

WATERBURY BOARD OF EDUCATION

Tuesday, November 13, 2007 at 5:30 p.m.

(For the November 19, 2007 Board Meeting - MINUTES ATTACHED)

RESCHEDULED COMMITTEE MEETING

The Board of Education Committee meetings were held on Tuesday, November 13, 2007 at Crosby High School, 300 Pierpont Road, Waterbury, Connecticut, starting at 6:00 p.m.

PRESENT: President Hayes, Commissioners Flaherty-Merritt, Harvey, Petteway (left at 6:20 p.m.), Stango, Sweeney, Theriault, Uriano, and White.

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

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

ADJOURNMENT

The Committee meetings adjourned at 8:59 p.m.

Respectfully submitted,

Carrie A. Swain, Clerk
Board of Education

WATERBURY BOARD OF EDUCATION

MINUTES – RESCHEDULED REGULAR MEETING

Monday, November 19, 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, and White.

ABSENT: Commissioner Uriano.

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

MEETING CALLED TO ORDER

President Hayes called the meeting to order at 6:52 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 Harvey.

HARVEY: Here

CLERK: Commissioner Petteway.

PETTEWAY: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Theriault.

THERIAULT: Here.

CLERK: Commissioner Uriano – absent.

CLERK: Commissioner White.

WHITE: Here.

CLERK: President Hayes.

HAYES: Here.

COMMUNICATIONS:

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

1. Waterbury Public School's Final 2006-07 Strategic School Profiles.
2. Capital Funds and Special Revenue Funds Status Report for quarter ending September 30, 2007 from John Jedrzejczyk, Director of Finance.
3. Copy of communication from Richard Geremia to Mayor Jarjura received October 23, 2007 announcing his resignation from the Board of Education.
4. Copy of communication dated October 25, 2007 from New England Association of Schools and Colleges to regarding Crosby High School.
5. Copy of communication dated October 25, 2007 from Civil Service certifying Donald DiLorenzo for the position of Maintainer II.
6. Copy of communications dated November 2, 2007 from Civil Service certifying Christopher Palangio and Kevin Leach for the position of Maintainer II.
7. Copy of communication dated November 5, 2007 from New England Association of Schools and Colleges to regarding Kennedy High School.

HAYES: All in favor, opposed, motion passes.

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 6:55 p.m.

Linda Spells, 61-B Gilyard Drive, had the following comments: And I'm a grandparent and I just want to commend some of the teachers, my grandson used to go to Wilby but now he's in Excel III and he's doing wonderful. He's getting 89 and 93 on all of his subjects. When he was in Wilby he couldn't do that. He's going every day now

because he was truant and now he's doing good and I want to commend West Side Middle School because they're really doing wonderful with parent involvement. And so is Wilson and so is Walsh. And all I want to say is if we can keep doing what, I'm asking is for all of us to work together and not be hatred for anybody else. Like the Board of Education working together with the parents and I think we'll do better if we work together and make our school system what it should be. Thank you.

