kinds of programs that work in a different learning situation and this happens to be one of them that we have been very successful with especially inner-city economically deprived children, socio-economically deprived. This has been very effective in getting at the root base of speech and learning and reading. And I'm very much in favor of the program but one shoe does not fit all sizes, okay, so I think as we go forward here we have to be very cognisant and very diligent about where we apply this program and where we continue to use the Trophies Program and other types of reading programs. Thank you.

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

2. COMMITTEE ON SCHOOL PERSONNEL

2.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Uriano, it was voted unanimously to approve the appointment of Kathryn Barbeau as Supervisor of Special Education.

HAYES: Motion made and seconded. Any discussion? Hearing none – all in favor, opposed, motion passes. Congratulations Ms. Barbeau (applause).

2.2 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Uriano, it was voted unanimously to approve the additional position of Secretary III for the Education Grants Department.

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

3. AD-HOC COMMITTEE ON NAMING OF SCHOOL FACILITIES

Item #3.1

WHITE: Ladies and gentlemen, with the approval of the Ad-hoc Committee on Naming of School Facilities, the Superintendent of Schools recommends approval of the request of West Side Middle School to dedicate and name a portion of their library in honor of Emilia DeLucia, retired Supervisor of Reading, respectfully submitted and **SO MOVED.**

URIANO: **Second.**

HAYES: Motion made and seconded. Any discussion?

HARVEY: Mr. President and ladies and gentlemen, Commissioners - with all due respect to the person that has been nominated and please understand this is a vote not against that person but I must vote no to this and the reason why I'm voting no is in all due fairness to recommendations made by the community. In light of the fact that we have nearly over 70% of our student population that are minorities yet we have nothing that is named to date after minorities. Also in light of the fact of the recent loss of a very, very excellent retired teacher, Lillian Brown, I must vote against this and I'm voting only against the fact that we have not gotten together, we have not respected the wishes of the community in this regard and I look forward to serving on the ad-hoc committee but I think the moratorium should be started now prior to this recommendation. So I will vote no on this recommendation.

THERIAULT: I certainly can appreciate Commissioner Harvey's sentiments and I certainly understand where she's coming from. With that being said, let me speak to the issue at hand and that is Amy DeLucia and having worked with Amy for over 32 years in the system, certainly an outstanding person and there are many other outstanding people out there that need to have various components of the school system named after them both Hispanic, black and white people who have done an outstanding job in making this school system and this town a better place. And unfortunately I'm not gonna draw the line on this one, maybe afterward. But I do look forward to having many, many people nominated for various awards and various components and various rooms especially with regard to our new schools that are coming on line. I think this is a wonderful opportunity to keep their memory and their spirit alive. This lady happens to be still alive even though she is facing some very serious health problems. So I can't say enough about her in terms of what she's done as a reading teacher, what she's done as a human being, she's been an outstanding example and I wish her well and I hope that this naming in some way cheers her spirit up and gives her the elation that she deserves, as with many, many others that will come in the future. Thank you.

HAYES: Any other comments? Commissioner Petteway.

PETTEWAY: This reminds me of the request made by citizens of Waterbury when we first built the Waterbury Arts Magnet School here as we sit. The citizens came out to the Board and asked us to even name the school after a minority individual that would be representative of the community and we chose to name it Waterbury Arts Magnet School. But we did say we would possibly name some of these special rooms in this school after a minority whether it be African American or Spanish. We have yet to do that. I wasn't aware of an ad-hoc committee getting together on this particular issue; it was a real surprise to me. Ms. DeLucia was a very, very good reading teacher so was a lot of other teachers and citizens of the City of Waterbury. I could appreciate us wanting to name a room after this particular person but it's a situation that we always run into on the Board of Education and it's about the process. And at this point right now I would vote no against this because really I don't think we've followed the process and we're trying to follow the process and go by procedures. I think in the summer time something happened where we did not follow the process and that just went through. Well there's no time like the time now to start that process and we as a Board have to

set an example for the other parts of the administration. And as local officials sometimes you have to be bold and step out there and do the right thing. So with that I will be voting no against this particular item. Thank you.

