

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Tuesday, October 13, 2009 at 6:30 p.m.

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

PRESENT: President Hayes, Commissioners D'Angelo, Flaherty-Merritt, Harvey, O'Leary, Stango, Sweeney, Theriault (left at 7:05), and White.

ABSENT: Commissioner Laccone.

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 Education Liaison Mary Ann Marold (left at 7:15).

MEETING CALLED TO ORDER

President Hayes called the meeting to order at 6:50 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 – absent. Commissioner O'Leary.

O'LEARY: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Theriault.

THERIAULT: Here.

CLERK: Commissioner White.

WHITE: Here.

CLERK: President Hayes.

HAYES: Here.

COMMUNICATIONS:

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

1. Copy of communications dated October 6, 2009 from Civil Service certifying Deborah Franklin, Crystal Bennett, and Maureen Giordano for the position of Paraprofessional.
2. Copy of communication dated October 6, 2009 from Civil Service certifying Ann Fagan for the position of Library Page.
3. Civil Summons dated September 28, 2009 from Attorney Victor M. Rodriguez.

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

APPROVAL OF MINUTES:

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to approve the minutes of the Regular Meeting of August 31, 2009, Committee Meeting of September 8, 2009, Regular Meeting of September 14, 2009, Committee Meeting of September 21, 2009, and Special Meeting of September 21, 2009.

HAYES: Motion made and seconded. Any questions, concerns, or adjustments to be made? Hearing none - all in favor, opposed, those are all approved.

PUBLIC ADDRESSES THE BOARD:

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:54 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. The Chairman will disallow a speaker from continuing to speak if slanderous or defamatory remarks are made. There will be no responses this evening to any questions or concerns raised; they will be referred to the Administration for review and response.

Lisa Lessard, 905 Pearl Lake Road, had the following comments: I'm here tonight in accordance to the newspaper article, I'm not going to mention anybody's names for any reason, I just want to state that anything that is usually in the newspaper isn't all total facts, there's a lot us, the public, don't know in accordance to this situation with a five year old, the kindergarten student from a certain school here in Waterbury. And with the other 12 youngsters that were on the bus, I believe, in the fourth and fifth grades, there was a local school board Commissioner, like I said, I'm not going to mention names, that was on WATR this week, each and every one of you probably know who that is, there was something that he said that was a little bit not correct and I

just want to mention. When he mentioned that special education students have a monitor on each and every bus, that is wrong. I could be mistaken, but I do know under special educational laws, federal registry, IDEA under IEP, Individual Educational Plan, list of recommendations, a special educational students that's sitting in front of you per se, needs a monitor on the bus and then that one particular student, if it's right in their IEP, Individual Educational Plan under list of recommendations, then and only then do they have a monitor on the bus. So, not every special educational bus has a monitor because not every special educational students or special educational bus needs a monitor within those buses. So, when there was an article today in the newspaper under editorials, "city school buses need monitors", meaning public ed, well I think they just had a misnomer as one of the other Commissioners usually says, they didn't quite understand this factor. We, the City, don't have money for monitors on each and every public educational bus. You the School Board need to do what you need to do to make sure your jobs get done for each and every student and we're leaving it in your hands to hold these people accountable because in this City nobody holds anybody accountable for anything, ever. But I believe when you hear all the circumstances and the factual facts, and I know you're going to be discussing this later today because it was mentioned on WATR that you'd be talking about it in front this committee, that you remember that each and every student's safety is the number one priority within our schools. And I know that you believe that – on the buses, at home, and in the school systems. We need to remember that our children's safety is the number one priority. A couple of weeks back, Washington Street School, there was a kindergartener who asked the teacher to go to the bathroom, went to the teacher, the teacher did not send a buddy with this child to the bathroom. This child went to his cubby, took his belongings, and walked two blocks home; that was not okay. Something needs to be done for safety within the school system. Thank you, God bless, and thank you for the time. But parent involvement with this, communication is key; you need to talk to all your children so they can let the authorities know what's going on and how it's being handled. Thank you.

Jim Turner, 108 Spring Lake Road, had the following comments: I'd like to address a concern about our road drainage on Spring Lake Road near the property lines of 108 Spring Lake Road and the City property where the rain water goes down onto City property at the corner of the hedges near the proposed entrance to the Gilmartin School, the new Gilmartin School, where the entrance is there. The water comes down through the City property and then back into 108 Spring Lake Road property and there isn't any drainage for that to detour the water from doing that. What's happening is all the erosion keeps the gravel and the soil going down the little hill there and it erodes the roots to the two trees that are in the back of my property at 108 Spring Lake Road. This is one of the problems of draining. There's another problem of drainage due to the concern of water that cascades from across 108 Spring Lake Road from the other side of the street it comes across the road and it's not a heavy amount of water, but it's enough, especially in the winter time and this time of year when leaves are falling and so forth, it makes the road slippery and there have been many accidents around that corner right where the entrance to the new Gilmartin School will be. So I really would appreciate you to consider a drainage in that area and especially with school buses coming in and out of there, it's a very dangerous spot as it is right now and then this will prevent possible serious accidents. There has been a number of accidents, as I said before. With the use of the storm drains, they are now installing drains in the new

Gilmartin driveway, so this would be a good time to have that installed, to have the drainage installed before that's all completed. Thank you.

Mrs. Hill, PO Box 207, had the following comments: I'm here tonight to address this Board about our school policy. Is it followed or isn't it? As many of you Board members who have sat here many times know my son suffered many injuries last year, intentional or accidental, with the one they documented intentional the policy was not followed, a one day suspension when policy said three days, we need to send a clear message to our children and our staff members and the parents, this is what happens in Waterbury. We need to do that. We have raised our educational bar in Waterbury for our students so we should be also following our discipline policy. Yes there will be some exceptional cases but my son since kindergarten has never with the exception of once, seen that discipline policy. I wonder what he'll do when he gets older and the next kid kicks him in the stomach. But tonight, I came out; I want to know what this Board is talking about when I see in the paper, I get calls at my house from parents, grandparents, concerned citizens, about the school buses in Waterbury. You've had other speakers here a few weeks ago speak about a bus incident up in the North End. Are the children explained the school rules at the beginning of the school year like they do out of town? We Waterbury, as you know I promote, normally do the best in Waterbury, but did we do this for our children? Our children, our bus drivers, their safety is the most important. This is the beginning of the school year with only 18 elementary schools left that I know of in our school district, let's hire 18 bus monitors. Let's hire them, let's rotate them on our big yellow school buses so children never know what bus, what day a monitor will be on their big yellow school buses where the wheels go round and round to school. This Board needs to do the right thing for our children and our bus drivers. Our bus drivers need their eyes on the road. Years ago, some of you Commissioners sitting on this Board knew. Parents came here with petitions, if I have to get petitions going in Waterbury that we want these monitors, 18 monitors is not asking to cover yellow bus that goes round and round with the wheels, I will be the one. Please, for the safety of our bus drivers and our children in Waterbury, step up to the plate Board members, not one, not two, let's agree, safety first. Please don't wait for something to happen to our children, to our bus drivers, please have a heart tonight, please hire these monitors for our bus drivers because if I don't see some results, I have enough parents to sign those petitions and I will get those signatures and bring them to this Board – rain, snow, sleet, sun. I thank you for your time. Please do the right thing for all of our children. You normally do, but this is the beginning of the school year, we need to do something and help our children and our bus drivers. If that bus rolled off the road it's a little too late, a little too late. Let's not make it too late, let's support our children and especially our bus drivers. Please do it – safety first. Thank you and God bless you. See you in a couple of weeks.

(Commissioner Theriault left at 7:05 p.m.)

