

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Monday, November 28, 2011 at 6:30 p.m.

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

PRESENT: President Hayes, Commissioners Flaherty-Merritt, Harvey, Morales, O'Leary (6:35), Stango, Sweeney, Theriault, Van Stone, and White.

ALSO PRESENT: Superintendent Ouellette, Assistant Superintendents Cullinan and Sequeira, Chief Operating Officer Paul Guidone, Director of Personnel Ron Frost, School Business Administrator Paul Mazzaccaro, Attorney Maurice Mosley (6:42), and Education Liaison Mary Ann Marold.

1. SILENT PRAYER

President Hayes called the meeting to order at 6:31 p.m. with a moment of silence.

SUPERINTENDENT: As we take a moment to remember those who have passed, please remember Mrs. Kimberly McNamara Guerrette, who passed away over the Thanksgiving break. Mrs. Guerrette was a third grade teacher at Chase Elementary School for three years and a sixth grade teacher at West Side Middle School for six years. She is fondly remembered by staff, students and their families. Please keep her and Mrs. Guerrette's family in our thoughts and prayers.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

Superintendent Ouellette led everyone in the Pledge of Allegiance to the Flag.

3. ROLL CALL

CLERK: Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: Present.

CLERK: Commissioner Harvey.

HARVEY: Here

CLERK: Commissioner Morales.

MORALES: Here.

CLERK: Commissioner O'Leary.

O'LEARY: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Theriault.

THERIAULT: Here.

CLERK: Commissioner Van Stone.

VAN STONE: Here.

CLERK: Commissioner White.

WHITE: Here.

CLERK: President Hayes.

HAYES: Here.

4. 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 communication dated November 14, 2011 from Civil Service to Ricky Alvarado certifying him for the position of Maintainer I.
2. Communication dated November 14, 2011 from Attorney Myer regarding incident at West Side Middle School.
3. City of Waterbury's Capital Funds and Special Revenue Funds Status Report submitted November 8, 2011 from Director of Finance Michael LeBlanc.

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

5. 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 6:34 p.m.

HAYES: Motion made and seconded.

MAYOR JARJURA: Thank you Mr. President, Honorable Members of the Board of Education, and honorable citizens of the great City of Waterbury. I wanted to take this opportunity to stop by on your final meeting with me as Mayor. I always get confused whether I should sit over there, sit over here; I never was really sure. But I did once in a while when the President wasn't available take over the helm of the Chairmanship and I did get good accolades from a few of the Commissioners that I ran a very tight meeting. But I did want to, in all seriousness, take this opportunity to thank each and every one of you and many, many of your predecessors – 10 years is a long time and I did have the privilege and pleasure to serve with a number of Commissioners during that time and each and every one, I think, brought a great enthusiasm and a great passion to the

education system. During all that time, I'm happy that I had a few months to get to know Dr. Ouellette and she brings, I tell ya, such energy now, to the great City of Waterbury and we have, Dr. Ouellette, very high hopes for the improvement of our education system although I'm one who believes a lot of progress has been done over the years, this Board has been great innovators, working with our two Assistant Superintendents – Anne Marie Cullinan and Dr. Sequeira, and of course your predecessor Dr. Snead, we have had the opportunity to implement a number of innovative programs that I think the fruits of that labor are just now beginning to be seen in some of the scores and student performance. It doesn't happen overnight, I know we've got a long, long way to go, one of the people I found here, and I know that's leaving with me, is Commissioner Mary White. And Mary has just been a great friend, and I know a great Commissioner, and Mary, I want to thank you for your tremendous service over I believe 16 years.

WHITE: Seventeen years, who's counting?