HAYES: Just for clarification, there is no process that this Board ever established for naming a school. These have continuously been coming from the schools, we set up an ad-hoc committee, I asked for volunteers and I appointed members to that committee and that's the committee that will be going in place. I don't think it's fair to say we haven't done our job, that we haven't done our process. If you don't necessarily agree with the person that's being named, that's your prerogative. But there's a process, there has never been a process, we've started the process and it's going to start right after this. And again, if anyone else wants to be added to that ad-hoc committee they're more than welcome. Commissioner Stango.

STANGO: Thank you Mr. President. I hear Commissioner Harvey and I agree with her to a certain extent however I do not recall in the time we've been on the Board any name that's come before us that we have declined. We have always passed and voted just about unanimously, if not unanimously, on every single name that comes before us. Now we have this ad-hoc committee which I'm looking forward to serving on it with you because as you know in the past I have read litany of many people in the community that I have worked with at the West Side Middle School and I am proud to have known and am proud to have worked with and I'm looking forward to naming a room or something in their honor which they so much deserve as do many people. But I will be voting yes on the item tonight. Thank you.

HAYES: Any other discussion? Commissioner White.

WHITE: I will be voting yes on this. I knew Amy DeLucia, I knew her from when she first came into the school system. She gave her all to all the children, to the system itself and I am glad that the school is going to honor her in this manner. I can see the frustration with the things but I think the ad-hoc committee that was formed could look back to see what the history has been of naming schools, it's quite different from naming places within the schools. And I agree with what Commissioner Stango just said, we have done it in the past and we can continue doing that. And hopefully the committee will bring more explanation and clarification to this. Thank you.

HAYES: Anyone else? Commissioner Harvey.

HARVEY: Just for clarification because I knew this would be misinterpreted. The vote is not against the person being nominated, just so that everyone is clear. The vote is not against the person nominated. And Commissioner Stango we had a young lady that came to us I believe a year ago, she's from the WOW organization and spoke very, very intelligently, addressed this Board in regards to and gave us recommendations, I don't know if we still have that letter on file, we should, that gave us recommendations, names of community leaders that she would like to see named for schools, etc. We did not turn her down but we haven't acted on it. So in light of that, and I think that's why I'm voting, that is why I'm voting no, is because we haven't acted on that yet others have come forward, we have now this recommendation before us and we're acting on it

very quickly. So not acting on it, the delay of acting on it, that's what I'm voting against. So again just to clarify, it is not against the person that is being nominated. Thank you.

HAYES: Commissioner Stango.

STANGO: Thank you. I do recall that evening and I do recall her coming and she did an excellent job. I was under the impression that that night it was almost like a school assignment that they were doing to write up this request as an activity and it was a good activity. And I think that also they were talking about the proposed new North End middle school at that time. But I do remember, and you are correct that she did put those names forth and I think Dr. Snead was one of them.

SUPERINTENDENT: And I'm still alive.

HAYES: I know Oprah was there too Doc so. And I said at the time I think if she backed it up with some money we might think about naming part of it for her. Anyone else? No further discussion, I think we'll take a roll call vote please.

ROLL CALL VOTE: Yeas: Commissioners Flaherty-Merritt, Stango, Sweeney, Theriault, Uriano, White, and President Hayes - 7
Nays: Commissioners Harvey and Petteway – 2

HAYES: Motion passes seven in favor, two against. Next item Commissioner White.

WHITE: May I say something on this. I think there's a misspelling on her name.

CLERK: Yes.

Item #3.2

WHITE: Ladies and gentlemen, with the approval of the Ad-hoc Committee on Naming of School Facilities, the Superintendent of Schools recommends a moratorium on naming of school facilities for a three month period, or until such time policies and guidelines are created and approved by the Board, respectfully submitted and **SO MOVED**.

HARVEY: **Second.**

HAYES: Motion has been made and seconded. Is there any discussion?
Commissioner Harvey.

HARVEY: Thank you Mr. President. I believe in the Workshop we discussed a date, not necessarily a date but a timeframe of which we would meet, the ad-hoc committee. I would like to firm that date up if possible right now and have the ad-hoc committee have an official meeting to discuss rules and regulations and policies, etc.

HAYES: Commissioner White.