Lisa Lessard, 538 Sylvan Avenue, had the following comments: I'm not here in, with my federal thing that's going on because people are taking care of that but I am here to let you know my daughter is going to a different school, she's doing great at that different school. We have a PPT tomorrow and I did have a planned speech but I just talked with Ms. Roberta Abell on certain things and she said she was going to try to help me with certain circumstances. So I'm entrusting that will happen, so thank you. What I did want to say was with a special education department here in Waterbury City it's a big struggle for us parents and we need to get the proper respect that we need to get respect you need to give respect. You need to also help us parents when we need like under a list of recommendations when it comes to IEP's and PPT's. They're there to follow, under the federal laws IDEA/504 and the American with Disabilities ACT. Those laws are there to protect our children to get what they need in accordance of making sure it happens. The LEA liaisons, the supervisors of special needs, the parents, as well all team members basically go forth, make a schedule what needs to happen, how it needs to happen. But it needs to be followed through an implemented. It's up to Waterbury City to make sure a school is implementing and it's up to school to make sure they implement. Now I'm glad my daughter is in some other school, she's doing well with her learning disability and is given tools and knowledge she needs with. However, at the present time, which I talked to the supervisor about earlier, my daughter was using her personal hearing aids, she has three, she has two, and then she has a backup. The backup and the other personal hearing aid which are two good working ears believe it or not are broken because at the new school she did not have, she had the FM system provided by Waterbury City but not the hearing aids provided by Waterbury City like she's always had at the American School for the Deaf in West Hartford for the last seven years. So Roberta said that we will talk about that tomorrow and she will try to get something for my child. I am very upset about this just because my daughter is going to miss hearing at school with class work, hopefully that will change if we get what we need. She will also be missing the Macy's parade, her 12th birthday; with everything she's been through at the other school she won't be hearing any of that. Hearing aids take two months to get repaired, her personal home hearing aids. So I'm also asking seeing it's so discouraging for a parent, any special education; parent when they go to PPT's and how they're run, that maybe, I'm inviting anybody on the school Board to go to PPT's with us parents, see how they're run, see what the list of recommendations are all about, see about the federal laws and guidelines, 504 and everything. Because I'm pretty sure any special educational parent, we want to work together with the school Board, we want to work together with Ms. Anne Marie Culligan's office, and Dr. Snead's office is awesome, he looks at the whole child like he should and I repeat that at almost every PPT – you need to look at the whole child. I just got a full neurological psychological eval back for my child that Waterbury City helped pay for, what I have been talking to the American School for the Deaf for the last seven years on, just proved me absolutely positively correct and I was hoping I would be proved wrong. And believe it or not everything I've asked for at PPT's in accordance to basically for one reason or another wasn't happening. But if the School Board

basically can get more involved with the Special Education Department across the street and look at the whole child as well like Dr. Snead always does, then our children will do better because together and united we can make a difference but alone we can't make a difference. And you do know about the other thing that's going on and seriously they're looking into it and they're taking great care on. My daughter's new school, fantastic, awesome, the nurse knows exactly what to do, how to do it and when to do it. And that basic, she's getting the tools and knowledge she needs with all her learning disabilities. My daughter now has 10 learning disabilities and five disorders and that's what the full neurological doctor said which I've been stating for the last umpteen years but it just got proven by doctor. So I'm hoping she gets what she needs because he gave me a five page report and their lists of recommendations and 18 steps for the school to take with recommendations for Waterbury as well. So I'm just hoping I don't have the same problem I had at the other school that we can all unite, work together, and do what we need to do for all our children. Not just my child, all special educational students outside and inside of Waterbury School districts so our children have equality, justice and fairness within the laws that are there to protect them.

HAYES: Thank you Ms. Lessard.

LESSARD: Thank you and God bless and you have a nice evening. And I just want to say one more thing; Jimmy Uriano who's not here tonight because he's at . . . reception is going to be missed by us parents a big time. He might have sat on the Board and not say much but he did a lot behind the scenes. He is a great, awesome guy and I want to mention, I know there's an opening on the School Board, it would be very helpful like Gladys Wright, she works for downtown, she's awesome, she's great, she cares about our children, she has a big heart and she's right up there in my heart with Frank. So basically she would be a good replacement but maybe somebody on the School Board with that position should put a parent or somebody who knows about the federal laws and guidelines, IDEA/504 and the American Disabilities Act so when there's other parents coming up here and complaining about such they know what in accordance to. And I'm not saying me; I'm saying any other, anybody in accordance to. So thank you and God Bless. Let's all work together because we haven't in the past. Thank you.

Ann Marie Fraioli, 284 Austin Road, had the following comments: And I'm here just to say much of the opposite of what we just heard. I have two children who have special needs and I worked with the Waterbury School System. I have two other children, one who's now in Holy Cross, one who's in the Kennedy program that are doing wonderful. My other two children who are special needs, I always found that if we just went to whoever was handling the situation for special needs and if there was something that you needed as long as you asked and followed through you would receive. I have my ten year old, he's doing wonderful now, he's reading much better and writing much better and coming along at such a wonderful pace. And my six year old who started in a special ed program up at Bucks Hill because I was blessed to have had him in the NOW Program which detected the early onset of his issues so he was diagnosed very early and we were able to get him up at Bucks Hill and he did wonderful. Now he's in Walsh and he did transitional and he's now regular mainstream but still getting special services. And I just wanted to come here tonight to let you know that I do believe in the Waterbury school system, I have two older to prove that there's nothing wrong with this system as long as the parent becomes involved, goes over to the school and talks to the teacher, the principal, vice principal, whoever they need to talk to to get what they