JARJURA: Seventeen years on the Board of Education, that's probably a record in terms of service as a Commissioner to the Board. And, of course, Commissioner John Theriault is also leaving. Our Mayor-elect and Commissioner Neil O'Leary is changing hats a little bit, he's gonna be still the Ex-officio Chairman of the Board, and as a member of the Board, but he's also taking on a dramatic role as the Mayor of this great City and he has my full support and I know he has all our full support because the City of Waterbury needs that, we need that; we need him to be successful so that the City is successful. But again, I want to thank the people of Waterbury, thank all of you, it's been a privilege, it's been a privilege to work with your Central Office staff, especially, especially Mr. Guidone and all of the folks over there. When I look around, when I think back at what we found here, all of us together – leaky roofs, windows that weren't working, gym floors that were buckled, lockers that were just antiquated, and in a very methodical way with some very creative help from then the Commissioner of OPM Mark Ryan and the Oversight Board and our legislative delegation, we were able to make a lot of capital investments and obviously the 300 million dollars we spent, and continue to spend, on the facilities is money I believe well spent and obviously a great legacy of infrastructure that all of us, all of us should be very proud of. I was counting, Mayor-elect O'Leary, Commissioner O'Leary, in my 10 years, not just the public, I have always gone to Sacred Heart and Holy Cross and Post University, I've attending 130 graduation ceremonies; more than any parent or grandparent I think can attend in a lifetime. So it's been 130 graduation ceremonies, and you know what, each and every one was special and I know that you are going to find each and every one special as the Commissioners and all of us travel to cover as many of the graduation ceremonies that take place from obviously eighth grade, which is now called middle school and the high school level. I never did the ones from kindergarten or from fifth grade, that's something I left to, those were really never traditional graduations that I was used to but I know they have promotion ceremonies. But there are so many happy events and happy occasions that I can reflect upon but I did want to come down, obviously on my second to my last day as the official Mayor of the City, thank all of you Commissioners, and congratulate the Commissioners that are also retiring from City service. But we're not retiring from service to this community, we're retiring as elected officials and as I've told Chief O'Leary, we are only a phone call away. Whatever we could do to help you in your transition and help obviously continue to advance the educational opportunities because without that we will be a lost City, a lost Country, and we must do everything we can to

make sure that every child is as successful as we can make that happen. Thank you, God bless you all, and I'll stay around for the cake. Once I saw the cake I decided to stay around and have a little piece of cake with you. And thank you for the flower, Dr. Ouellette.

SUPERINTENDENT: Given that Mr. President, given the public address portion, with your consideration, I'd like to reverse the order to have the Commissioners' Recognition at this point in time and then move to the Superintendent's Report, with your permission.

Upon a motion by Commissioner Stango and duly seconded by Commissioner Sweeney, it was voted unanimously to return to the regular order of business at 6:41 p.m.

HAYES: Motion made and seconded - all in favor, opposed.

6. SUPERINTENDENT'S REPORT/COMMISSIONERS RECOGNITION:

SUPERINTENDENT: Good evening. It's a delight tonight to be able to honor four outstanding Waterbury City officials who have dedicated a large part of their lives to enriching the academic and social development of our students here in Waterbury.

First I'd like to begin to honor Mayor Michael Jarjura as the ex-officio member of the Board of Education. Much of what has been accomplished in the past 10 years would not have occurred if it were not for your vision and leadership and during your 10 years, Mayor, we have experienced an unprecedented growth in student enrollment and in building construction to accommodate that increase. Mayor Jarjura has been instrumental, not only in guiding the City out of a deficit, but also in supporting and investing in our schools. He understood that we needed to become a 21st Century school system if we wished to become a healthy, thriving community. He supported our move back to prekindergarten through eighth grade neighborhood schools and our need to purchase and implement modern technology in our classrooms along with updated textbooks and other educational materials. He has been a strong supporter of education and he will be missed as we turn a new page towards 2012. I'd like to present Mayor Jarjura with this plaque that reads "Michael J. Jarjura, Mayor of the City of Waterbury, Waterbury Board of Education Chairman Ex-officio, January 2002 through November 2011, in recognition of your loyal service as the education Mayor to the students, parents, and community of the City of Waterbury, presented November 2011".

(applause)

MAYOR: Thank you very much.

SUPERINTENDENT: And I have a team with me this evening that's going to assist with the next presentation of awards. Mrs. Anne Marie Cullinan will assist me in presenting an award to Vice President White. It's a pleasure to honor Vice President Mary White who has devoted the past 17 years serving the students, families, and community of Waterbury on the Board of Education. During her tenure, Vice President White has been a strong advocate for the children and families of our community. She served as

Board President from January of 2002 through December 2003 and served on many different committees of the Board but is perhaps most well-known for position on the Building Committee. Since 1995 the district has added three Interdistrict magnet schools – Maloney, Rotella, and the Waterbury Arts Magnet School, two prekindergarten through eighth grade schools – Gilmartin and Duggan, and several additions to existing schools including the new media center at Crosby and Kennedy and the new science wing at Wilby. The district is also underway with construction of two other prekindergarten through eighth grade schools – Reed and Carrington, and a new Waterbury Career Academy High School. The district upgraded many of its buildings bringing them up to code and replacing windows, roofs, and making other energy efficient changes to the buildings to provide a healthy environment for students and staff. Vice President White, you will be missed on the Board of Education but we hope you will continue to be a voice for the children of Waterbury. Mrs. Cullinan.