Reverend Ollie Gray III, 2929 East Main Street, had the following comments: I come down here number one as a parent, a concerned parent, and my number one concern is the safety of our children. When I see the two incidents that took place this past week, it's very upsetting to me and very alarming to me. We have a five year old child with her innocence taken on a school bus – that's unacceptable to me. We need to come up with common sense practical solutions and I would say we need to put monitors on the bus. These are the times we're living in. And the other concern that I

have is for the incident that took place in the classroom. A teacher got upset, threw a jar against the wall, and he's going to get anger management. I don't know this individual but I'm gonna tell you this right now, as a parent I do not want someone who displays that type of behavior teaching my children. Children are, teachers are supposed to be role models to children and that is not a good role model and I don't care what contracts or anything, this man does not need to be teaching our children. That's the number one concern that I have. You know I admire you guys, your commitment, the work that you do, but these are common sense issues that need to be addressed and we need to do something about it because the bottom line is our educational system, the number one priority is to protect our children and if the system fails one child, it fails us all. And I, because I'm a taxpayer and a homeowner and a parent in the City of Waterbury, when something like this happens, it's a reflection on me too. I take this personal and I came down here because we need to do something. We need to do something. We need to make some changes and we need to do it number one for any other reason but for the safety of our children. And I just want to thank you for this time, God bless you, thanks.

Mary Hill, PO Box 9112, had the following comments: Twenty-five years ago I attended Board of Education meetings faithfully and asked for school bus monitors. I presented the Board of Education with thousands of signatures for school bus monitors. A five year old girl was killed by a school bus one week before Christmas, her seven year old brother and other students witnessed the accident. There was no crossing guard. The school bus driver was driving under suspension. As the child laid dying in the snow in December, in her hand was a Christmas card she had made in school for her mother. The school bus driver was driving under suspension. Although I did not get school bus monitors for the children, I did accomplish a lot – mandatory background checks – criminal and driving background checks for all school bus drivers. Drivers must have background checks. There is now legislation that all school bus drivers have background checks. All motor vehicles must stop for school buses. Only 60 students can be on a school bus. And Waterbury does have very modern and safe school buses. There is now a safety gate on the front of the school buses. The bus windshield is very wide so the driver can see the children that cross in front of the bus in Waterbury. Some of the newest school buses in the State of Connecticut are in Waterbury. The safest buses are in Waterbury, the most modern school buses are in Waterbury. Drivers hired to drive the students back and forth to school safely. No school bus driver, teacher, or principal cannot discipline a child; they are in jeopardy of losing their jobs if they try to discipline a child. The incident on the Generali School bus could have been prevented if there had been a monitor on that school bus. No money in the budget, that's what I was told 25 years ago. This isn't 25 years ago, this is now, 2009. There are a lot of rumors going around that there are monies, or should I say millions missing from the budget. Also, the overspending at the Duggan School project is news on the radio but no money in the budget for kids for monitors. Yes, I've been on TV and local radio and front page of the paper every time I attended a meeting 25 years ago. But at least the school buses in Waterbury are modern and safe for the kids. Twenty-five years ago the buses didn't have the safety gate in front of them. It's only the second month of school and a five year old kindergarten child walked out of Washington School. He walked home. No one opened their eyes to see that little boy. When the mother called the school, they weren't aware of the empty seat in the classroom. And the Generali School bus incident, it's only the second month of school, there's about seven or eight months left in the school year.

You know I see a few young members of the Board of Education, this isn't 25 years ago, this is now. We do need school bus monitors for the children. We all have to open our eyes and listen to the kids; they do need the school bus monitors. This is not 25 years ago, we're living in a computer age, the kids do need school bus monitors. What happened on the Generali School bus should not have happened. I presented thousands and thousands of petitions; I went around every neighborhood even though I was working two jobs, I got the signatures for the school bus monitors. Somebody's got to open their eyes in this City before something else happens. Years ago when one of my daughters was in fifth grade she got burned on the eye by a kid with a cigarette lighter, she got burned on the eye with a cigarette lighter and there were like 40 kids on that school bus. What if that kid had taken that, set one of those kids, God forbid, that he had set one of the kids clothes on fire or somebody in the school, that kid had a long background of juvenile crimes. I mean that kid is roasting in jail today. Excuse my English. He went on to do bigger things. This Generali incident, I hope the child that did the incident is getting counseling. And I'm just begging people for school bus monitors. I won't be here 25 years from now, I'm 75 years old now, I mean that was 25 years ago, but this is now, this is 2009, please get the kids school bus monitors. Thank you.

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner D'Angelo it was voted unanimously to return to the regular order of business at 6:54 p.m.

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

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

Office Max honored Jeanette Tapper last week as this year's "A Day Made Better" teacher for the Waterbury store. Several Office Max employees surprised Mrs. Tapper in her classroom at Gilmartin School last week. As part of the recognition, Mrs. Tapper received a new chair, a digital camera, a new printer for the classroom, and school supplies totaling up to \$1,000. Mrs. Tapper is a veteran teacher who has 40 years of teaching experience.

Crosby High School's Volleyball team participated in a 'Dig Pink Volleyball Event' and raised \$322.00 for cancer research for the SIDEOUT Foundation. On that day, the team played Holy Cross, who was also participating along with other NVL volleyball teams. The goal is to raise awareness and money for breast cancer research during the month of October.

Student Athletes of the Month for the Middle School are NEMS Soccer - Franco Qyteti; NEMS Volleyball - Talia Ortiz; Wallace Soccer - Kostika Kosova; and Wallace Volleyball - Ilesha Matos.

Felix Rodriguez, author of Dad, Me and Muhammad Ali, spoke to students at North End Middle School this morning. Felix attended North End Middle School as a student when he was growing up here in Waterbury.

Tomorrow our High Schools will administer the PSAT to all sophomore and junior students. The test will run from 7:45 a.m. to approximately 10:45 a.m.

Just a reminder that schools will dismiss early again this Thursday to enable our middle schools to hold Open House that evening. Our other schools will hold professional development that day.

For your information, below is the updated list for members of the current Waterbury Prevention Policy Board Executive Committee. Sandy Porteus was elected chairperson of the PPB for the coming year. As you know, under Louise Allen Brown's leadership, this group has done a wonderful job in pulling together the many youth-focused agencies here in Waterbury and helping the local community adopt the 40 Developmental Assets.

- Cathy Awwad, Executive Director - Northwest Regional Workforce Investment Board
- Louise Allen Brown, Grant Writer - Waterbury Public Schools
- Attorney Theresa Caldarone, Counsel to Mayor - Office of the Mayor
- Kelly Cronin, Executive Director - Waterbury Youth Service System, Inc.
- Jennifer DeWitt, Executive Director - Central Naugatuck Valley RAC
- Bryan R. Hall, Field Director - Connecticut Rivers Council, Boy Scouts of America
- Waterbury Board of Education Member Neil O'Leary, Acting Chief of Police - Town of Wolcott
- Jim O'Rourke, Executive Director - Greater Waterbury YMCA
- Sandy Porteus, Executive Director - Family Services of Greater Waterbury
- Attorney Elaine Skoronski, IDEA Grant Coordinator - Waterbury Special Services in Waterbury Public Schools

Analysis of the State budget implementation bill is continuing. In addition to items previously reported, including approval of our construction projects and delay in in-house suspension, reimbursement of an additional 10 cents per meal for the healthy food program has been maintained.

PRESIDENT'S COMMENTS: I don't know whether Commissioner D'Angelo left or not, but Commissioner Theriault did have to leave, he told me he was doing an interview in his quest to become Mayor.