need because my children are getting everything they need and some. You have to take advantage and read all notices regarding tutoring that's offered for the kids at home or they have special spots for this. And it's there, you just got to reach out for it and I never had a problem receiving any services or anything my kids needed from the special ed programs here in Waterbury so I was very shocked to hear Ms. here with such a complaint because like I said I have a 17 year old who has now graduated, came out of Walsh, came out of West Side and is now at Holy Cross for his second year. I have another student who also came out of Walsh and West Side and is over at Kennedy and was offered to go to Holy Cross also. But I'm just saying I think you guys are doing a really great job and I'd like to see it continue and I'm glad that Walsh is not the lost school in the hill anymore. It just seemed for a while there it was missing. A lot of good things are happening up there and if you don't know or haven't seem you should stop up there because they have great programs and a lot of good things are going on and those kids are really coming along and I have to commend Mr. Brown for that and Ms. Chauncey and all of the teachers there who are working together to get these kids really where they need to be. Thank you.

Upon a motion by Commissioner Petteway and duly seconded by Commissioner Stango, it was voted unanimously to return to the regular order of business at 7:07 p.m.

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

SUPERINTENDENT'S REPORT: The state Teacher of the Year ceremony was held last Thursday evening in New Britain. Our Waterbury Teacher of the Year, Joan Dooling, received a plaque, along with over 160 other teachers from around the state. Our own Erik Brown, principal of Walsh School, sang the National Anthem. Both Brooklyn and Generali Schools were ranked in the list of top ten "most improved" elementary schools by ConnCAN – the Connecticut Coalition for Achievement NOW. Brooklyn was ranked seventh with a 14.1% increase in percentage of students achieving goal range across all subjects, and Generali was ranked tenth, with a 13.1% increase. Rotella was also ranked among the top ten elementary schools in the category of African American students within goal range, with 52.2% of its 5th grade African American students achieving goal across all subjects.

Chase School collected 1,164 cans of food that were donated to the Salvation Army as part of a Thanksgiving activity.

Last Friday the Waterbury Rotary Club distributed more than 1,600 dictionaries to third graders in Waterbury. The dictionaries were funded by the Rotary Club of Waterbury, the Waterbury Republican-American newspaper, the Savings Bank of Danbury and Cipriano Training and Development, Inc.

This past week, I attended the NABSE Conference in Nashville where I conducted Professional Development as chairperson of the Superintendent's Commission.

Schools will dismiss early on Wednesday for the Thanksgiving holiday.

Next Tuesday, we will be conducting a Legislative Breakfast with our Waterbury delegates at 8:15 a.m. in the conference room at 30 B Church Street. By the way this is pretty important that we meet with our legislators because as I learned when I was early on in graduate school, I called the state legislature the big school Board because that's where it all starts, that's where all of the finances, well the majority of the finances, and the majority of the policies are initiated by our state legislators. So it's pretty important to have these kind of activities and give our input.

On Wednesday, November 28, the Appellate Court will conduct hearings at Wilby High School as part of its Appellate Court on tour program. The day will start with a breakfast for the judges and invited guests at 8:30 a.m., then move to the auditorium where selected students from Wilby, Crosby, Kennedy, and WAMS will have an opportunity to view the proceedings. This program is part of an ongoing educational initiative of the Connecticut Judicial Branch to introduce students, educators, and the general public to the role and responsibilities of the court system. This visit marks the fifth time that the judges have held arguments at a high school. Prior to the oral arguments, members of the Waterbury Bar Association will meet with the students to discuss the court system and provide an overview of the cases to be argued. I'd like to thank publically Attorney Mosley and our Chief Operating Officer Paul Guidone for their assistance in helping to make sure everything was in order. There was a lot of security that had to take place and it was done well.

