

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Monday, May 4, 2009 at 6:30 p.m.

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

PRESENT: Mayor Jarjura (6:42 p.m.), President Hayes, Commissioners D'Angelo, Flaherty-Merritt, Harvey, Laccone, Pinto, Stango, Sweeney, Theriault, and White.

ALSO PRESENT: Superintendent Snead, Assistant Superintendents Cullinan and 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 6:32 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 D'Angelo.

D'ANGELO: Here.

CLERK: Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: Present.

CLERK: Commissioner Harvey.

HARVEY: Here

CLERK: Commissioner Laccone.

LACCONE: Here.

CLERK: Commissioner Pinto.

PINTO: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Theriault.

THERIAULT: Here.

CLERK: Commissioner White.

WHITE: Present.

CLERK: President Hayes.

HAYES: Here.

COMMUNICATIONS:

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

1. Communication dated April 22, 2009 from Mayor Jarjura regarding improper meetings.
2. Communication dated April 21, 2009 from Board of Aldermen regarding incidents and reports.

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

APPROVAL OF MINUTES:

Upon a motion by Commissioner Flaherty-Merritt and duly seconded by Commissioner Sweeney, it was voted unanimously to postpone the approval of the October 27, 2008, April 6, 2009, and April 20, 2009 meeting minutes until the May 18, 2009 meeting.

HAYES: Motion made and seconded. Any discussion?

HARVEY: Yes, why?

FLAHERTY-MERRITT: We'd just like to receive some legal counsel on whether we're setting a precedence about the minutes, the revised version of the minutes. And we would like to get that information before we vote.

HAYES: Any further discussion? All in favor, opposed.

PUBLIC ADDRESSES THE BOARD:

Upon a motion by Commissioner Laccone and duly seconded by Commissioner D'Angelo, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:35 p.m.

HAYES: Motion made and seconded. All speakers are encouraged to submit prepared written statements to the Commissioners. Comments shall be limited to a maximum of three minutes. There will be no responses this evening to any questions or concerns raised; they will be referred to the Administration for review and response.

Mrs. Hill, PO Box, Waterbury, CT: I am personally here tonight to thank you for the Rock Cats game that the children of Waterbury got to attend. So many schools, so many children, staff members, teachers, the smiles were priceless. As you know we all had a long winter, indoor recesses with rain, these children definitely deserved it. I see one man over there who happened to throw out a pitch; I know Mr. Hunter was there and a few other people from Waterbury. And to say the kids had a blast is an understatement and hopefully we can do some more like that again that in the future. I'm also here to say...

HAYES: Excuse me Mrs. Hill, if you want to repeat why the kids were able to go.

HILL: From my understanding, grades three through five at the public schools in Waterbury took their CMT's and if they had perfect attendance, they were able to attend this event with their teachers and staff members and some schools did have chaperones with parents and they just loved it. The baseball players were friendly. You can tell some of those children had never been to a baseball game or a baseball field and when you see this it just touches your heart. I can't thank you all enough because I know like sometimes I get tied up with my household on doctor appointments and I don't get that chance that I would like on that day to be out somewhere but we make up for it. To know that you've given a child in Waterbury that chance to get out of a local park to see the real thing thank you because my phone also rang all weekend because it aired on Channel 16 and they were wondering maybe next Saturday or Sunday when the kids were off maybe the children would know it was on there so they can watch it which would be nice too. Your efforts don't go unnoticed by me. I have to say that. And I think the staff, even the bus drivers, the Rockets enjoyed seeing the children there, the noise they made. They could have been louder, it didn't matter. But anyway thank you very much for all the children, all the teachers, all the schools that got to attend. And as you know those CMT's you do have to try to keep a child intact and they work with the parents if a child has a problem, comes home sick, so I don't think anybody missed out.

Getting back to the other reason I'm here. I also am here to say that this Board should put a policy in place, as for recently there were some allegations about some school property missing at a warehouse. What my main concern is is that like we get donations, schools get donations from businesses whether it's store "k", store "y", store "p", what I would like to see in place and recommend is that the principal sign off on that at the end of each month send that to the Superintendent of Schools to know what donations went to that school and the purpose of receiving that donation. If anybody has any questions, I know one year I was asked to help get some donations and I'm very business smart because I work commercial accounts, residential accounts, etc., and the particular items they were asking for seemed more down the commercial lines and not what a school would use. And I'm not accusing anybody of anything but commercial items for the school children just didn't seem to line up. And that was about two years ago.