Under my comments, first of all, I'd like to read a letter that was received and read by Vice President White at the Building Committee Meeting. This is to the Waterbury School Building Committee from Jeffrey Cugno, Director of Program Management Services for O & G and the subject is "2009 Industry Recognition Awards from the Associated General Contractors (AGC) of Connecticut – It is with great pleasure that I inform you that Mr. Paul Guidone, Chief Operating Officer of the Waterbury Education Department, has been nominated to receive an award as "Public Owner of the Year" by the AGC. This is a very prestigious award offered by the leading construction association in the State. Paul has been nominated for his successful involvement with the School Construction Programs in both Waterbury and New Haven. Other notable finalists in this category represent the State Department of Public Works and the

Metropolitan District Commission. One of the three finalists will be chosen at tonight's Award Dinner being held at Aqua Turf.

O & G Industries wishes to congratulate Paul on his nomination. He certainly deserves the recognition for a job well done.”

I'd just like to add that the other two are runner ups that Paul Guidone did, in fact, get this award. I'd like to offer our thanks, as well, and show our support for him (applause). Congratulations Paul, we appreciate all that you do for us. I'm glad that some other groups recognize that as well, we certainly do.

Under other comments, since we have some people here, I guess they left, maybe they got their story that they wanted, our reaction to the Generali situation was to request the Chairman of our Transportation Committee, Commissioner O'Leary, to look into it and let us, give a report to us to let us know whether there was anything additional that we needed to do. So when we get to New Business I will call on Commissioner O'Leary on that point. Is there anything on the Consent Calendar that anybody would like to have removed?

President Hayes proceeded to read the list of consent Calendar items, as listed.

9. CONSENT CALENDAR

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to approve items 9.1 through 9.16, as listed:

- 9.1 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the job specifications for and position of Instructional Technology Assistant for the Chase Family Resource Center.
- 9.2 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval the job specifications for and positions of Business/Marketing Teacher, Physical Education/Health/Home Economics Teacher, Science Teacher, and Video Technology Teacher for the 21st Century Learning Centers Grant/Cohort 8, Project #1 – Downtown Academy.
- 9.3 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval for Kennedy High School to participate in the United Way Worldwide “Family Engagement for High School Success Grant” with United Way of Greater Waterbury.
- 9.4 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval for Barnard School to apply for the Target Field Trip Grant.
- 9.5 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval for Adult Education to apply for the SNAP-ET (Supplemental Nutrition Assistance Program – Employment and Training Reimbursement) Grant in collaboration with New Opportunities of Waterbury.

- 9.6 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply for the State Department of Education's "After-school Program Grant" for North End Middle School, Wilby High School, Bunker Hill School, Regan School, Driggs School, Berkley Recreation Center, and River-Baldwin Recreation Center (WMS and WSMS).
- 9.7 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval of a Professional Services Agreement with The Greater Waterbury Young Men's Christian Association for services as outlined in the 21st Century Community Learning Center Grant/Cohort 8, Project #1 – Downtown Academy.
- 9.8 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval of a Professional Services Agreement with The Mattatuck Museum Arts and History Center for services as outlined in the 21st Century Community Learning Center Grant/Cohort 8, Project #1 – Downtown Academy.
- 9.9 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval of a Professional Services Agreement with The Connecticut Junior Republic (CJR) for services as outlined in the 21st Century Community Learning Center Grant/Cohort 8, Project #1 – Downtown Academy.
- 9.10 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval of a Professional Services Agreement with Waterbury Youth Service System for services as outlined in the 21st Century Community Learning Center Grant/Cohort 8, Project #1 – Downtown Academy.
- 9.11 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval of a Professional Services Agreement with The Greater Waterbury Young Men's Christian Association for services as outlined in the 21st Century Community Learning Center Grant/Cohort 8 – Project #2 – Carrington and Walsh Schools.
- 9.12 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the ED049R for the Carrington School Project.
- 9.13 Motion to approve permission be granted to the following for use of school facilities school organizations and/or City Departments.
- 9.14 Motion to approve that permission be granted to the following for use of school facilities by outside organizations/waiver requests.
- 9.15 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to R. Haxhi, WHS, and four chaperones, to take 50 students to Boston, Lexington, and Concord, MA from November 5 through 6, 2009 to visit various historical sites.
- 9.16 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to V. Barone, KHS, and three

chaperones to take 40 students to New York, NY from November 6 through 8, 2009 to visit the Bronx Zoo, Statute of Liberty, Madame Tussauds Wax Museum, China Town, and other attractions.

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

11. COMMITTEE ON FINANCE

11.1 Upon a motion by Commissioner O’Leary and duly seconded by Commissioner D’Angelo, it was voted, with Commissioner Sweeney voting “no”, to approve Amendment #1 to the Professional Services Agreement with Metropolitan Life Insurance Company (MetLife).

HAYES: Motion is made and seconded. Is there any discussion? Commissioner Sweeney.

SWEENEY: I requested that this be left off of the Consent Calendar. Originally I was not in agreement with the settlement under the MetLife and I would have agreed to just let the stipulation go forward since the Board had decided, in its majority, that that’s what they wanted to do; I would have agreed to have the stipulation go through to facilitate those payments. However, I still disagree with the fact that this stipulation does not designate that this is a three year agreement and I have concerns about the absence of that being in this agreement and what that could cause going down the road. So, I am not in agreement with this as written.

HAYES: Anyone else? No further discussion – all in favor, opposed, seven/one – motion passes.

12. COMMITTEE ON BUILDING

12.1 Upon a motion by Commissioner White and duly seconded by Commissioner D’Angelo, it was voted, by roll call vote, to approve the ED049R (#3) for the Duggan School Project (State Project #151-0252).

HAYES: Motion is made and seconded. Any discussion? Commissioner Sweeney and then Commissioner Stango.

SWEENEY: As a member of the Building Committee I voted not to proceed with the continued renovation of this building simply because I think, at this point in time, it’s time to take a different tact. I’m not happy about it; I was very much in favor of going forward with that renovation, I know how much it means to the people of the Brooklyn neighborhood to have that happen. However, I primarily need to give that neighborhood a school that they can be proud of and a project that comes in, comes in on budget and on time, and that’s not gonna happen in this case because we took the course that we did. Unfortunately had that building over the long term been maintained and had there not been the ravages of time presented upon it, we might have a renovation project that had a much higher degree of success. And I know that there are other renovations of similar buildings, of similar age, that have been very successful projects, but they were not left to the disrepair and the . . . ravages of mother nature, the rains, the winds, the vandalism that, unfortunately, Duggan was left with. And so I think at this point in time

when I weigh the options, when I look at what might possibly be down the road in a renovation and what we might possibly find down the road, if we were to start fresh and build that building new, I find that in the terms of the renovation there is still the possibility for some great unknowns and the great unknowns worry me. And so I would rather take the safer course and build new and I would rather insure that we give the Brooklyn neighborhood something they could truly be proud of. I think that the architects have enough of a handle on that building that, at this point in time, we could continue with the rear portion of that building and redesign a model Duggan that replicates what we have today. Possibly with the ability to save what we have of the clock tower and work that into that new revised Duggan. And I know I'm in the minority but I want to see Duggan go forward and a vote against this particular revision is not a vote to stop the project, I just wanted to see it done differently. Thank you.

HAYES: Commissioner Stango.