On Thursday, November 29, the Smaller Learning Communities Project will hold a workshop for parents on "College Admissions Guide for Students with Learning Disabilities" at Crosby High School beginning at 6:30 pm. A similar workshop will be offered to high school guidance counselors as professional development earlier in the day. There's a common misconception out there in the world that students with special needs aren't able to attend college and be successful in post-secondary education. Actually the opposite is true. There are programs in our public universities to assist students with special needs and many of them go on to attend college and are successful and thus after receiving a degree live a productive life and make a contribution to society. So if anyone is viewing this I would urge you to attend this session to learn about opportunities for college admission for students with learning disabilities.

PRESIDENT'S COMMENTS: Just a little notation to some people who came in later, I did get a call from the Mayor's office today, they want us to give a head count on many people are going to the mass prior to the inauguration, it's at 4:15. If not, expect to start our meeting promptly at 5:00 at Howland Hughes Convention Center. Either give Carrie a head count tonight, I think they just take, they have to reserve a part of the church.

Another thing I wanted to mention is I was contacted by the newspaper and it's something that I think we need to address when we meet with our legislators. Apparently the WTA met with some of our State Legislators regarding their concerns about the legislation regarding the mandatory in-house suspension and I did contact the WTA today telling her this might be something we want to all work together on. But I think that what we can do is address this with the legislators. Just to get an understanding I was interviewed by the newspaper, I told them that we had all intended

to consider this, have some input, and then possibly even go up for a hearing that they're going to have at the State Education Committee. So that's what I expressed was our plans for that and seeing that the WTA decided to get involved as well I thought we could all work together on some kind of initiative to go up there and first become educated on this on what it's intended to be and then maybe go up with some suggestions as to how it should be with our local input.

Another thing that has come up that we'll probably address at our meeting with the legislators is this idea of a compact school program and I know Dr. Snead has reservations about it. Senator Hartley did talk to me personally about it, something that she said she could get the support for us to go forward with. I know Paul has been doing some research, Commissioner Sweeney has been e-mailing me all kinds of stuff, and that's not a complaint – keep the information coming. But I think it's something that I think we have to make a decision on as to whether or not we want to pursue this. I don't know what the timeline is but I know there's limited dollars. But Senator Hartley has expressed her support or recommendation for us to look into a program like that.

And finally I'd just like to remark, you notice on the Superintendent's Notification the temporary appointment of Elizabeth McGrath to the Acting Principal here at the Waterbury Arts Magnet School. I certainly endorse that decision, I'm sure she'll do a great job for us; she's been a great employee for us for more years than she probably wants to admit. But I wish you well, I think you'll do a great job and we will be going out for applications and go through that whole process but it will probably be for an appointment beginning next year. And again, we wish you well, have all the confidence that you're going to do a great job with that.

REPORTS

1. COMMITTEE OF THE WHOLE

1.1 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Sweeney, it was voted, with Commissioner Harvey voting "no", to approve the Board of Education's 2008 Meeting Schedule.

HAYES: Motion is made and seconded. Under discussion, Commissioner White.

WHITE: I don't know why any of us didn't notice this last week but December 1 is a regular board meeting but the Charter states that December 1 from now on is inauguration day. So we can't have a meeting and this will be a regular meeting. But we can adjust them in between.

FLAHERTY-MERRITT: Next year we won't have inauguration, it's an off year for our elections.

WHITE: Oh, how stupid am I. Thank you.

HARVEY: I just want to publically comment on our schedule. I know I spoke about this last week at the Workshop but I will mention it again that I was disappointed that we did not have any visitations to Walsh School and that there were duplications of visits. And

I understand that it is subject to change but we just heard a speaker address the issue of Walsh School being a lost school and frankly where we have indications of to be arranged I would like to go back to Walsh School to hear how, get an update of how they're doing with the Comer Project. I also feel that the Board of Education should take advantage of visiting all the schools. I understand this was a set schedule but none the less I see duplications and I think that our time could be better spent going to all the schools and visiting the schools and hearing about what's going on. So I am going to vote against this schedule as it was presented and I would hope that we would at some point interject Walsh School and some other schools that were left out.