I'm also here, as you know my child is not currently transported to school. Currently I drive 32 miles back and forth to the local public school. Basically they tell me it's a school choice that I have made. Yes it was, but let me ask you is not WAMS and the magnet schools a school choice that parents make based on putting their child's name into the lottery system? And there were specific reasons my child could not attend

district school. When I registered my child in kindergarten they assured me, or I would have not registered him, that he would not have to attend that district school and those records can be checked. Right now he's been back and forth to school, in school with the exception of when he's sick. If there's something the school system can do, even twice a month, which I asked for, that's fine, if you never do it, that's okay. Lastly the school lunches, as you know a lot of children are lactose or a portion of them, if you were to check the school menus there's not an alternative lunch right now in the schools program, maybe that's something we can look at for next school year because I know you Board members do care, Mr. Hayes, Mr. Snead, all of you education people do care about our children and I can't speak loud enough on that and I just want to thank you again. And maybe next year you can throw the ball out or get some kids to throw the ball out.

HAYES: Mayor Jarjura has joined us. I don't know if you want to sit up here. Do we have a chair?

Patrice Bisailon, Director of School Age Transportation, Kidstown, had the following comments: On March 19 we were informed by Jeff Hunter that they were stopping five of our buses that were servicing our children to Kidstown, morning and afternoon, coming to a complete halt. He wanted to stop them that day. We called him up, explained things to him, we just can't stop it right this second, we can't accommodate all these children. There's 27 children and over 19 families that this has affected. The answer, it kind of went around and around, and still to this day we are hoping coming here you will help us get a decision, get an answer as to why our buses have completely stopped. These five buses have been servicing Kidstown and these families for three years and all of a sudden it came to a dead stop. These parents have incurred an extra cost due to this. Some of our parents have three children on one van at \$25.00 per child. It has to cover insurance costs. We had to hire three new aides to get on those vans, three new drivers which we scrambled cause they have to carry credentialed PSL carrying school children. We had to scramble for that. We had to scramble as fast as we could, we had to do fingerprints for the State, fingerprints for the Federal government, we had to put all that into motion. Extra drivers, extra aides. Now the parents are going to absorb another hit with the \$25.00 per child on the van to take them to school in the morning and to pick them up in the afternoon. And we're just wondering if the Board could help us and Dr. Snead to find out why the taxpayers can't get these buses back to Kidstown. If they're gonna pay their taxes, if they're gonna bring them to the Boys Club or the Girls Club, why can't they bring them back to Kidstown again? We just want our buses reinstated. And we're hoping you can help us get an answer to find out why this has affected our children and our parents like it has. And we're losing a lot of new enrollees for the coming school year of 09/10 because once I tell them these buses no longer service us they can't afford it; we're deep into recession right now. Our parents can't do another \$2.50 never mind \$25.00 per child, per every week. I have some families that have three children that are looking at a \$75.00 increase in childcare just because they have to be put on van transportation. And I, I have two of my parents; they're next in line, that can come up and explain to you the hit that it's taking on the parents. And I got over 66 families that wanted to come into the program but are now deciding not to on our petition to the Board of Ed to help us clear this matter up.

HAYES: As I stated, we don't have any responses at this point. Whatever information you have, forward it to us and Dr. Snead will get a response together and get it to us. And if we feel it deserves additional attention, we'll put it on our workshop agenda next week for action.

Alisha, 45 Sumac Street, had the following comments: I do have four kids and all four of my kids attend childcare but three ride the bus. So this is a big hit for me. When I signed my kids up, I work for hospice so I work 11 hour shifts so while my kids are at daycare, it was perfect. But now that the bus doesn't take them to daycare, it has affected me as my work and I also go to school, so I took this day to come here from school just to see what's going on because my kids are affected by this. I have two kids that have like a behavior problem situation and since they've been going to Kidstown it has been straightened out. So this is a big thing. You can talk to the principal at Walsh School that they go to that this has been a good thing for them.

HAYES: We're going to look into this and get a response. In this forum we don't respond to questions. I appreciate you taking the time to come down and tell us what's going on.

Elizabeth Cortes, 92 Proctor Street, had the following comments: My two children currently attend Walsh School and they go to daycare at Kidstown. And with the whole situation with the bus stopping, it has affected me. I have to pay more for childcare. And if you guys can look into it and give us an answer as to why it stopped and it was so convenient for us. And if you can help us out, bring us our buses back, we're taxpayers, we deserve the right to know what's going on and we deserve the right to have those buses for our children, also. How long is it going to take for you guys to give us an answer? Do you know?

HAYES: It will come pretty quickly.

CORTES: Well, I just wanted to say thank you for giving us the time to be here and if you can please do the best that you can to get us our buses back and we'll be happy. The kids will like it. They used to love going on the buses and the principal at Walsh School, he's awesome, you can tell him how the kids would always wait in line knowing that they were going to go from the bus to Kidstown, and like I said, I just wanted to say thank you for hearing our concerns and if you can get those buses back for us we would appreciate it.