STANGO: Thank you President Hayes. I do not wish to prolong this discussion because much has been said and written about the subject already. However, to honor my commitment of always giving my reasons for a vote on controversial issues, I will do so now very briefly. Back in early 2007, this Board met with the architects and received a feasibility study on reusing part of the existing Duggan School as a modern pre-k through grade 8 facility or, instead, to demolish and begin anew. The study said both options for the project could be completed for the same cost. The same cost for renovate or build new. For me, this was a great piece of news. Personally, I was elated with the report. Certainly, in either case, this Board wanted to build the best possible school in budget and on time. Being a preservationist at heart, my interest was if the numbers worked to save the building's facade and perhaps at the same time restoring pride in the Brooklyn neighborhood in the process. Now we fast forward to the present, construction issues have surfaced and new hard decisions must be made. I won't play the blame game here and I won't delve into those issues because we all know them. Some are under investigation and may ultimately end up being litigated in the courts. At this time we can only look to the present, construction of Duggan must go forward. A new analysis of the project and our options are on the table. We have updated costs. We are told that both projects can be completed. However, at this time, there is a huge cost and timeline differential. New construction will be 3.8 million more than the additional new costs of the renovation plan. If a cost difference of 3.8 million was presented to us in 2007, I feel that it would have been a no-brainer, we would go with renovation. I feel that we must go forward with the renovation plan which we have begun. We really have nowhere else to go. No doubt the taxpayers are taking a hit, but the numbers show a much greater expense would be to start all over again. In 2012 on completion of this project we will hopefully have a school we will all be proud of. The jewel of a newly restored and vibrant Duggan School taking its place along side of the older gemstones of St. Patrick and St. Joseph Churches, together providing a new setting and a first step in restoring this proud old Brooklyn neighborhood. So therefore, having said that, I will support the resolution. Thank you.

HAYES: Is there anyone else? Commissioner O'Leary.

O'LEARY: Having come in on this late, I've tried to learn as much about it as I can and listening to Commissioner Stango's remarks and Commissioner Sweeney's remarks, I really only have one comment – I feel like we have a gun to our head; I feel like we have

to vote to keep this project going. As Commissioner Stango points out, I feel that a high level of comfort because Paul Guidone is signing off on this but, I will tell you as a Commissioner, I don't like to be put in this position and I can also say that I hope that we hold those accountable for these mistakes for any future projects in the City of Waterbury, across the board. Thank you.

HAYES: Anyone else. Roll call please.

ROLL CALL VOTE: Yeas: Commissioners D'Angelo, Flaherty-Merritt, Harvey, O'Leary, Stango, White, and President Hayes - 7
Nays: Commissioner Sweeney - 1

HAYES: Motion passes seven in favor, one against.

13. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to add Item 13.9 to the Agenda, a lateral transfer.

HAYES: Motion has been made and seconded. We have that in front of us. All in favor, opposed. That will be added as Item 13.9.

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to receive and place on file items 13.1 through 13.9, as listed:

13.1 Athletic resignations effective immediately:

Brown, Lindsay – Cheerleading Coach, WMS.
Phelan, John – Swimming Coach, WSMS.
Phelan, John – Flag Football Coach, WSMS.

13.2. Grant funded appointments:

Adams, Alyssa – Family Resource Center Coordinator, Wilson School, 12 months per year, 35 hours per week, \$35,000 annually with benefits governed by SEIU.
Desmond, Elaine – Instructional Tutor, Barnard School, 10 months per year, maximum of 18 hours per week @ \$30.00 per hour, no benefits.
Dutil, Diane – Instructional Tutor, Barnard School, 10 months per year, maximum of 18 hours per week @ \$30.00 per hour, no benefits.
Flamengo, Sofia – Truancy Prevention Specialist, NEMS, 10 months per year, 35 hours per week, \$30,000 annually with benefits governed by SEIU.
Freeman, Rosalie - Instructional Tutor, RMS, 10 months per year, maximum of 18 hours per week @ \$30.00 per hour, no benefits.
Mestek, Sandra – Instructional Tutor, RMS, 10 months per year, maximum of 18 hours per week @ \$30.00 per hour, no benefits.
Santoro, Thomas – Instructional Tutor, Barnard School, 10 months per year, maximum of 18 hours per week @ \$30.00 per hour, no benefits.

13.3 Gilmartin Title I After-school Program appointments, 6 hours per week, salary according to individual's contract, effective immediately:

Kijak, Kristine – teacher	LaCapra, Carolyn – teacher
Trudeau, Lorrain – teacher	Tapper, Jeanette – teacher (sub)
Morais, Teresa – teacher (sub)	O'Donnell, Jacklyn – Paraprofessional
Luzio, Eugenia – Paraprofessional	Russo, Brenda - Paraprofessional

13.4 Teacher transfers effective 8/24/09:

Name	From	To
Bell, Madeline	Brooklyn K	Brooklyn 2
Elwell, Heather	Hopeville 2	Sprague 2
Fusco, Yolanda	Hopeville/Maloney Social Worker	WSMS Social Worker
Hill, Linda	Walsh 2	Hopeville 2
Napolitano, Kate	Walsh Reading	Driggs Reading
Razza, Angela	Brooklyn 2	Bucks Hill SVP
Stewart, Susan	Walsh	Bucks Hill Co-taught
Stolfi, Maribeth	WSMS Special Ed	State Street Special Ed

13.5 Teacher new hires:

60	Shweky, Jeff	WMS	Special Ed	MA	1	10/1/2009
61	Kelly, Nicole J.	WHS	Math	BA	1	8/24/2009

13.6 Retirements:

Beauchamp, Hattie – House Principal, NEMS, effective 12/31/09.
Carrington-Lawlor, Barbara C. – Principal, CHS, effective 06/30/10.

13.7 Adult Education appointments effective 10/14/09:

<u>NAME</u>		<u>POSITION</u>	<u>HOURS/RATE</u>
Case	Nathaniel	Substitute	As needed at \$24.00 p/hour
Glass	Rosalyn	Substitute	As needed at \$29.00 p/hour
Guerrera	Michael	Substitute	As needed at \$24.00 p/hour
Jurzynski	Peter	Substitute	As needed at \$24.00 p/hour
McDonald	Brian	Substitute	As needed at \$29.00 p/hour
McDonald	Colin	Substitute	As needed at \$24.00 p/hour
Nadolny	Karen	Substitute	As needed at \$24.00 p/hour
Osnato	Margarita	Substitute	As needed at \$29.00 p/hour

13.8 Academic Achievements effective 9/1/09:

<u>Last Name</u>	<u>First Name</u>	<u>From</u>	<u>To</u>	<u>College</u>
Aviles	Zuheill	BA, Step 4	MA, Step 4	New England
Baldwin	Stephen	MA+15, Step 6	6thyr, Step 6	Southern
Boisvert	Amy	6th year, Step 2	6th+15, Step 2	Hartford University
Borges	Laura	MA, Step 3	MA+15, Step 3	Bridgeport
Brown	Heather	6th year, Step 9	6th+15, Step 9	Sacred Heart
Brunetti	Dana	BA+15, Step 1	MA, Step 1	Bridgeport
Capaldo	Christine	BA+15, Step 3	MA, Step 3	New England
Capobianco	Patricia	BA+15, Step 8	MA, Step 8	New England
Cavanaugh	Brenda	6th year, Step 3	6th+15, Step 3	N. Eng./Bridgeport