HAYES: Just for clarification, if we add Walsh School that means we are bumping somebody else out. There are only so many schools and so many dates that we can schedule and when this was set up it was simply on a rotation. Now I did ask about having an update on the Comer Project and we may be able to schedule that at some point on one of the, we can reschedule it. As far as duplicates, that was simply a typographical error that has been cleared up if you look at the dates that are attached to our agenda this evening. Now the June, July, and August meetings are at Rotella because that's during the summer. But basically you don't see any repeats; we can only get to so many schools during the school year. And last year we missed out on Tinker that's why we went to Tinker earlier this year. There's only so many schools we can go to and we are gonna try to get to all the schools in particular the three high schools where we're going to be having the ongoing construction. Again, there was a typographical error so if you look at the schedule that's there now it also says "location subject to change". So if anybody has any concerns about that or wants any special requests for a particular school just keep in mind that we would have to then not go to one of the other schools that had been scheduled. Any other discussion?

HARVEY: I don't know if that was clarification Mr. President but I am simply stating that the schedule I'm looking at says "to be arranged". Again I am stating that we are the Board of Education, it is our responsibility to get out and to see what's going on with the schools. So I would only hope that we would, I'm not trying to exclude any of our visits to any other schools but if something says "to be arranged" that tells me, indicates to me that we haven't arranged it yet. So my suggestion was that we include Walsh School in on this visit for 2008 and that's your clarification.

HAYES: Just so you understand what I meant by clarification, I was referring to the difference from the schedule that was given at the Workshop, that's been adjusted. February 11, there's no school so we didn't see any reason to schedule it at a school. We can still do that but I don't know if we can expect to have a report on that. As we go forward and if they decide they're ready to give us an update on the Comer Project we can make some adjustments. But again, if there's something else happening, like I don't see Generali School on here at all and I'd love to go back to Generali in light of the fact that they've gotten this recognition. But in the long run we end up bumping somebody else out. So it's a tough thing to schedule when you have more schools than you have dates. Carrie did say we're going to be able to go to Generali next week because Generali had gotten bumped last year for Walsh. Any other discussion on the meeting schedule? Hearing none – all in favor, opposed, we have one against and seven.

2. COMMITTEE ON GRANTS

- 2.1 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Sweeney, it was voted unanimously to approve to apply for the State of Connecticut 2007/2008 "School Security Grant".**

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

- 2.2 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to approve to participate in the Connecticut Early Childhood Education "Local Capacity Development Grant" with the United Way of Greater Waterbury.**

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

3. COMMITTEE ON SCHOOL PERSONNEL

- 3.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the additional position of Instructional Tutor for Maloney Magnet School.**

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

- 3.2 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve an additional Supervising Vice Principal Position effective January 2, 2008. The addition of this position shall provide Sprague and Hopeville Schools each a full-time supervising vice principal.**

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

- 3.3 Upon a motion by Commissioner Harvey and duly seconded by Commissioner White, it was voted unanimously to approve an additional position of Administrative Specialist I.**

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

4. COMMITTEE ON RULES & REGULATIONS

- 4.1 Upon a motion by Commissioner White and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to approve the revised Kindergarten Report Card.**

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

4.2 Upon a motion by Commissioner White and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to approve the revisions to the Administration of Medications Policy (8010).

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

4.3 Upon a motion by Commissioner White and duly seconded by Commissioner Harvey, it was voted unanimously to approve of revisions to the parent letter with respect to the Lead Screening of Pre-school and Kindergarten Children Policy (8009).

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

5. COMMITTEE ON SCHOOL ACTIVITIES

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

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

5.2 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Sweeney, 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 has been made and seconded. Is there any discussion? Hearing none – all in favor, opposed, motion passed unanimously.

5.3 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Sweeney, it was voted unanimously that the requests the Bunker Hill Sports Association for a waiver of custodial fees for their use of Bunker Hill School in the approximate amount of \$2,592.00 and West Side Middle School in the approximate amount of \$2,592.00, approved.