Lisa Henriquez, 175 Edson Avenue, had the following comments: I am a teacher for Kaynor Tech Technical High School in Waterbury. My children attend Wendell Cross Elementary School and in support of Kidstown, I'm just here tonight to reiterate. We'd like to see if someone could explain why in the middle, not even in the middle, with weeks left of an academic school year, why the transportation services would be cut. And we'll await some response because it's affected so many things. Thank you very much.

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Stango, it was voted unanimously to return to the regular order of business at 6:49 p.m.

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

SUPERINTENDENT'S REPORT: Dr. Snead read and distributed the following report:

Our staff did a thorough job of cleaning and disinfecting Rotella School last week, when there was a possibility that one of the students there might have been ill with the swine flu. Thankfully, the student eventually tested negative, but the incident provided us with an opportunity to practice our emergency response protocols. I am pleased to report that we were able to respond promptly and appropriately to this type of concern. I would like to thank our Health Department for their regular communication and ongoing advice over the key several days of this event.

The sports section of today's newspaper included a listing of Academic All-Stars for swimming. The paper will do a similar section on indoor track tomorrow.

David Sylvester, Middle School Athletic Director, is piloting a new Student Athlete of the Month program for middle school students. He has requested the coaches to nominate one student for each sport per month, based on both sports and academic performance.

The District Improvement Plan Executive Committee will be meeting on Wednesday afternoon to discuss progress on the DIP.

The annual Conference for Title I parents is this Thursday, May 7, from 5 to 8:30 p.m. at the Waterbury Arts Magnet School. There will be a main presentation, followed by break-out sessions.

Also on Thursday, the Lions Club will host a luncheon for the winners of the annual Peace Poster contest at the Waterbury Club beginning at noon.

There will be a Teacher Recruitment Fair next Wednesday, May 13, from 4 to 6 p.m. at Rotella Magnet School.

PRESIDENT'S COMMENTS: Under President's Comments, I'd just like to thank, I know Dr. Snead was out of town on some business and Paul Guidone was sort of thrust in the middle of some issues that came up at the end of the week especially with Rotella School, it was handled very well. The other issue regarding the masks, again I think we did a good job with responding to that without letting it get all out of hand and I just want to make sure that the bus drivers aren't wearing masks, that was a bad sign to be sending. Other than that I have no further comments, we will now move to our Consent Calendar. Does anyone want to remove anything from our Consent Calendar? President Hayes proceeded to read the Consent Calendar list.

9. CONSENT CALENDAR

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to approve the Consent Calendar, items 9.1 through 9.25 as listed:

- 9.1 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of transfers in the 2008-2009 budget totaling \$30,000 as attached.
- 9.2 With the approval of the Committee on Food Service, the Superintendent of Schools recommends approval to participate in the Healthy Food Certification as outlined in Section 10-215f of the Connecticut General Statutes for the period of July 1, 2009 through June 30, 2010.
- 9.3 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval for Carrington School to apply for the Naugatuck Savings Bank Foundation "Making a Difference" grant.
- 9.4 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval for the following schools to apply for the ING Unsung Heroes Awards Program Grant: Barnard, Carrington, Tinker, Washington, and Wilson.
- 9.5 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval of the 2008-2010 Title I School Improvement Grant.
- 9.6 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval of the 2009-2011 Waterbury School Readiness Grant Application.
- 9.7 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of a Construction Contract with East Coast Haz Mat Removal, Inc. to provide asbestos abatement services for the Alternative Program's Enlightenment Facility 1 Project.
- 9.8 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the ED042 (structure demolition and site preparation) for the Alternative Program/Enlightenment Facility Project.
- 9.9 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of the final drawings and specifications for the "Wendell Cross School Asbestos Abatement" Project.
- 9.10 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of the final drawings and specifications for the "Barnard School Asbestos Abatement" Project.
- 9.11 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of the final drawings and specifications for the "Generali School Asbestos Abatement" Project.
- 9.12 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends of the final drawings and specifications for the "Crosby High School Asbestos Abatement" Project.

- 9.13 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of a Construction Contract with Steeltech Building Products, Incorporated, to provide locker replacement at Wallace Middle School.
- 9.14 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of a Construction Contract with Ferguson Mechanical Company, Incorporated, to provide boiler replacement at Washington School.
- 9.15 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of a Professional Services Agreement with EnviroMed Services, Inc., to provide on-call environmental consulting services.
- 9.16 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of a Construction Contract with Montagno Construction, Inc., to provide interior renovations at Crosby High School to comply with the American with Disabilities Act.
- 9.17 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to the following for use of school facilities school organizations and/or City Departments.
- 9.18 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to the following for use of school facilities by outside organizations/waiver requests.
- 9.19 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to J. Reed, CHS, and two chaperones to take 15 students to New York, NY on May 28, 2009 to visit the Museum of Natural History, Central Park, and Madame Tussaud's Wax Museum.
- 9.20 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to J. Gopie, WHS, and two chaperones to take 30 students to Harlem, NY on May 28, 2009 to visit the Schomburg Museum of African-American History and Culture, the Apollo Theater, the Audubon Ballroom (site where Malcolm X was assassinated), Muhammad Mosque No. 7 106, Holcomb Rucker Playground, and Marcus Garvey Park.
- 9.21 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to L. Capolupo, KHS and four chaperones to take 50 students to New York, NY on June 1, 2009 to visit the Jewish Holocaust and Studies Museum.
- 9.22 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to D. Mancuso, CHS, to take four students to St. Louis, MO to attend the LifeSmart National Competition.