Cipriano	Melissa	6th yr, Step 2	6th+15, Step 2	Bdgpt./Southern
Coleman	Kathryn	BA+15, Step 2	MA, Step 2	Southern
Conway	Michael	6thyr, Step 12	6th+15, Step 12	Walden
Crane	Michael	6th year, Step 4	6th+15, Step 4	Bridgeport
Cruess	Steven	MA, Step 3	MA+15, Step 3	New England
Dean	Nicole	BA+15, Step 3	MA, Step 3	New England
DiDominizio	Michael	MA+15, Step 6	6th yr, Step 6	New England
Donato	John	MA, Step 6	MA+15, Step 6	Bridgeport
Feeney	Eric	MA, Step 3	MA+15, Step 3	Bridgeport
Ferrare	William	BA+15, Step 6	MA, Step 6	Southern
Fiore	Patience	BA, Step 3	BA+15, Step 3	New England
Forsberg	Megan	MA+15, Step 5	6thyr, Step 5	Scranton University
Franks-Blanchard	Lauren	MA+15, Step 7	6th yr, Step 7	Southern
Galanti	Laura	BA, Step 3	BA+15, Step 3	Bridgeport
Gaudiosi	Kristen	MA+15, Step 6	6thyr, Step 6	Southern
Gauvin-McGrath	Carol	MA+15, Step 4	6th yr, Step 4	New England
Gluz	Debra	BA+15, Step 2	MA, Step 2	Central
Grabherr	Karen	6th year, Step 9	6yr+15, Step 9	N. Eng./Bridgeport
Gugliotti	Melissa	MA, Step 7	MA+15, Step 7	Bridgeport
Isaku	Ermira	MA+15, Step 5	6thyr, Step 5	New England
Jordan	Ellen	MA+15, Step 2	6thyr, Step 2	Western
*Julian	Rosemary	MA	MA+15	Mass. Coll. of Liberal Arts Retro to 9/2008
Kollchaku	Nikoleta	6thyr, Step 5	6th+15, Step 5	N. Engl./Hartford
Kozlowski	Stacy	BA, Step 4	BA+15, Step 4	Bridgeport
Linskey	Tara	BA, Step 4	BA+15, Step 4	Bridgeport
Lockwood	Katie	BA+15, Step 2	MA, Step 2	Bridgeport
Martone	Nicole	MA, Step 6	MA+15, Step 9	Quinnipiac/Eastern/Washington/ Lesley/ Hartford/Southern
McAloon	Jennifer	MA, Step 4	6thyr, Step 4	Bridgeport
More	Kimberly	BA, Step 3	BA+15, Step 3	Central
Morotto	Christine	MA+15, Step 3	6thyr, Step 3	N. Eng./Bridgeport
Moynihan	Mary	6thyr, Step 10	6th+15, Step 10	N. Eng./Bridgeport
Muro	Nancy	BA+15, Step 3	MA, Step 3	St. Joseph/Central
Nath	Chayna	MA, Step 5	MA+15, Step 5	New England
Negron	Nicole	6thyr, Step 12	6th+15, Step 12	New England
Nicholson	David	MA, Step 9	MA+15, Step 9	NY Institute, Staten Island, Queens College
Ospalek	Patrick	MA+15, Step 11	6thyr, Step 11	Sacred Heart
Perkins	Melissa	MA+15, Step 3	6th+15, Step 3	Hartford/Southern
Perry	Julia	BA+15, Step 3	MA, Step 3	New England
Perugini	Gianni	BA, Step 4	BA+15, Step 4	Central
Peruta	David A.	BA+15, Step 3	MA, Step 3	Walden
Pesce	Jennifer	BA+15, Step 2	MA, Step 2	Central
Pesce	Maria Nicole	MA, Step 3	MA+15, Step 3	Southern/Bdgpt.
Peschel	Maryann	MA+15, Step 12	6thyr, Step 12	New England
Petteway	Crystal	6thyr, Step 7	6th+15, Step 7	New England
Pinho	Kelly	6thyr, Step 6	6th+15, Step 6	New England
Polletta	Tina	MA, Step 2	MA+15, Step 2	Bridgeport
Pontecorvo	Louis	BA+15, Step 4	MA, Step 4	Graduate Institute

Raidhi	Ariola	MA, Step 2	MA, Step 2	Bridgeport
Ramirez	Yvonne	BA, Step 4	BA+15, Step 4	Bridgeport
Rumbin	Jennifer	6thyr, Step 12	6th+15, Step 12	Southern/N. Eng.
Russo	Joseph	6thyr, Step 3	6th+15, Step 3	Walden/Bridgeport
Salvador	Vanessa	MA, Step 3	MA+15, Step 3	New England
Santovasi	Monica	MA, Step 10	MA+15, Step 10	New England
Scaccianemici	Angela	BA, Step 2	BA+15, Step 2	Southern
Serrano	Kelly Ann	BA+15, Step 3	MA, Step 3	Bridgeport
Stanco	Kate	6thyr, Step 8	6th+15, Step 8	N. Eng./Bridgeport
Stockwell	Christine	MA, Step 5	MA+15, Step 5	New England
Sullivan	Karen	BA, Step 2	BA+15, Step 2	Westfield State
Walker	Michele	MA+15, Step 3	6thyr, Step 3	Sacred Heart
Warhola	Gayle	6thyr, Step 8	6th+15, Step 8	New England
DeVeau	Nicole	BA+15, Step 3	MA, Step 3	Walden
Lombardo	Alyssa	6thyr, Step 3	6thyr+15, Step 3	Western
Shulte	Scott	BA+15, Step 5	MA, Step 5	Southern/Oregon

13.9 Lateral transfer effective January 4, 2010:

Joseph Begnal from WHS Vice Principal to NEMS House Principal.

HAYES: Motion made and seconded. All in favor, opposed. Now we move onto New Business. As I stated earlier, I'd like to call on Commissioner O'Leary to give us an update on the research he has done regarding the Generali incident.

O'LEARY: I, as well as all of you I'm sure, were alarmed to hear about that incident on that school bus back on October the 2nd. And I can tell you straight forward, it's not an easy incident to investigate because of the confidentiality issues involving, of course, the victim and even those responsible; they're all under age. But I do have some information I thought would be important to share with you and then a request. After conferring with President Hayes on October 8, the two of us decided that through President Hayes' direction I would, in fact, contact the Police Department, find out as much information as possible so that we could report back to you all tonight about this incident. The fact is I had the opportunity to review the tape of the incident on Friday, October 9, and I was quite surprised by what I saw on the tape and it didn't have to do with anything that was directly, you could see directly relating to the incident itself, however, the conduct of some of the children on the bus or the disorderliness of some of the children on the bus, and I had an opportunity today to view the tape with Marlene Smith. Marlene Smith is the Customer Service Manager for Durham Bus Company. We viewed the tape together along with Lieutenant Corbett and this was the first opportunity that Ms. Smith had to view the tape unbeknownst to me. What had happened was once the incident was reported to the police; the police seized the tape and didn't allow the bus company officials to view the tape. Correctly so, because it is a criminal investigation and it is a highly confidential criminal investigation because of the tender ages of all those involved. But we were, with legal counsel, viewed portions of the tape and we concurred, both Ms. Smith and myself and others, that it was obvious that the bus driver was not following protocol at all. And this was as alarming to Ms. Smith as it was to myself. I agree that this incident shouldn't have happened. I agree that it could have been prevented. Honestly, if the bus driver followed his training and protocols in place, it's very unlikely it would have happened. Quite honestly from the time that bus left Generali School, the children on the bus failed to comply with the bus

driver's repeated verbal commands to sit down. They were running up and down the aisle of the bus. I absolutely agree with Mr. Guidone's assertion that the bus driver couldn't have known what was going on because you can't see what was going on, on the tape, but that's simply because all the children were at the back of the bus, no one was seated, no one was seated where they're supposed to be seated and the bus driver had no control over the bus whatsoever. And upon discovering this today, Ms. Smith assured me that she was going to take immediate action upon leaving the Police Department when she got back to Durham Bus Company and that would include conferring with her supervisors and probably, at least for the present time, taking that bus driver off that route and then see what goes on from here. It is a complicated investigation for those reasons that I stated. However, I will tell you that from my own learning experience being new to this Board and new to this situation, I did confer with other bus company owners that I happen to know in this industry, all of them agree that if the protocols are followed this type of incident shouldn't happen.