WHITE: If I may answer that, I have already spoken to the Clerk of the Board and asked that we, the Monday that we have no meeting, that I would bring it up tonight knowing that this was on the Agenda. What is the date, all I know it is the third Monday because we have five Thursdays? I also thought we could have other meetings that night too.

CLERK: November 19.

WHITE: So I would like to firm that, put that date down as firm and the people who are on the Committee or coming to the Committee bring any information that you have on naming facilities and history of the names of the facilities. It will probably be in the Superintendent's Office. The reason it's that night is because there is no meeting that day, that's our free Monday.

HAYES: Just for clarification, Paul or maybe Herb, there is a current list of names; I think that was provided for us at one point, maybe we could have that provided for this Committee. Madam Clerk says she has it.

GUIDONE: We have done that in the past, I think Carrie had sent that out, but we can resend it.

HAYES: Whatever information would be helpful to the Committee.

HARVEY: Thank you. First of all, I don't know, have we named a chairperson to this committee?

HAYES: I appointed Commissioner White.

HARVEY: You appointed.

WHITE: Usually the first person named to the committee is the chairman.

HARVEY: Is that written somewhere? Is that written in the rules and regulations? Because I thought we would vote on that. I would like the name of the persons that are part of the ad-hoc committee, if we could just state those names please. Secondly, Carrie if we can look in the files, the archives, and it would be the archives, the letter that was submitted by the young lady, I think you probably have that. If you could just make sure we have that available. But I would like the names of the ad-hoc committee mentioned.

HAYES: Members of the ad-hoc committee, those who volunteered – Commissioner Charles Stango, Commissioner Ann Sweeney, Commissioner Karen Harvey, and Commissioner Mary White. And I did since I got here tonight heard there hadn't been a chairman selected, in my capacity as President I'm supposed to appoint chairmen of all these committees as I have appointed every chairmen of every committee that we have. I appointed Commissioner White this evening. Is there any further discussion on the motion?

THERIAULT: I'll be short and sweet. I'm opposed to this moratorium because I think that as people's names come up we should be able to do the same thing with someone else that we did with Amy DeLucia. I don't think there should be a moratorium; I think that we should have this ad-hoc committee go forward. If somebody wants to nominate somebody for a different aspect of a building or something else such as Lillian Brown who unfortunately passed away and will be missed very dearly and all of the hard work that she did for this system, she's certainly deserving. And if her name came up next week I'd be the first one standing up voting for her. So in terms of the moratorium I'm against it because it smacks of unfairness to me. And I can appreciate what the other two Commissioners are saying and they are absolutely right, it makes it seem unfair and I don't think there should be a moratorium. The ad-hoc committee can meet, I don't think it should be an ad-hoc committee, I think it should be a committee, maybe a special committee but a committee. And you are right president Hayes, you can appoint the chairman of the committee and the other Board members here can also attend that meeting. But I think as we go forward if there are any deserving members, and there are plenty, there are thousands of people out there that are deserving. If this thing takes two or three months, so be it but in the meantime somebody wants to propose a name I'm not going to vote for a moratorium, thank you.

HAYES: Any further discussion on the moratorium? Hearing none we'll do a roll call vote again please.

ROLL CALL VOTE: Yeas: Commissioners Flaherty-Merritt, Stango, Sweeney, White, and President Hayes - 5
Nays: Commissioners Harvey, Petteway, Theriault, and Uriano - 4

HARVEY: Commissioner Theriault, you got me, I'm going to vote no.

HAYES: Motion passes five, four.

4. COMMITTEE ON SCHOOL ACTIVITIES

PETTEWAY: Before I get started, Mr. President, I wasn't here at the last Workshop and you know folks should chime in if there's something different from what I'm going to deny or approve tonight. I did review all of this.

4.1 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.

4.2 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Uriano, 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 passes unanimously.

4.3 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Uriano, it was voted unanimously that the request of O & G Industries/ACE Mentor Program for a waiver of custodial fees for their use of Waterbury Arts Magnet School in the approximate amount of \$1,532, be approved.