- 9.23 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to R. Pastore, CHS, and three chaperones to take 40 students to Boston, MA on May 29, 2009 to visit the USS Constitution, the North End and Faneuil Hall, and on a Duck Tour of the city.
- 9.24 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to 1st Sgt. Weber, WHS, and two chaperones to take 30 students to Quantico, VA and Washington, DC from May 20 through 23, 2009.
- 9.25 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to A. Watkins, WHS, and two chaperones to take 20 students to New York, NY from May 22 through 24, 2009 to visit the Fashion Institute of Technology, Baby Phat Showroom, and a clothing factory.

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

11. COMMITTEE ON FINANCE

- 11.1 Upon a motion by Commissioner Laccone and duly seconded by Commissioner Harvey, with Commissioner Pinto “abstaining”, it was voted to approve a Professional Services Agreement with Campion Ambulance Services, Inc., to provide ambulance services for football games.**

HAYES: Motion is made and seconded, under discussion.

PINTO: I just need to abstain from the vote.

HAYES: Not hearing any discussion – all in favor, opposed, motion passes with one abstention.

12. COMMITTEE ON SCHOOL ACTIVITIES

- 12.1 Upon a motion by Commissioner Laccone and duly seconded by Commissioner Harvey, it was voted, with Commissioner Laccone “abstaining”, to approve that permission be granted to J. Porzio/WMS FOCUS; R. Atkins/NEMS FOCUS; P. Monks/WSMS FOCUS, and nine chaperones to take 112 students to Boston, MA on May 26, 2009 to visit the Boston Museum of Science.**

HAYES: Motion made and seconded. Under discussion, Commissioner Laccone.

LACCONE: Thank you Mr. President. I will be abstaining due to the fact my daughter is included in those 112 students.

HAYES: He’s worried about his daughter going on a field trip. That’s what we’ve come to but that’s okay. Any other discussion? Hearing none – all in favor, opposed, motion passes with one abstention.

13. COMMITTEE ON BUILDING

Item #13.1

WHITE: Ladies and gentlemen, with the approval of the Committee on Building, the Superintendent of Schools recommends approval of the following resolution, to wit: The Board of Education supports the establishment and implementation of a Project Labor Agreement, in the form and substance satisfactory to the Construction Managers employed by the Board of Education for the School Construction Program and the applicable Trades Council and its affiliated Local Unions, for the Enlightenment and Special Education Program Center Project, **SO MOVED.**

LACCONE: **Second.**

HAYES: Motion is made and seconded, under discussion, Commissioner D'Angelo.

D'ANGELO: Just in spirit of appropriateness, I know Commissioner Laccone just abstained on a field trip that his daughter is attending; my wife is a member of a bargaining unit here in the City is it okay for me to vote on this? I was planning on voting on it but I don't know, I want to know the Board's opinion, at least the President's opinion.

HAYES: My opinion is that we're not going to be hiring any teachers to work on these projects so I don't think there will be a conflict. Unless she works for one of the contractors that would be bidding for a job, that would be the only thing . . . from doing that. Commissioner Stango.

STANGO: As a member of this Board, my goals on this issue would be a few – to get the highest possible quality of work for the lowest possible price for the taxpayers of the City of Waterbury; to complete the project on budget and on time; to treat all workers fairly; to employ as many locals as possible – that would be men, women, and minorities. It is a given that the Waterbury area has many independent contractors and non-union tradesmen. Eighty percent of contracting firms are non-union in this region. The dilemma is should we employ the open bidding process or employ a PLA for our newest project? Imagine for a moment if you will, all around this table we are possible bidders at an informational meeting to hear about the specs for this project. We are all licensed, we are all qualified, we are steelworkers, plumbers, pipe fitters, sheetrockers, electricians, we are all qualified and capable of doing the work required. Under open bidding, the City and the construction managers tell us all – please review the specs, charge up your calculators, and we invite you all, everyone, to bid on this job. Everyone is welcome to bid. Everyone is included. The more bidders the better. Under the PLA, the City and the construction managers are required to say “sorry, you're not allowed to bid, you can't bid, you can't bid, you can bid. You can't bid, you can bid, you can't bid.” And it goes on. Many firms, many workers, many locals, are automatically excluded in this process. So what we have here is one program which is all inclusive and one program which is exclusive. One program which welcomes all. One program which says you need not apply. What we have here is yet another opportunity to include everyone in the bidding process. Include unions – yes, but also include independent

tradesmen alike. This could be our last chance to open the bidding to everyone and a chance to compare both organizations. Another chance to get the best job for the lowest price for the taxpayers of Waterbury. Everyone is included, everyone is invited. It's open to all. These are positive terms - you, you, you, you, and I are all included. I will say no to any plan that excludes. So I will be voting no on this exclusionary resolution. Thank you.