The video, the quality of the video and the audio is very, very good. The equipment on that bus is very modern and new. I did find out that we have 128 school buses on the road in the morning and in the afternoon. We transport over 15,000 school children a day. I did find out that this type of incident, at least that we know of, is a very isolated incident. I did find out what the process is and probably some of you know and some of you don't, but if the bus driver has a problem on the bus such as disorderliness, they are trained to pull the bus over, they're supposed to stop the bus, they're supposed to notify their dispatch center, they have a problem on their bus with disorderly children. If the problem resolves itself just by that action, the driver is instructed to move along and get back on the route. If the children decide not to comply, the bus driver has several options – one is to ask for a school bus representative to come to the scene. Two, obviously, notify Central Office at Board of Education. Three, call the police. If those procedures were followed in this case we probably would have been able to prevent it. They weren't followed and the school bus company, along with the Police Department, are gonna further investigate. I know that this is a very emotional issue for all those involved, but I will ask everyone to proceed with caution. I think that we need to learn about the incident, in its entirety, before we start releasing information that's incomplete. So with that said, the further protocol would be once the bus gets back on the road to identify child or children who are unruly and to do a referral immediately to the school. How that works, it's a triple copy form, the school bus driver turns it in at the end of their route, it's either faxed or hand delivered to the school the next morning. The principals take immediate action, immediate action means that day, and according to Ms. Smith normally what happens, if it's a minor infraction, the principal will look at that, but if it's a serious infraction, the principal will order a copy of the video tape and review that and then decide on what further action would be taken, of course, in conjunction with Central Office. So, there are very good protocols in place here. So, I would caution us, I'm going to continue to look at the incident with any input at all from all of you would be very welcome. But I will tell you this, I did ask them with no notice today to provide me six video tapes from other schools in the City and I did get those and I spent my entire afternoon looking at video tapes of school buses from Bucks Hill, Driggs, Hopeville, Tinker, Bunker Hill, and Carrington, and I will tell you I looked at every one of those tapes and saw nothing that would even resemble what I saw on the Generali bus which I was relieved at. So, I would be happy to share those tapes with any of you who are interested in watching them. So again, I would like to now ask President Hayes, maybe we could, I will continue this through the rest of the week, but maybe we could schedule

a meeting through the Transportation Committee, and any of those that would like to attend, and just an update on where we are once I'm able to get the rest of information that I think is necessary to form whatever opinions and conclusions need to be reached.

HAYES: Thank you. I appreciate all the time and effort you've put into this. And when you're ready to report back, we'll schedule a Transportation Committee Meeting. We don't have a meeting next week anyways so we could do it as part of our Workshop and subsequently for a meeting of just a Transportation Committee, that will be up to you Commissioner O'Leary.

O'LEARY: Okay, thank you, I'll let you know.

HAYES: Thank you for your work on this.

D'ANGELO: First of all thank you, Commissioner O'Leary, for the excellent report. One thing, and you don't have to comment on it now Commissioner O'Leary, but one thing I would like to incorporate into the Transportation Committee meeting when we have it, I know last year we had an incident on the bus at Regan School and when the tape was viewed, not as bad, obviously, as what went on at Generali, but a very disorderly bus and now we have this situation and I understand the bus driver is going to be dealt with appropriately by the bus company. But I'd like to maybe, at some point, find out what the bus company is doing, as far as training, in regards to specific, not in regards specifically to this incident or the Regan incident, but overall. I mean I know we're gonna get assurances that they're doing things but I'd like to know if we can, if we're so entitled to find out, what they're doing so these things don't keep happening.

O'LEARY: I already started working on that.

D'ANGELO: And last comment and off the bus issue for a moment, President Hayes, I'm hoping that Commissioner White will consider, this Board will consider, having a Health and Safety Committee meeting at some point in the very near future. I think, it's been alarming at least to me if no one else, the amount of incident reports that we're getting from the schools, the severity of some of those incident reports where we have, I think most recently at one of the middle schools, a teacher was injured breaking up a fight. We had the melee at the end of last year at Crosby, I believe. We have this horrible incident on the bus. We've been fortunate here in Waterbury I think for a long time that we've been able to avoid any serious issues safety-wise, but I think maybe it's time that we look at things. I know we're doing things like PBS where we really focus on getting children to behave properly. And I know Dr. Snead sent a message clearly last week that we're not, at least by Central Office and by his desk, we're not trying to keep suspensions down, we're trying to do everything we can to maintain decorum in the classrooms and on the buses. But I just throw it out that maybe it's time we start trying to be a little more proactive and just insure that we and the principals and the teachers are doing all that we can. And that's not to say we're not doing all we can, but just to insure that we are. So, I hope you'd consider that Chairman White. Thank you.

HAYES: Anyone else? I'd just like to. I'd like to ask why . . . go under Health and Safety, I don't know if that's necessarily the appropriate . . . or should it be under like a discipline committee or rules and regs?

WHITE: I would think, at this point, that one investigation is enough, that we should get the results of that and follow up when that particular one is done. The points that Commissioner D'Angelo brought up are valid points and we should look into them also.

D'ANGELO: Then, Mr. President, as long as Commissioner White feels that way, I thought it was totally separate of that incident, but in that case, I'd like to make a motion to add an item to the Agenda please, **I'd like to make a motion to request that a Health and Safety Committee meeting be scheduled within the next 10 business days to evaluate, measure, and possibly make recommendations, if necessary, to the current policies and procedures with respect to student safety, so moved.**

SWEENEY: **Second.**

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

D'ANGELO: I spoke to Commissioner and some others before the meeting...

CLERK: This is just a motion to add.

HAYES: The motion is to add. All in favor, opposed, I think the motion failed.

D'ANGELO: Roll call vote please.

ROLL CALL VOTE TO ADD:

Yeas: Commissioners D'Angelo, Flaherty-Merritt, Stango, and Sweeney - 4

Nays: Commissioners Harvey, O'Leary, White, and President Hayes - 4

HAYES: Motion fails. Again, as the President of the Board, I would not rule that out that we would go to there. Again, we're looking for the information that Commissioner O'Leary will provide for us regarding that particular incident. As far as any other issues that may go forward, we're talking about discipline and how it's not to be done, if you want to do it through the Discipline Committee, I think that would be appropriate as well. But as far as my personal feelings about this whole issue, I think we're proceeding as we should. We're fortunate to have Commissioner O'Leary, who as a police officer, can actually do, get some more information for us that any one of us could of, as he stated, with a criminal investigation going on, this isn't open information for all of us to kick around and discuss but, considering his position, he can do that for us. Again, I'd like to reiterate that not only do we transport 15,000 kids; we transport 15,000 kids twice a day. And the cameras that we have, as Commissioner O'Leary said, do a great job for us. I know there were some speakers, and I was one a number of years ago that was concerned about safety on the bus. While I'm still concerned about the safety on the bus I think putting those cameras on there is a great way towards making them better for us. Like I said, we have protocols in place, we held all the people who've had responsibilities accountable and that sounds like what we're doing. We also held accountable the students. I think Principal Stamp did a great job, she did inform me Friday evening, she called me, she was still down at the Police Department doing a lot of work so, obviously, she put a lot of time and effort into this as well. We asked, and I supported her, that those students not be returned that, in fact, they were returned because all the kids that were involved were from out-of district-kids, for whatever reason that's how it worked out. So what they were returned to was their school that unfortunately we had the space, they were returned to their school in their own district. I

don't know how the out of district kids, how that plays into this mix with behavior, but that may have been a contributing factor as well. I believe we all handled it with what we had in place and what knowledge we had; it was handled professionally. Central Office took it very seriously, as I said Principal Stamp did a wonderful job. And our, what we need to do is, again, extend our feelings or emotions towards that family and the little girl. I'm sure we all felt the same way, the first reaction you have is what if that was my child, and you don't even ever want to think about that circumstance. So, again I think we got the right guy for the job to get the investigation done and if we can see some better ways to improve the safety, I'm sure we'll do that. As you heard from Commissioner O'Leary, the films that are looked at are taken seriously and I think because they were taken seriously, when he did look at the behavior on some other buses at other schools he saw a marked difference. For whatever reason, that day, however things were, it was a horrible circumstance, and as I said, we're open to any discussion and suggestions that would come from Commissioner O'Leary and anyone else after he gets all the information that he feels is necessary for us to then discuss at the committee level. And, again, if it leads us to other committees where we think actions will be taken, we'll do that.