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

Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted, with Commissioner White voting “no” on item 4.8, to approve items 4.4 through 4.8, as listed:

- 4.4 Approve that permission be granted to D. Ring, KHS, and one chaperone to take 12 students to Boston, MA from December 6 through December 9, 2007 to visit Harvard Model United Nations.
- 4.5 Approve that permission be granted to D. Rossi, KHS, and three chaperones to take 33 students to Salem, MA on October 30, 2007 to visit various historical sites.
- 4.6 Approve that permission be granted to V. Barone, KHS, and three chaperones to take 35 students to New York, NY from November 10 through November 12, 2007 to visit various sites.
- 4.7 Approve that permission be granted to R. Haxhi, WHS, and five chaperones to take 48 students to Boston MA from November 7 through November 8, 2007 to visit various historic sites.
- 4.8 Approve that permission be granted to K. Paukova, WAMS High School, and four chaperones to take 46 students to Quebec, Canada from May 22 through May 24, 2008.

HAYES: Motion made and seconded. Under discussion – Commissioner White.

WHITE: I will be voting against 4.8 which is the Quebec, Canada trip for the reasons stated at the Workshop.

HAYES: Any other discussion? Hearing none – all in favor, opposed – for the record, again, Commissioner White is opposed on item 4.8 only.

4.9 Upon a motion by Commissioner Petteway and duly seconded by Commissioner White, it was voted unanimously to approve that permission be granted to Kiwanis Club of Waterbury to hold their annual snack sale during the week of October 22 - 26, 2007, subject to review by the Director of Food Service.

PETTEWAY: I must say that I did talk to the Director of Food Service today and she did put a phone call into Mr. Post and he didn't return a call. He said to her that the snack would be some type of a pretzel and that pretzel was not on our list. However, she was going to list to him the different types of pretzels that were okay. I pretty much believe that he will comply with that.

HAYES: Just for clarification, that's why we have it as "subject to review by the Director of Food Service". So if something is approved and maybe later on we're not too thrilled with, we're giving the authority now to the Director of Food Service with this vote. Any other discussion? Hearing none – all in favor, opposed, motion passed unanimously.

5. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Petteway and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to receive and place on file items 5.1 through 5.6, Superintendent's Notification to the Board, as listed:

5.1 Athletic appointments effective immediately:

Chabot, Albert – Head Boys and Girls Cross Country Coach, CHS
Coggins, Will – Assistant Football Coach, CHS.
Gwiazdoski, Paul – Interim Junior Varsity Soccer Coach, CHS.
Rodriguez, Alberto – Girls' Volleyball Coach, WSMS.
Ryan, Diane – Head Soccer Coach, WSMS.
Vassar, Ryan – Head Varsity Soccer Coach, CHS.

5.2 Grant funded appointments effective immediately:

Calabro, Marcus – Field Data Assistant, Special Education, 10 months per year, 35 hours per week, non-union position with benefits governed by the SEIU Agreement.
Downey, Diana M. – Internal Data Assistant, Special Education, \$40,000 annually, non-union position with benefits governed by SEIU.
Martino, Rosanne – Literacy Teammate, Bucks Hill School, \$30.00 per hour for 5 hours per day, 3 days per week for 24 weeks, no benefits.
Murphy, Cindy – Attendance and Truancy Coordinator, WAMS, \$30,000 annually, 10 months per year, 35 hours per week, non-union, benefits governed by SEIU Agreement.
Rodrigues, Dunia E., Data Manager, Special Education, non-union position with benefits governed by WMA Agreement.

5.3 Academic Achievements effective 08/27/07 unless otherwise noted:

Teacher	School	From	To	College/University
Aftowski, Michael	KHS	MA, Step 2	MA+15, Step 2	UB
Aubertin, Sarah	WSMS	BA, Step 2	BA+15, Step 2	UB
Baughn, Diane	KHS	MA+15, Step 2	MA, Step 2	U of Phoenix