SWEENEY: I will state again, as I have stated all along, that I feel in particular when we are accessing City funds, State funds, and the possibility of accessing Federal stimulus funds for this particular project, that we allow everyone that pays the taxes, that funds those funds, be allowed to work on these projects. Several weeks ago we had a representative from the union who laid out how the process works and the process is that they seek the qualified candidates from their files and then once they have that pool of qualified candidates, they then go to highest seniority. Under that scenario even if non-union contractors bid, their workers have to apply for union membership which puts them at the bottom of the seniority and that excludes them particularly in these tough times when the unemployment rate is so high, that tends to exclude them from ever working on these projects. So although non-union contractors can apply and can bid on these jobs, the likelihood that their employees will actually work those projects are at this point in time about nil. I again implore you to think with your hearts and allow everyone the opportunity to work these projects if they have the qualifications to work the projects. We're not asking for any less, the qualifications for non-union contractors and union contractors are the same. Good Jobs is the same whether you are a union contractor or a non-union contractor. You all live by the same rules. There are the same expectations, union or non-union. There is absolutely no reason not to open this up to all. We have a responsibility to do our best by the residents of this City and to give them the most open opportunity to participate in a local project that we can. I ask you to vote no on the PLA. Thank you.

LACCONE: For the . . . full disclosure, I will say for an overwhelmingly majority of my adult life I have been both a union representative and leader within this State of numerous bargaining units, the . . . of which was Executive Vice President of ASCME Council 4 which oversees about 36,000 municipal and state workers. So I understand from a union standpoint this PLA agreement. I will also state that I am pleasantly encouraged in the beginning stages of these very small projects that we have done over the last year or so and how we have come about with the PLA and where we are about to go. But I also will state I am apprehensive about some of the goals and some of the promises that the labor representatives come before us and promise us on these larger scale projects. Unfortunately or fortunately, however you look at it, we haven't had the time or opportunity to research or see if these are actually going to come to fruition, some of these promises. I think we would know better in the next year or so going forward and I will state emphatically for the record that if they don't reach those goals that they set for, unequivocally will never vote for another one of these. They've made some pretty good promises; I'm encouraged again. I think we can meet the goals and if we do I think it's all positive. But I do understand some of the detriments to this. I think there are two sides to every story, but at least for now until I can fully assess if they work, I'm gonna continue with the pact that we entered into with the labor leaders and see if they can provide good jobs and opportunities for a lot of these residents and citizens. So I'll be in favor of this.

THERIAULT: I certainly don't want to repeat what Commissioner Stango and Commissioner Sweeney have already laid the ground work for and I concur completely with those remarks. However, I would like to add a few of my own with regard to this exclusivity agreement that shuts out the independent contractors. With Chrysler becoming Fiat or some portion of that, and this economic tsunami about to hit an already weakened economy, it is going to be nothing but disaster for our manufacturers and suppliers of automobile parts, etc. For us to say at this point in time that we are going to continue with this PLA, union shop agreement, where the unions are already having tremendous struggling in terms of getting jobs and certainly with regard, if I was a union member, a union having a union card, I would expect that my seniority would be used before anyone that is hired getting a new union card. With so many union people being out of work right now, the possibility of anyone getting a new union card and being hired is, I agree, next to nil. So it becomes a matter of unfairness. And I would hope that every member of this Board examines their conscience with regard to their current association with any unions and votes accordingly or recuses and abstains accordingly because of any conflict of interest. Even the look of being unfair or being associated is certainly at the very least unethical. So I will be voting against this because I feel that the people of Waterbury, people in the surrounding towns, but especially the people in Waterbury and I know there are many people in Waterbury that have union cards, but I'll bet there's more people in Waterbury that don't have union cards that do and those are the people that I'm concerned about, all of those people. The people that have lost their jobs, the people who have lost their income, people that are losing their homes, the people that are struggling to feed their families and take care of their families. I think this is very, very unfair and absolutely incogitable at this time in the economy. Thank you very much.