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

5.4 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously that the request of Representative Chris Murphy for a waiver of custodial fees for their use of Rotella School in the approximate amount of \$216.00 be approved.

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

Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously to approve items 5.5 through 5.8, as listed:

- 5.5 K. Serrano, WHS, and three chaperones to take 40 students to Sturbridge, MA on December 13, 2007 to visit Old Sturbridge Village.
- 5.6 J. Porzio, WMS/FOCUS, P. Monks, WSMS/FOCUS, and five chaperones to take 54 students to Worcester, MA on November 28, 2007 to visit Higgins Armory Museum.
- 5.7 E. Chamberlain and J. Meehl, CHS, to take 12 students to Auburn, Alabama from December 6 through December 9, 2007 to attend the South Regional BEST Robotics Competition.
- 5.8 S. Valentino, NEMS/FOCUS, and five chaperones to take 48 students to Newport, RI on November 20, 2007 to visit the Vanderbilt and Astor Family Mansions.

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

6. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted, with Commissioner Flaherty-Merritt "abstaining" on item 6.1, to receive and place on file items

- 6.1 Athletic resignations effective immediately:
Flaherty, George Jr. – Boys' Swimming Head Coach, KHS.
- 6.2 Grant funded appointments effective immediately:
Abraham, Thomas – Senior Network Specialist, 12 months, 35 hours per week, \$50,000 annually with benefits governed by the SEIU Agreement.
Billups, Solita – Secretary II, Medicaid office, 12 months, 35 hours per week, \$12.19 per hour with benefits governed by the SEIU Agreement.
Boles, Lia – Parent Liaison, Brooklyn School, 180 days, 20 hours per week, \$13,000 annually with benefits governed by the SEIU Agreement.
Gontarz, Penny J. – Pre-K Substitute Classroom Assistant, \$7.65 per hour, no benefits.

Hopkins, Debra - Pre-k Classroom Assistant, 10 months, 35 hours per week, \$7.65 per hour with benefits governed by the SEIU Agreement.
Moore, Lisa – Pre-k Classroom Assistant, 10 months, 35 hours per week, \$7.65 per hour with benefits governed by the SEIU Agreement.

6.3 Resignations:

Kramer, Alan – Principal, Waterbury Arts Magnet School, effective 11/23/07.
Sciarretto, Jessica – Special Education Supervisor, effective 11/30/07.
Sevelowitz, Kathleen – Special Education Teacher, NEMS, effective 10/26/07

6.4 Temporary appointments:

McGrath, Elizabeth – Acting Principal, Waterbury Arts Magnet School, effective 11/20/07.

6.5 Academic achievements effective 08/27/07:

Messa, Timothy – from BA Step 2/\$41,954 to MA Step 2/\$48,330.

6.6 Teacher transfers effective immediately:

Begley, Tracey – from Hopeville School to District Elementary Math Coach.
Wallace, Doreen – from Walsh School to District Elementary Math Coach.

6.7 Leave of absence requests:

Wheeler, Kristen – requesting an unpaid childrearing leave of absence from 12/14/07 through 01/02/08.

6.8 Adult Education appointments/salary increases:

Aldarondo, Joanna – increase from \$24.00 per hour to \$29.00 per hour due to State certification, effective 7/31/07.
McCasland, Peter – ABE/GED Instructor/Substitute, as needed, 6 hours p/week @ \$29.00 p/hour, effective immediately.
Rossignol, Stacey – Guidance, 30 hours p/week @ \$29.00 p/hour, effective immediately.

HAYES: Motion made and seconded.

FLAHERTY-MERRITT: I'd like to abstain from item 6.1.

WHITE: I have a question on 6.4, temporary assignment. I'm in favor of it, that isn't the question; the question is will that stay in place until the end of school so we don't have to have another change in administration?

SUPERINTENDENT: It will be at the pleasure of the Board. However, this process, we can take it under consideration. This process is gonna take at least a couple of months. That puts us into the end of February and whatever the Board's desire at that time as long as we have a consensus; I believe we can probably arrange for the person to come on Board at the end of the school year if that's what the Board desires.