Behlman, Pia	Carrington	MA+15, Step 7	6 th , Step 7	CCSU
Bell, Michelle	Brooklyn	MA, Step 2	6 th , Step 2	UB
Bergin, Maureen M.	Bucks Hill Pre-k	MA, Step 3	MA+15, Step 3	UB
Beshi, Medali	CHS	MA+15, Step 6,	6 th , Step 6	U of Hartford
Blake, Zita	Driggs	MA+15, Step 7	6 th , Step 7	SCSU
Brown, Yvonne	Walsh	MA, Step 11	MA+15, Step 11	SCSU
Byron, Raymond	WHS	MA, Step 2,	MA+15, Step 2	U of New England
Capobianco, Patricia	WMS	BA, Step 7	BA+15, Step 7	U of New England
Carpentieri, Stephanie	Washington	MA+15, Step 2	6 th , Step 2	UB
Carpinella, Marnie	WMS	MA, Step 5	MA+15, Step 5	U of New England (Retro to 3/1/07)
Celotto, David	WHS	MA, Step 2	MA+15, Step 2	SCSU
Ciarleglio, Adam	WAMS	MA, Step 3	MA+15, Step 3	Fairfield U
Corden, Carla	WAMS	BA+15, Step 4	MA, Step 4	CCSU
Cremins, Alison	KHS	6 th , Step 2	6+15, Step 2	U of Hartford
DePillo, Debra	WSMS	MA, Step 2	MA+15, Step 2	UB
Dillon, Erin	Enlightenment	6 th , Step 7	6 th +15, Step 7	UB
DosSantos, Shannon	Driggs	MA+15, Step 2	6 th , Step 2	UB
Drewry, Paul	Maloney	MA+15, Step 3	6 th , Step 3	UB
Egan, Alzira	Maloney	MA+15, Step 12	6 th , Step 12	U of New England
Fengler, Kelly	Wilson	BA, Step 4	BA+15, Step 4	WCSU
Fontaine, Heather	Bucks Hill Pre-k	BA, Step 2	BA+15, Step 2	UB
Franks-Blanchard, Lauren	WHS	MA, Step 6	MA+15, Step 6	SCSU
Frenis, Janet	WMS	BA+15, Step 6	MA, Step 6	CCSU
Gonzalez, Lurdes	WHS	MA+15, Step 2	6 th . Step 2	CCSU
Hall, Dawn	Chase	MA+15, Step 5	6 th , Step 5	CCSU
Hernandez, Ivan	NEMS	BA, Step 3	BA+15, Step 3	CCSU
Hudimatch, Rosemary	KHS	MA+15, Step 12	6 th , Step 12	SCSU
Isaku, Ermira	WAMS	BA+15, Step 4	MA, Step 4	SCSU
Jordan, Ellen	WMS	MA, Step 1	MA+15, Step 1	WCSU
Jurewicz, David	WMS	BA, Step 2	BA+15, Step 2	CCSU
Karr, Devora	Driggs	MA+15, Step 2	6 th , Step 2	U of New England
Kollchaku, Nikoleta	CHS	MA, Step 4	MA+15, Step 4	U of New England
Kroc, Lisa	Wilson	BA+15, Step 2	MA, Step 2	SCSU
Kukanskis, Sarah	Generali	BA+15, Step 4	MA, Step 4	SCSU
LaCapra, Carolyn	Gilmartin	MA+15, Step 8	6 th , Step 8	SCSU
Lacerenza, Patricia	Bucks Hill	MA, Step 2	MA+15, Step 2	UB
LaChapelle, Sarah	Kingsbury	BA+15, Step 2	MA+15, Step 2	SCSU
Lambo, Laureen	Hopeville	MA, Step 2	MA+15, Step 2	U of New England
Lerose-Federico, Lindsey	Bucks Hill	MA, Step 1	MA+15, Step 1	U of New England
Lucarelli, Jodi	Generali	MA+15, Step 2	6 th , Step 2	UB
Luchina, Jodi	Hopeville	MA+15, Step 2	6 th , Step 2	UB
Lucian, Michelle	Driggs	MA+15, Step 2	6 th , Step 2	UB
Magnavice, Jennifer	WMS	6 th , Step 4	6 th +15, Step 4	State U of NY
Maley, Robert	WHS	BA+15, Step 2	MA, Step 2	UB
Manning, Amy	Hopeville	MA, Step 2	MA+15, Step 2	Yale
Martinelli, Kelly	CHS	MA, Step 3	MA+15, Step 3	UB
Mead, Christine	WSMS	6 th , Step 2	6 th +15, Step 2	CCSU
Morotto, Christine	Driggs	MA, Step 2	MA+15, Step 2	UB
Napolitano, Kathleen	Walsh	BA, Step 2	BA+15, Step 2	UB
Natoli, Jane	Barnard	MA+15, Step 12	6 th , Step 12	U of Phoenix
Nole, Joseph	Supervisor	MA+15, Step 5	6th, Step 5	UB (retro to 3/1/07)