MAYOR JARJURA: Thank you President Hayes, members of the Board of Education, I wanted to come tonight, I understand that there has been very, very passionate debate on this issue involving the project labor agreements. I think the debate has been very healthy, these are feelings that are deeply held and convictions that are deeply held by each and every individual on this Board. My reason for being here tonight is also, I think it's important; this is an issue of such importance that it's important for my colleagues; you are my colleagues on the Board of Education, to understand my perspective on this issue. I do firmly believe that there is no right or wrong answer, and as Commissioner Stango has eloquently stated our goals, our expectations, whether you're for or against this, are the very same and if we weren't receiving something that I think is of tremendous value, I would concur that the fair thing would be is to have an open process. But what we have to understand is we are receiving something of tremendous value. And what are we receiving Mr. President and Board members? We're receiving a partnership, a partnership that will set an individual on the path to a life changing series of events. A partnership that will take an individual who is struggling in the streets of our community who may not have the education level to get them to a successful career and set them on a path of apprenticeship, of journeymanhip, then eventually full licensure. And that is a tremendous investment that people have to make in a human being and while in the private sector you would hope that those investments would be made and I'm sure they are in many cases, we do know that in the, with the public unions, they have invested millions of dollars in training facilities, they have set up programs, they are working in partnership with, in our case, with the Workforce Investment Board of the Northwest County, Cathy Awwad and her staff. They're working in partnership with the City so that mostly we want to see our

local people who are struggling to get a fair opportunity to work on effectively what is going to be about 150 million dollars in construction work. And Waterbury has suffered and we've suffered long and hard. For the last I don't know how many months, a long time, our labor market has been at the high numbers of unemployment. I think the last number was at 10.4% and I think it would be a disservice if we did not embrace this project labor agreement knowing that we have the full partnership and knowing that this is our best opportunity to try to get the employment opportunities for our local folks who need these skills, who need the journeymanship, who need the apprenticeship programs, so that they will then have a fulfilling life and be able to have a quality of life that we would all like to see. And that's why I came here tonight, Mr. President, to let everybody know that I think we are receiving something of value. It's not that we're just giving something away but we are receiving a tremendous partnership. There are in place, there are relationships that have been fostered, that are in existence, and like Commissioner Laccone, I'm gonna be watching very closely. I think we all will be watching very closely, because promises have been made and if those promises are not kept, as we all know we will be looking at additional projects, whether they be the project up at Carrington which will be a significant reconstruction project. Whether it will be that new high school, and if those promises, and if we have been duped, and I don't think we will be, then I think that's when we take action. But we have set on course a program, and I would like us to continue on that course to send the right signals to everybody involved. And I think that they've gotten the message, I think that this committee, your committees have been meeting, I know that it's being monitored very closely by the construction manager. It's being very closely monitored by your Central Office Staff, and again, if it was just relying on the Good Jobs Ordinance, I don't think that's enough, it doesn't seem to be the necessary teeth that we needed to extract what we would want and this is nothing new for Waterbury; Waterbury has a proud history of trying to promote its own. As a matter of fact, we give five bonus points to all of the entry level positions to try to help Waterbury people get the opportunities that we are obviously as taxpayers paying for. But again, I say I don't diminish in any way the passion and the statements that have been made to those who stand in opposition to this but I also want to let everybody know there are strong passions for those of us who are in favor of it. I don't think there's a right or wrong answer; I can't criticize anybody on how they vote but I do know, I think that this will work and I think the evidence of that is that is has worked here in Waterbury and it has served us, this model has served us well, and I think it will continue to serve us well and that the goals are very, very aggressive goals but we want to see, obviously give this an opportunity to work. Thank you Mr. President.

HAYES: Anyone else. Can we have a roll call vote on this please.

ROLL CALL VOTE:

Yeas: Commissioners Flaherty-Merritt, Harvey, Laccone, Pinto, White, and President Hayes - 6

Nays: Commissioners D'Angelo, Stango, Sweeney, and Theriault – 4

MOTION PASSES 6 - 4

HAYES: Motion passes six, four.

14. COMMITTEE ON SCHOOL PERSONNEL

- 14.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner D'Angelo, it was voted unanimously to approve the appointment of Noreen Buckley as Elementary School Principal, Regan School, effective July 1, 2009.**

HAYES: Motion is made and seconded. Any discussion? All in favor, opposed, motion passed unanimously. Ms. Buckley, congratulations.

BUCKLEY: Thank you Mayor Jarjura, Dr. Snead, and Members and Commissioners of the Board of Education and other education personnel. I look forward to this opportunity and I'm confident in my ability to continue to lead Regan School in the fine direction that Dr. Patty Frageau has established. Thank you again.

HAYES: Good luck.

15. COMMITTEE ON GRIEVANCES

- 15.1 Upon a motion by Commissioner Stango and duly seconded by Commissioner D'Angelo, it was voted unanimously to receive and place on file WTA Grievance 08-09-16. Grievance has been mutually resolved with the administration and staff at the Board Level.**

HAYES: Any discussion?