WHITE: It just seems as though it would be...

SUPERINTENDENT: Normally we would fill it upon determining who the candidate is going to be, we would ask that candidate to give their district a 30 day notice or whatever is in their contract, and it would bring that person on board at that time. But if we come to a consensus that we would like the continuity of the interim person until June then we can probably do that.

HAYES: That was my expectation and one of the reasons for it is I think it's better to try to fill a position at the end of the school year than in the middle; probably widen out the field of applicants, give us a better feel for it. And again, not putting a burden on any other school system by taking somebody out, away from them with a month or two left of the school year.

GUIDONE: That was our plan. We are developing our advertisement and other matters geared towards putting someone in place for the new school year. If unique circumstances or other circumstances arise during the selection process obviously there will be consultation with the Board; the Superintendent can make a recommendation. But the plan going forward is to look for somebody for the new school year.

STANGO: As far as that job is concerned I think it will probably be better to keep it in effect through the school year. I think one change midstream is enough; we're adding more confusion to it if we go to two changes in the course of one year. That's just one comment and the other question I have is do we have any, have we given any thought for who would be taking over, filling in for Art Supervisor for the rest of the year?

SUPERINTENDENT: Yes we have and we will continue that discussion tomorrow morning at our cabinet meeting.

HAYES: Anyone else with questions for Dr. Snead. Hearing none – all in favor, opposed, Superintendent's Notification will be received and placed on file. Anyone have any New Business?

THERIAULT: Just a couple of things President Hayes. First of all I am extremely disappointed not to see one member of the Hispanic community here challenging or representing the Hispanic community for the option of picking a Hispanic school board member. Having been in the South End for 28 out of the 32 years and seeing no one come to the microphone I think is a disgrace and a disservice to their community as well as ours. Especially because they represent 42% of the children in the City of Waterbury. Either a parent or a community leader or someone certainly should have been here tonight and I could understand why the powers to be don't want to just appoint a Hispanic member of the Board because they have the political clout, they have the political muscle, but they don't exercise it. And that's very sad especially at a time when we have people fighting a war and losing their lives for a very system of government that we have, a democratic form of government where people vote. Also I would chastise the Hispanic community for their lack of voting power. In Maloney School alone only 11% of the voters showed up meaning that 89% of them stayed away from the polls. Without mentioning names I would challenge the Hispanic community to become organized and if they were to become organized they could pick the next Mayor of the City of Waterbury in the next two years in one fell swoop. But I'm extremely disappointed. I know there has been a challenge for other people to come forward and for some to be picked as Board of Education members and some republicans, some

democrats, some new found republicans and some unaffiliated. But to me this is a very, very sad situation.

Now I'd like to talk about these compact schools and I too, like Dr. Snead have reservations about this because I've looked at it, I think it's an option in terms of an innovative program and it's certainly imperative on us to present initiatives that appeal to our student body and make them more successful. I have serious problems with taking any measure of homogeneous grouping or taking students on the basis of academic scores and taking the cream of the crop off of the top and putting them in another school. We already have schools within schools; we have the ATOMS, ACES, and SOAR program which are very dynamic and successful projects. For us to create another similar situation would further dilute the opportunity for all students to learn and I want all students to have the opportunity to learn. Students do change; some students could be at the bottom of the barrel right now and be at the top of the heap by the time they get out of college. So I'm certainly opposed to this, I don't want to say parochial but I want to say elites education. I want all students, if there's any form of compact school or academy as other people out there would like to see, I'd like to see some of that but I'd like to see it available to all our students - our black students, our Hispanic students, our Anglo students, our brighter students and our not so bright students so that everyone has the opportunity to learn.

My last point is with regard to suspension; are my three minutes up?

HAYES: I just wonder about the not so bright comment, wasn't sure what that...

THERIAULT: You know what I mean, kids change, kids that are failing in high school can change. All of a sudden they drop out of high school, they go to Adult Ed and they see the light and all of a sudden they've got their doctorate degree. You know it happens a lot of times.