D'ANGELO: Just my last comment on the subject is I respectfully, respectfully disagree with you. I don't think we're doing all we can. My comments and my request for a motion had nothing to do with the bus issue at Generali, had nothing to do with the ability of Chief O'Leary or former Chief O'Leary to do an investigation because I don't think I would ever question that. My concern is, and again I respectfully disagree, I don't think we're doing all we can to keep the students safe and your entitled to that opinion. We had problems on the bus long before this incident. We have problems with unruly students on the bus. We have problems with students at a couple of schools specifically where I have talked about, long before this bus issue, I talk about it every meeting and the nice thing about being an elected person is, I could talk about it, I don't have procedures where I have to go through union and file grievances, I get elected by my constituents and I have the ability to bring these issues forward whether people on this Board agree, disagree, or like or don't like. We have some buildings where teachers are not backed up with discipline. We have some buildings where the discipline code is not being followed in an effort to keep suspensions down. We have had incident reports, many, over the last several months, where students are injured, some where teachers are injured. And I respectfully disagree, I don't think we're doing all we can. My comments had nothing to do with the Generali bus incident; I think we should have a Health and Safety Committee meeting along with the Discipline Committee meeting and see if we can be doing more to avoid some of these incident reports that we get every Friday in our packet. That was where I was going with it.

HAYES: All right. Again, Health and Safety, I thought that you were going towards that. Many of those other issues I said we could do a Discipline Committee, that's not a problem, I don't know when they're next meeting, Commissioner Stango usually attends those meetings and lets us know what's transpiring there, I appreciate that. You can forward Commissioner D'Angelo's concerns. Again, I'm not gonna get into a debate, but you know it's easy to say we can do better. We can do better with everything. What I would suggest is you come up with some suggestions...

D'ANGELO: Point of order, hold on President Hayes, every time I ask for a meeting on safety or anything else nothing gets done until, with all due respect Commissioner

O'Leary or Commissioner White, or someone else on your side of aisle agrees with me. You take it personally, whenever there's an issue, whether it's curriculum or whether it's discipline or safety, you take it as a personal attack on your Presidency. I'm sorry, it's not President Hayes.

HAYES: Okay, I'll take a point of personal privilege. Now you're doing a personal attack and I'll take it as a personal attack.

D'ANGELO: President Hayes, believe me, we're not even getting close to personal attacks.

FLAHERTY-MERRITT: Point of order.

SWEENEY: Point of order.

HAYES: When I respond, I respond for this entire Board, even you.

D'ANGELO: It's time to show leadership, it's time to step up to the plate, President Hayes.

HAYES: It's time for you to continue to go do a couple of interviews if you'd like, I'm sure there's a couple of people out there waiting for you...

SWEENEY: Point of order.

HARVEY: Point of order.

HAYES: You can have your point of order. There we go. So there will not be a Safety Committee meeting.

SWEENEY: Commissioner O'Leary, I have found the bus company in the past to be very forthcoming to come to this Board and tell us exactly how they do things and why they do things. And we did request from them last year that they provide some more tapes because they were reusing them so often that often times when an incident became known after the fact, by the time they went to get the tape, the tape had already been taped over. I guess my concern, at this point, is to make sure that (a) – we have enough tapes and (b) – that they're not taping them over so many times that when they go to view them, that they're difficult to view. It sounds like the tape that you looked at, and I don't know about the other ones that you looked at today, were clear. But I think I would like to hear from the bus company just how they're replacing those tapes and how they restock and if we're doing that in sufficient time, so they don't become hard to view if we need them.

O'LEARY: That's one of the things I discovered today, the tape is eight hours and that's two days, on average, but if there's a field trip or whatever, it might be a day, day and a half. And they explained to me that's why it's so important to get the referral to the principal that morning so if the bus driver is not going to that school in the morning to personally hand deliver it to the principal, they fax it over the night before. So, it really falls on the principal, amongst everything else that falls on the principal, I'm sure first thing in the morning, is to review the referral. If it's a matter of obscene language

situation or something like that, obviously that might be handled at another level. But if it's a violent incident or an alleged violent incident or total disorderliness, the principal really needs to call and preserve that tape, that day. So that's one of the things, there will be a lot of recommendations from this, but certainly, Commissioner, that is one of the things that was brought to my attention right away. It's one flag that went up in my head right away.

SWEENEY: One of the things that we made very clear to them, for the cost of a tape, we would rather that they have more than they need than less than they need. So I would just double check with them to make sure that they're replenishing those tapes so that we always have a good quality tape, especially with younger students, an incident may not be reported for a day or two with younger students.

O'LEARY: Well that's the problem in this particular case; it took a little bit of time before the child reported it so, absolutely. That's something I think that we should, when we do meet, we should discuss. The quality of the tape is very good, both the audio and visual is very, very good in all the tapes that I saw today. So, I was really pleased about that. So they have monitoring equipment, but it's that issue. I got to tell you, I didn't like it as well.

HAYES: I think one of the concerns is that if the bus driver doesn't make the report then nobody is looking at the video tape and things could be happening that we're not aware of. I mean we got to make sure that the bus drivers make the report so that we can then review the tape.

O'LEARY: It starts with the bus driver, but their training is very, very strong in this area. And the bus driver's life is easier if he makes the report or she makes the report because then the principal handles. From what I'm told from Ms. Smith, the principals deal with the issue very quickly and deliberately and so it would behoove them to make the report so they don't have to deal with them every day. So, I think that works pretty well but you know, really one of the things I want to research is the number of referrals and then the actions subsequent to the referrals, I think will be interesting.

HAYES: Anyone else under New Business?

STANGO: Just to comment on the bus. I don't think anyone here truly believes that a bus ride after school is an educational experience or one that should be favored. You're putting a load of kids on a bus at the end of the day carrying all of their issues with them from that day, and they're all getting on the bus and then you're telling them to sit there and then you're telling the person in charge of them to look forward and don't look at the kids. I'd like to see any teacher try to do this in their classroom. It's not a good educational experience. We're going to hit a problem like we hit this week that I'm surprised we haven't hit one before this, we hit one this week and I'm sure we'll hit another one, it's a normal state of affairs, buses are not good things. I was very surprised when you threw the numbers out, Chief, that 15,000 children ride the bus every day. We have, what, 18,000 students in the City, there's only 3,000 walkers, that's not a lot of walkers.

O'LEARY: I was very surprised and I asked them to check those figures because, quite honestly, I thought about half our kids would be walkers. But she assures me those numbers are correct.