Nunes, Isabel	WHS	MA, Step 5	6 th , Step 5	SCSU
O'Brien, Laura	KHS	BA+15, Step 2	MA, Step 2	U of New England
O'Donnell-Delbuono, Patricia	Brooklyn	MA+15, Step 2	6 th , Step 2	U of New England
Osiecki, Erin	Enlightenment	BA, Step 2	BA+15, Step 2	Walden U (Approved by the State)
Parks, Elizabeth	Tinker	BA+15, Step 2	MA, Step 2	CCSU
Pelletier, Roseann	Generali	BA, Step 2	BA+15, Step 2	UB
Perrelli, Andrea	Wilson	BA+15, Step 2	MA, Step 2	UB
Perugini, Maryellen	Bunker Hill	MA, Step 8	MA+15, Step 8	U of New England
Petteway, Sonya	CHS	6 th , Step 6	6 th +15, Step 6	UB
Proulx, Sarah	Sprague	6 th , Step 4	6 th +15, Step 4	UB
Quinn, Rebecca	Special Ed.	BA+15, Step 1	MA, Step 1	St. Joseph College
Ridley, William	NEMS	MA, Step 12	MA+15, Step 12	CCSU
Rosenberry, Kristen	WSMS	BA, Step 2	BA+15, Step 2	CCSU
Ruffin, Mardelle	Driggs	MA, Step 8	MA+15, Step 8	UB
Silva, Joseph	WSMS	BA, Step 1	MA, Step 1	UB
Simoes, Odet	Generali	6 th , Step 2	6 th +15, Step 2	U of New England
Solimine, Nicole	W. Cross	BA+15, Step 2	MA, Step 2	The Graduate Institute (Approved by the State)
Stellmach, Caryn	Enlightenment	6 th , Step 6	6 th +15, Step 6	WCSU
Sullivan, Michael	CHS	MA, Step 2	MA+15, Step 2	UB
Sweeney, Betsey	Bucks Hill	MA, Step 2	MA+15, Step 2	UB
Toucet, Nyree	CHS	MA+15, Step 2	6 th , Step 2	CCSU
Wainwright-Staton, Karen	WAMS	MA+15, Step 5	6+15, Step 5	U of Hartford
Wallace, Dana	NEMS	MA, Step 2	6 th , Step 2	SCSU
Weigold, Traci	WAMS	MA, Step 2	MA+15, Step 2	WCSU
Wilkins, Tracey	Driggs	6 th , Step 2	6+15, Step 2	SCSU
Wilson-Hintz, Judith	Driggs	MA, Step 4	MA+15, Step 4	SCSU
Zylali, Rowena	Regan	MA, Step	MA+15, Step 2	UB

5.4 **Teacher new hires:**

	<u>Name</u>	<u>Location</u>	<u>Position</u>	<u>Degree</u>		<u>Effective</u>
113	Albini, Anthony	Crosby	Science	MA	1	10/15/2007
114	Berry, Rebecca	Enlightenment	English	MA	1	10/1/2007
115	Dibella, Lee	Kingsbury	4	BA	1	8/27/2007
116	Fransson, Roger	Crosby	Latin	6TH	11	10/15/2007
117	Gault, Nancy	Walsh	TESOL	MA+15	1	10/9/2007
118	Kinne, Jennifer	Rotella/Sprague	Social Work	6TH	1	9/17/2007
119	May, Bruce	Wilby	Spec Ed	6+15	7	8/27/2007
120	Milkovic, Katherine	Kingsbury	2	BA+15	1	8/27/2007
121	Santoro, Linda	W. Cross/Brooklyn	TESOL	MA	1	9/24/2007
122	Scappini, Mary Catherine	Bucks Hill	Pre K	BA	1	10/1/2007
123	Sciegaj, Jennifer	Bucks Hill	Pre K Sped	BA	5	9/14/2007
124	Scirica, Erin	Enlightenment	Music	BA	1	10/3/2007

5.5 **Leave of absence requests:**

Dalessio, Jennifer – requesting an unpaid childrearing leave of absence from 10/26/07 through 03/03/08.