And the last thing is with regard to suspensions. The year before last legislators saw fit to take away the ability of principals to take recess away. Well to me that was the first nail in the coffin. Now this year because they got away with that, and I say got away with it because I say it's our responsibility as Board members and board members throughout the state to step forward and to say this is wrong on the basis of this is a health issue and this is their health time. Well I don't know of any kids that I ever took their recess away that ever suffered any delirious health benefits for taking their recess away. They may have been a bit chagrined about standing against the wall and kicking their feet but they got through school and later on said "thanks Mr. Theriault, you were tough". Well we can't suspend kids anymore from recess because that takes away from their health. Now this year we come up with this bright plan of taking the power of suspension and limiting to a great deal by our principals and vice principals. I think that before they did this they should have had some serious hearings in the large cities – Hartford, New Haven, Bridgeport, Waterbury, and they should have spoken to our principals and see the tremendous, tremendous problems that we have within our schools right here within Waterbury we are having tremendous, tremendous problems at our middle schools and our high schools, right now. And I think that's, you know it's imperative that we maintain law and order and I do have to agree with Mayor Jarjura's approach which says the kids that are recalcitrant and the kids that are not behaving need in some way to be separated so that the other students can learn. I also feel for

those five percent that are causing the problems and we need to educate them as well and I think we're doing a good job with that. But for the legislature to come forward with a law and with a bill that has passed and has become law to tie our principals' hands and feet and ask them to administer the rules and regulations in a school system and maintain law and order is just I think delirious and I think it's so unfair, it's so unfair of them to micromanage our Board and to tell us what we can do and can't do. So I could go on and on with this but I would certainly agree that we should work with the WTA, the CEA, and the NEA and whoever else and repeal this law and make sure that this law should have been properly thought out before it was passed. So that's all I have to say. Thank you.

SWEENEY: I just want to ask in regards to the compact schools, pilot schools, that we all keep an open mind. Just as we took Walsh and applied Comer to Walsh we can do the same with any other school in this district and apply compact; we do not have to change the student body, we do not have to change the staff per se that is there, it is not an academy school, it is not even a standard charter school, it does not necessarily have to have an admission requirement. So it's a whole different concept and I'm hoping that as we work through it and we talk about it and we get more information on it from Hartford that you'll take a fresh look at it because it really is something above and beyond the standard charter school. I too am very concerned about anything that has an admission requirement; we mine as well just have all magnets if we're going to do that. So a compact school appeals to me because it is different in that regard. We take what we already have and we just apply a whole different way of administering teaching in that particular school to the student body that already exists there. It is an opportunity for us to do something different with one of our district schools. So I just ask that everybody keep an open mind. Thank you.

HAYES: As I stated earlier, this is one of those things where it was passed as an opportunity for us and if we can address it locally on how we can best have it fit our needs it would be something we could look into, I know that, I have asked Mr. Guidone and Dr. Snead to look into getting someone from the State to come down and make a presentation to us so we can ask them questions as opposed to reading all the legislation that Commissioner Sweeny has done and I know Paul's been looking through it and I've been looking through a lot of it myself, I'd like at this point to say again keep an open mind, lets look at it as an opportunity for us and look to learn more about it. As far as the in-school suspensions, it doesn't go into effect until next year and I know Assistant Superintendent Cullinan did tell us that there's going to be a hearing up at the legislature so again maybe that's another thing we can mobilize locally to put our concerns together and go up with our delegation to make a presentation. So again, we're coming as one voice, if you will – teachers, administrators, Board people and obviously if there's parents out there that want to support it, so that's something I look forward to looking after the first of the year, maybe have some kind of special meeting just on that particular issue to see what kind of feedback we can get. Is there any other New Business? Old Business? I am looking forward to an update, Dr. Sequeira off the top of my head I know I'm anticipating one pretty soon on what we're doing with our math and science, another week or two, like a quarterly report to give us the effect of those additional dollars and those additional positions and how we feel it's impacting on our success. That's coming up soon I hope. Any other Old Business?

ADJOURNMENT

Upon a motion by Commissioner Sweeney, and duly seconded by Commissioner White, it was voted unanimously to adjourn at 7:48 p.m.

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

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