STANGO: I should know that but I was surprised to hear the number. To actually hear it, it's different. So, I think we need to look at a lot of things and hopefully in our move, and I know it's way down the road, for neighborhood schools, we're going to reduce the number of students who ride buses or we're gonna have these incidents happen all over and Waterbury is not the only place it happens. Parents think twice about putting their children on a bus, for whatever reasons, nothing really educational happens on a bus. I know that when my children attended the local schools, luckily I was able to drive them, they never took a school bus, toward the end of his career as a high school student, my son forbid me to drive him, he decided to walk, but I did not want him on the bus. And when my grandchildren went to school, my wife insisted that we pick them up. We were in a case, at that time, that I could drive them and when my grandchildren went to school here we could drive them. So not everybody is in that situation, I totally understand that. But there are many, many things to look at down the road.

HAYES: I just wanted to add another thing, when I went around the first day of school, two of the schools, I walked in on assemblies where they were discussing bus safety so I think since the other ones probably did it before I had gotten there, I'm pretty confident that all our schools do discuss that with the students at the beginning of the year. I happened to be at Rotella when it was going on a little bit more, I thought a little more at length and it was clear that the staff was there to let the kids know about the rules about bus safety and bus conduct and that is something that, again, I'm sure you're gonna find out that we do do that. I as one, one who also never wanted to put my kids on a bus for a lot of different reasons, cause as Commissioner Stango stated, I just didn't want to have my kids go through that situation all the time, putting that many kids together at the end of the day is quite a situation. So again, I don't know whether there's any solution to making it better, I think our biggest problem is we've got kids who misbehave and they, but the thing that bothered me the most about this incident was that we had kids standing there cheering on some of this behavior and I was always taught and I'm sure we taught this in our classrooms, it would be nice to have one of those kids intervene on behalf of that little girl, that would have been nice. I don't know if you ever got any of that in the tape but that was really what was most disheartening to me that that didn't happen. And again, I don't know any rules we can put in place or anything that's gonna get us to do that, what we need is for the parents to also back us up on this. I think we will, again, rely on your information if there's anything we need to do to make any changes, I'm sure we'll pursue those.

O'LEARY: Mr. President, since it seems to be a good night for disagreements, I'd like to disagree with Commissioner D'Angelo's statement about discipline and policies. Again, I haven't been here that long on this Board, but I am aware that there have been allegations from teachers who wish to remain anonymous, for whatever reasons, that they're not being supported by their administrators concerning discipline. And again, I have never heard anything more than an allegation from a source that refuses to be named. And I can tell you it's very disheartening for teachers and administrators who have to look at this both on television and in the newspaper who are out there doing their jobs and I still will say this to you, clearly and concisely, that you know if there is such a problem, then I would urge these people to follow the course that they have at

their disposal. And I think it's very unfair for members of this administration or our administrators in the school to be targeted or labeled saying that they're not following policies that are in place. There's been allegations, but there's been nothing more than that to my knowledge. And I don't think it's right that it keeps coming up meeting after meeting. It's not fair to these people who work every day.

D'ANGELO: I think I gave you the same example the last time Commissioner O'Leary and I'll give it once more. Last year I was approached by a teacher at one of the schools and said this happened and it was something I couldn't believe. So I went with Commissioner Stango, we went up to the school and I asked the principal and his two vice principals and I said this is what they told me that they sent a student to the office for a discipline reason and the administrator sent back a sticky note to the teacher, with the student that they sent down, saying "this should have been handled within your classroom". And I said to the administrator that that's not even possible, is it? "Oh yea, that's what I did", and Charlie was there. The next day the principal of the building went around to everyone in the building, every teacher, and asked them "who told Commissioner D'Angelo?". That's why they don't come forward Commissioner O'Leary. Now, as I said before, I'm not a union member, when I get a complaint, if I think it's worth looking into, I normally go to the principal, it doesn't make it here, it doesn't make it in the e-mail, I normally go to the principal and the principal calls me back because most of them, 99.9% of them are professional; they call me back and they say Paul, what you told me has merit and I'm dealing with it or it doesn't have merit. We have a couple of principals that I tried that with and they choose to find out who "let the cat out of the bag" and then they had meetings that problems in this school stay in this school. That's unprofessional, it's unacceptable, it's retaliating against the teacher, and it creates a hostile work environment. That's why I do it because it's always the same one, two, or three principals, and no more than that, that this happens at and I just think it's unacceptable that teachers have to work in that kind of hostile environment. So as an elected person, although you're entitled to disagree and we can go out and have a Coke later and still be friends, but I don't have to worry about following SAW procedure or WTA procedure. If I think it's important enough and it's adversely affecting the climate within the building, I'll air it, I'll air it here, I'll air it on WATR or Channel 3 or anywhere else I have to to get it fixed. And that's where we disagree, but I respect your opinion.

HAYES: Anyone else?

HARVEY: If I may change the subject, President Hayes, we have an administrator that is retiring at the end of the year and I promised her that I would read her letter to the Board and so I'm going to do that. This is coming from Hattie Beauchamp, she is the Red House Principal at the North End Middle School and it reads as follows - "Dear Dr. Sned, it is with mixed emotions that I inform you of my planned retirement at the end of December 2009. It has been a very sad and difficult decision for me to retire before the completion of the 2009-2010 school year. Due to circumstances beyond my control, I have no choice but to retire in December of this year. I am grateful for the opportunities the Waterbury School District has provided me for the past 35 years. I am proud to have been a product of the Waterbury School System having attending Walsh Elementary School and Kennedy High School. My experiences as a student and educator in the Waterbury Public Schools has been a tremendous resource in providing all students and parents with opportunities to achieve. After 35 years as an educator in

Waterbury, I am sad to say that too often the negative is embellished and overshadows the positive aspects that are often present in our school system. I strongly encourage the members of the Board of Education, Central Office staff, to visit our schools and classes and to dialogue with administrators, teachers, students, and parents so that they may witness the wonderful learning environment that is often present throughout our school district. I will always cherish my fond memories I have had as a student, teacher, and administrator in the Waterbury School District. My best wishes to your continued success.” Signed sincerely, Hattie Beauchamp, Red House Principal. Best of luck to you.

HAYES: Thank you, anyone else?

HARVEY: If I may, I just want to encourage the Commissioners to watch the series on the WOW Community Forum. I know when I mentioned this a couple of weeks ago, the paper chose to focus on the discipline aspects of what was discussed. There were four subjects – discussion on poverty, health, education, and parenting. Also, the issue on discipline, the community leaders, and there was a question from Commissioner D’Angelo on who attended this forum. I have minutes in front of me, I have to finish looking at them, but this was on a Saturday, community leaders, very prestigious panel of community leaders, and I hope you will focus on the content of what was discussed as opposed to who was there. So, I will have the meeting minutes and I will have them distributed but, again, I hope you will; I want to congratulate Nancy Vaughan, Dr. Snead, she did a fantastic job of getting this taped and getting it out as quickly as she did and I commend her for that.

The next issue is that on October 22 my partner in crime, not really Chief, but my partner in crime Alderwoman Petteway and myself will be conducting a community meeting at Grace Baptist Church at 6:00 p.m. We typically like to go out to this community because this community, as you know Dr. Snead, is very instrumental in targeting the North End as one of the sites for the school, so we typically like to go back to them and to just bring information to them. So, I would encourage the Commissioners to visit on October 22, at 6:00 p.m., at Grace Baptist Church. Thank you President Hayes.

D’ANGELO: Commissioner Harvey, I thought the program was excellent. I watched it and watched it I think twice over the weekend. My question was a positive one, I wanted to know if there were, how many people from the community because I’d like to see if we could do that in all areas of the community if the people come out for it. That was the reason for my question. But I thought the comments on discipline and problems that students have that may relate to the discipline was excellent.

ADJOURNMENT

Upon a motion by Commissioner D’Angelo and duly seconded by Commissioner O’Leary, it was voted unanimously to adjourn at 8:14 p.m.

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