CULLINAN: Mrs. White, in recognition of your loyal service to the students, parents, and community of the City of Waterbury, presented November 2011.

(applause)

WHITE: Thank you very much; it's been a privilege and a pleasure, believe it or not, to serve on this Board. The Board as for the most part been non-partisan in all of its important decisions and I will always admire that no matter which term I was in. The Board is a strong supporter of the system and of Central Office and of the teachers, the staff, and everyone. I can't tell you how, I'm sad in a way because this has been so much a part of my life. But, because it's been a part of my life, not cause I was always a Board member, but because as a student in the schools, a parent of children who attended and graduated from these schools, and grandchildren, friends, committees I've worked on, the city committees through the years, it's just been a great run and I thank everybody for giving me the chance to do it. And yes, I will be here to nag you in case there's something I see is wrong. Thank you for saying I could do that. Thank you again.

SUPERINTENDENT: Commissioner Theriault. It is an honor this evening to recognize Commissioner John Theriault who has served on the Board of Education for the past eight years. Commissioner Theriault has also been a strong advocate for the students of Waterbury and has brought to the Board of Education his experiences as a former principal. He has been able to help bridge the gap between the Board and the District by providing insight to the inner-workings of a school. He has been known for asking probing questions and for looking beyond the first layer of a situation. He is perhaps best known for his advocacy of improving building conditions for both students and staff. He devoted many hours visiting schools to advocate for better learning and teaching conditions. He did this not because he wanted the notoriety of being the Commissioner who pointed out environmental concerns, but because he was truly an advocate for the overall well-being of staff and students. Commissioner Theriault, you will always be missed as an advocate for the students and staff of the Waterbury Public Schools. I hope we can be rest assured that you will continue to monitor educational issues here in Waterbury. Thank you Commissioner. Dr. Sequeira.

(applause)

SEQUEIRA: Commissioner, I have the honors. "John E. Theriault, Commissioner, Waterbury Board of Education, January 2004 to November 2001. In recognition of your loyal service to the students, parents, and the community of the City of Waterbury. Presented November 2011."

THERIAULT: Thank you Dr. Ouellette, Dr. Sequeira, President Hayes, Commissioner White. I'd certainly be remiss if I didn't thank all of you that are here and some of the past members that I served with over the years and thank the general public and the voters for giving me the opportunity to serve on this wonderful Board. It has been an honor and a privilege and a distinction that I will always, always remember. Andy Michaud, in particular, will be very happy cause the meetings will be that much shorter without me here. We've been betting maybe an hour to an hour and a half less because I won't be here but I'm sure Commissioner O'Leary will fill up the gap, and some others. As I go off into the sunset, I have many fond memories of the school system and I, like Commissioner White, will be in the wings, on the sidelines, waiting and watching and doing everything that I can to continue to serve in some way towards the betterment of this City. I would be remiss if I didn't also thank Mayor Jarjura who, occasionally, we have been on opposite political sides but really always on the same side. We were always on the same side in terms of the betterment of the City of Waterbury and I certainly have learned to admire and respect the Mayor for the tenacity and the dedication and the service that he has provided to the City of Waterbury, the children, and the community. So I thank all of you and I wish Commissioner O'Leary, mayor-elect, all the best in the future as he goes about to kind of reinvent the wheel and move the town forward. You have a tremendous foundation that Mayor Jarjura has established for you and as we go forward I'm sure Waterbury will rise to the greatest heights that it can ever achieve. Thank you very much.

SUPERINTENDENT: Finally, certainly not least, I'd like to invite Commissioner O'Leary with the assistance of Mr. Paul Guidone. We certainly are recognizing Commissioner Neil O'Leary who is leaving as a Board of Education Commissioner and who has pledged to continue his involvement in the Waterbury Public Schools in his new position as Mayor. Commissioner O'Leary has been well-known for his advocacy of the social development of students here in Waterbury. He was the guiding force behind the phenomenal growth of the Police Activity League from a smaller organization which provided athletic opportunities for a limited number of students to the huge organization it is today. Today PAL not only provides a chance for students to play basketball and other organized sports under its auspices but also offer students tutoring, mentoring, and support. As a Police Chief, Commissioner O'Leary supported community officers and the concept of placing officers in the schools to promote a safer learning environment for all. As a Commissioner he was known for his advocating school reform to improving student learning. Commissioner O'Leary, we look forward to your continued presence here in Waterbury as an advocate for students and families. We hope that your new position as Mayor will not pull you too far away from the students who are so near to your heart.