D'ANGELO: I just want to make a quick comment on this grievance. I'm not on the Grievance Committee but I had the opportunity to sit in on two sessions of this meeting and want to thank Dr. Snead. Dr. Snead was more than instrumental in getting this grievance to the point where it was resolved this afternoon. And he had the ability to do in about 15 minutes what many others over, I don't know how many meetings and how many minutes of meeting, weren't able to do. I think it was his, his ability to see all sides of the issue. Not only from a teacher's standpoint, but from a principal's standpoint as well, and from a superintendent's standpoint. I just wanted to make those comments.

LACCONE: Do we vote on this. I don't think we vote on this. They resolved the grievance prior to our level.

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

16. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner D'Angelo, it was voted unanimously to receive and place on file items 16.1 through 16.7, as listed:

- 16.1 Athletic resignations effective immediately:
Flammia, Peter – Assistant Varsity Football Coach, KHS.**

- 16.2 Grant funded appointments effective immediately:
Carpentieri, Stephanie – Substitute Teacher, 21st Century LC Grant, Washington School, Cohort 7/Project 1, salary according to contract.
Grubbs, Nadine – Office Manager, ECEP, SEIU position, salary and benefits according to contract.
Mastropietro, Krystin - Wilson FRC's Before School Basketball/Book Club, two hours per week, salary according to contract (replacing Lucille DeJesus) effective May 1, 2009.
Mastropietro, Krystin - Substitute Teacher, Wilson's ESH Program, salary according to contract, effective May 1, 2009.
- 16.3 Truancy Clinic After School Program, two hours per day, three days a week, from 5/4/09 through 6/12/09, salary according to contract:
Chase School: Maria Diaz, Marylou Raider, Nancy Silva (substitute)
Generali School: Nikki Barbieri, Timothy Coughlin
Sprague School: Cherie Corbo, Eileen Nido
Walsh School: Telisha Foy, Hillary Requejo
- 16.4 New hires:
Motiano, Catalina – change in date of hire from 4/20/09 to 4/27/09.
- 16.5 After-school Detention Program appointments:
DiTillo, Lori – WSMS.
- 16.6 Resignations:
Jones, Jocelyne – Generali School, effective 04/20/09.
Tehan, Peter – WAMS Guidance, effective 04/24/09.
- 16.7 Adult Education appointments/rate increases effective immediately:
Seabury, Joan – Substitute CNA, as needed @ \$29.00 p/hour.
Bala, Elona – rate increase from \$24.00 p/hour to \$29.00 p/hour due to certification.

HAYES: Motion has been made and seconded. All in favor, opposed. New Business?

HARVEY: I'm not sure if this is New Business or Old Business but I just wanted, I did get the opportunity to congratulate Principal Eric Brown of Walsh School for a very successful block party that was held a week ago. I did try to attend, but I could not get anywhere near Walsh School to attend. So it was a very well attended event. He has a lot of support from his parents which is what we always push for in the school, school community, that is parental involvement, community involvement. So again, congratulations to Principal Brown on a very successful block party.

D'ANGELO: One thing I wanted to suggest to this Board and maybe to the President is that we have at one of our Workshops a discussion on mentors, as far as new teachers being mentored in the buildings and new principals being mentored. I know Superintendent Cullinan talked last about the need for these four days that they're talking about for new teacher orientation, how important she thinks it would be and why we lose I think we said 10 to 12 teachers per year. And I think we need, unless we

already have it and I'm speaking out of turn, a more formalized process of a new teacher when they come into the system of having a "buddy". Someone who's been in the building for awhile, who's been a teacher for awhile, who could really take them under their wing and between themselves and the principal really monitor that new teacher's movement from month to month. I think that's important. I know they're supposed to be assigned a mentor and they're supposed to be assigned a BEST coordinator, but I've heard, I just think we need to formalize it a little more because I've heard of some teachers being mentored very, very well and I've heard of others where they've met their mentor once or twice in a school year. So that's number one. And number two, I think new principals, I think whether they come from inside the system or outside; I think it might be a good idea to have at least a mentor for them. Whether it's even just a phone call once a month, not necessarily someone that has to be in the building all the time. I just think we should, at some point, maybe have that discussion. Thank you.

HAYES: Dr. Snead, we can add that to the agenda as an informational session. Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: I wanted to actually comment on that. It is a good idea but we have to keep in mind that the State has totally overhauled the BEST Program. It's now called TEAMP. I forget exactly what it stands for and it's still in the works, they're still trying to figure out exactly, but the whole idea is to retrain individuals to be true mentors and to be doing exactly what you want them to do versus the BEST Program which was really just, it evolved from what it was originally into just some hoops that teachers had to jump through and just added stress to their life. So I caution getting too far into this until we know what the State is gonna do with this program because they're actually still in the development stages and they should have it out by the end of the summer.