5.6 **Adult Education appointments effective 10/16/07:**

Mason, Lisa – Substitute, 6 hours per week, as need, at \$29.00 per hour.

Nieves, Charlie – Substitute Security, 14 hours per week, as needed, at \$20.00 per hour.

Silva, Edward – Substitute, 12 hours per week, as needed, at \$29.00 per hour

HAYES: Motion made and seconded. Commissioner White.

WHITE: I have a question, I don't recall this from the Workshop, but there are two names on the notification that are retro to March and I was just wondering if there was an explanation?

SUPERINTENDENT: Are you referring to the advanced degrees? Ron Frost, did you just receive the notification from these individuals?

FROST: Yes.

SUPERINTENDENT: That's typically what happens is they notify us at a later date after they've already received their advanced degrees or course work.

HAYES: No further questions? All in favor, opposed, Superintendent's Notification will be received and placed on file. New Business?

HARVEY: I just want to congratulate Randy on his new position. I wish you the best of luck, we're gonna miss you here. But just remember us when you become very, very famous, remember Waterbury, Connecticut and the Board of Education. Thank you.

HAYES: You'll soon be old business Randy.

THERIAULT: A couple of meetings ago we got a report about all the various students that were coming into our system from all over the world and all over the United States and especially from this area – New York area and Boston area, large cities and large states. I have yet to see the ED006 and it is my understanding that the ED006 at this point in time, at least as of shortly after the first week of October, indicated approximately 77 new students. That's of course dropping most of the students that don't show up and reporting to the State. So if we could get an update of that report I'd appreciate it.

GUIDONE: It should be in your Board packet, I sent it out last week.

HAYES: Anything else under New Business?

PETTEWAY: I have something that interests me Mr. President. You know I read and notice the weekly incident reports and I happened to read that one today regarding the first grade, two first grade females I guess they were having problems there in the school building and then the report says and they proceeded to call the police. We addressed this problem before and I just want the establishment, the teachers, principals, and administrators to be cognizant of why and when they call the police. As I recall, in the policy, the police is not to be called unless that child is going to bring harm to themselves, a teacher, or other students. I just want to make sure that we're not so quick to call the police on these students because first grade calling the police or any grade calling the police so quickly on our students is certainly enough to discourage them from participating and getting a good education. I just think that the teachers and principals sometimes are just a little bit too loose with calling the police. And I tell you

there is a policy, it is in writing, and they're only to call the police when that child is endangering himself, the teacher, or his surroundings. There should be some detention, don't tell me you can't call out a first grader and put them in the room until they relax a little bit. I mean, we need to just be cognizant of this because this is not good. It is not good at all. So if there are no ways and means to professional development on how to deal with the discipline of these children, I think you should improve the professional development of our administrators on how they deal with the children. Maybe I'm way off but I just don't think it's right where every time the children get into trouble, and they are children, and it's up to the teachers and the administrators to be adults, these are children. I don't think calling the police is necessary. I don't think it's necessary the way they call police on these children. So I would ask Dr. Sneed to please maybe in their professional development, please mention that because for awhile they had quieted down but I've been reading these reports and it's very discouraging to our children. You remember when you were small; something that was said to you either encouraged you or discouraged you and probably stuck with you for the rest of your life. So we got to be careful how we treat our children, thank you.

HAYES: Just to be clear, if you're making reference to the one we received this evening it did say that one of the students assaulted three staff members. So I think that may be the reason for it.

SNEAD: You'll be happy to know that we've just begun professional development in the area of what's called positive support behavior. And how many, Anne Marie Cullinan, how many staff members did we have at the first session?

CULLINAN: We're training a team in every building in the City and a district-wide team. We're the only city in the State who has undertaken this district-wide to provide this kind of intervention early on before we get to a suspension or police.

PETTEWAY: I'm happy to hear that. Thank you.

ADJOURNMENT

Upon a motion by Commissioner Harvey, and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to adjourn at 7:37 p.m.

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

Resolutions signed by Mayor Michael J. Jarjura on