HAYES: I appreciate that. Mayor Jarjura.

JARJURA: Under New Business, I just wanted to tell the Board I was at an event at Kennedy High School; I was invited by the Secretary of State Susan Bysiewicz in which she's been going around the State honoring World War II Veterans. And as you can all imagine we are, World War II Veterans are up into their 80's and some of them are in their 90's. She told me it was by far the largest ceremony she's ever had across the State. It's based on who attends and the returns, and I can't tell you how many of the veterans and their families came up to me later and I want to commend you folks, the floor literally glistened, I mean you could almost see yourself in the floor and one of your former educators had not had the opportunity and saw the media center and was blown away on how beautiful the media center is. So the fruits of your labor in terms of what you've been doing with the buildings and even though these are smaller in nature, compared to what we will be doing or what is going to be happening or what is happening as we speak, it's starting to take effect. People are, obviously you can see the difference in the school buildings and the pleasant surroundings that are there.

Secondly, Mr. President, unfortunately I have to be at the commencement exercises at Post University, I'm a graduate of Post, Saturday, but Saturday is the River Race along the Naugatuck River and there is a canoe that is gonna be empty, the Mayor's canoe. So if anybody from the Board of Ed would like to volunteer to go down the Naugatuck River, I can attest, it is challenging, you may fall in once or twice...

HAYES: Can I appoint somebody?

D'ANGELO: I'd like to make a motion we appoint President Hayes.

MAYOR: But you will never have more fun than going down the Naugatuck River, now you can take a kayak, it's a little easier, but I prefer the canoe myself. But if anybody, I mean it's a great event to highlight the Naugatuck River this Saturday and I just wanted to get the message out on that.

And finally I have asked the Board of Aldermen, and I've asked all 15 members, as many of you know my proposed budget is now in document for, has been widely circulated, has been critiqued and criticized and talked about, I've asked the Board that if there's gonna be any amendments after their process that it be done before their next public hearing because I don't think it's fair to vote on a budget on the eleventh and half hour on a major amendment without giving all of you and the general public at least a chance, at least three or four days to review it. So if there are going to be any amendments, they should do that and I encourage all of you to let your feelings be known, pro or con, on the proposed budget and I think that process is starting somewhere around May 19. I would have liked a longer process; I think it's gonna be a very aggressive schedule, I don't know how all the departments are gonna be able to meet with the Board during those short time frames, but this is your opportunity to advocate whatever you think is. I know we're in a state of flux because we still don't know what the State numbers are actually, but those are the three items. Thank you Mr. President.

WHITE: As I mentioned to you today, our meeting is the same night as the appointment that the Board of Aldermen has given us to appear for the budget. Is that going to be changed? Or we're not going to speak because they're going to say it's wonderful and just accept it?

GUIDONE: I was going to talk to Pat about that. We could either move the Workshop to a 6:00 p.m. start versus a 5:30 p.m. or we can request another day. There are two other days that the Board of Aldermen's Budget Sub-committee is meeting with other departments. I was going to talk to Pat, decide, and then everyone know.

FLAHERTY-MERRITT: If we have the Workshop here we could just move it later. I think more of us will be able to make it on a Monday that we've already planned to be off of work.

HAYES: Let's see what flexibility they have and decide. We'll let everybody know as soon as possible.

SUPERINTENDENT: Once before in years past we had a similar situation and we were both meeting in the same location and our Board of Ed began our meeting on time and then when it came time for our presentation you dismissed us until such time as we were able to make our presentation. All the Board members were able to be there and then we went back.

GUIDONE: This happens to be the exact same starting time so I think one thing will have to move. We'll talk it over.

THERIAULT: First of all, I'd like to thank Mayor Jarjura for being here and his kind words and his passionate statements as well. It's always nice to have sort of the clergy come here, if I could be so presumptuous, and give us your blessing for having our own opinions and I think that is absolutely delightful. And it's always nice to have you here, Mr. Mayor. With regard to the canoe, President Hayes, I would rather go up the creek without the paddle than be sold down the river. So as far as a canoe goes, if I could take my fishing pole in the canoe and cast it out a couple of times and have a very large life preserver, I wouldn't want anything to happen to me, I know you'd be very upset President Hayes and a lifeguard aboard, I'd certainly go. So I'd be happy to fill that canoe, maybe I could take Commissioner D'Angelo.

D'ANGELO: I don't float.

THERIAULT: Or Commissioner Stango or another volunteer, but I am planning on going down river not up river.

JARJURA: And I learned from last year wear a helmet, there's rocks in the bottom of that thing.

ADJOURNMENT

Upon a motion by Commissioner Pinto and duly seconded by Commissioner D'Angelo, it was voted unanimously to adjourn at 7:32 p.m.

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