GUIDONE: Mayor-elect, "Neil M. O'Leary, Commissioner, Waterbury Board of Education, July 2009 – November 2011, in recognition of your loyal service to the students, parents, and community of the City of Waterbury, presented November 2011".

(applause)

O'LEARY: I guess I should say a few words. Thank you all. First of all I'd like to thank Mayor Jarjura. It was an honor to work for Mayor Jarjura; I think I was a sergeant when you started – police sergeant, lieutenant, deputy chief, chief. Although we're on the heels of a pretty intense, grueling campaign, I think we're still friends, I think we'll always be friends. I know that my team and myself have great respect for Mike Jarjura and the way he led the City, what he found when he arrived and the way he left it. I personally have an enormous respect for his family and although it's a little unusual for me to be standing up here in these circumstances, I just want to thank you for everything you've done, not only for this City but especially for the children of our school district, and for all of us in many, many different ways.

Commissioner White, I don't know Mary, I've known you for about 45 years. But certainly working with Richard for all those years and getting to know your family very well and your children, I just want to thank you, personally thank you for your 17 years of service to the School District, but your entire lifetime of accomplishment and achievement, raising a beautiful family, giving up so much time when your husband was a policeman for, I don't know, 37 years, 36 years, and for those of us who are from police families we can certainly understand the commitment and the success that Richard enjoyed going up through the ranks – retiring as Deputy Police Chief, and, of course, having you standing by his side all the time didn't hurt him. And your wisdom has been a big part of this School Board and also a big part of my life, obviously, and I look forward to your future constructive criticism which I have learned to take better.

To Commissioner Theriault, when I first came on this Board, John, honestly everybody was kidding with me because I was sitting next to you, oh boy, you're gonna be sitting next to John, he's got that camera going all the time so be careful. A couple of times I slipped and said a few things that you promptly edited out and I won't forget that either. But more importantly, I've come to respect you more than you probably know. Having known your wife, Veronica, almost my whole life and getting to know you better as a fellow Commissioner. I respect the fact that you weren't afraid to go against the tide; you spent so many hours in the schools, especially in the last couple of years, recognizing the need for improvement. And always not being afraid to say what's on your mind I think is what I will respect the most. And honestly, I've learned the most. So I'm looking forward to working with you in the future and well as Commissioner White, of course Mayor Jarjura, and I'm honored to call you a good friend of mine. Thank you.

To the rest of the Commissioners – we have a lot of work to do, I'm looking forward to Friday and getting all the pomp and circumstance over with so we can hit the ground running, as they say, and I'll be honored to work with each and every one of you as well as our newly elected Commissioners. Thank you all very much.

SUPERINTENDENT: Dr. Ouellette read and distributed the following report:

Last week we received the new Connecticut Mastery Test results from Hopeville School. The State has invalidated the March results in math and reading. Student scores in these two areas were lower in the retest than in the original March results. We will continue to assess individual student results and to provide additional assistance where needed.

Members of our District Improvement Plan Executive Team met with Dr. Adrian Wood of the Connecticut Department of Education to continue work on the new District Improvement Plan. Dr. Wood began the meeting by stating that all districts who were scheduled to present District Improvement Plans to the Ad Hoc Committee and the State Board of Education are postponed. Commissioner Pryor will be sending additional information regarding the format and requirements for the updated version of the District Improvement Plan. However, he did recommend we continue our work around teacher / administrator evaluation plans and school transformation.

Next week we will prepare and mail letters to parents regarding their children's eligibility to receive Supplemental Education Services under No Child Left Behind regulations. We have scheduled a tentative date of December 15th to hold our annual Supplemental Educational Services (SES) Expo for parents to meet with our selected vendors and learn more about these valuable services. The application deadline has been set for December 23rd, with a tutoring schedule to begin in early mid-January. Parents are urged to fill out the application and apply for services if their child is eligible and in need of additional assistance.

The Parents Leadership Training Institute will begin with an approximate date of January 7th and the Parents Supporting Education Excellence will begin around February 11th. There is a new coordinator for the program, Natalie Forbes. The program is still operated with the support of Waterbury Hospital. Brochures and applications for parents interested in the PLTI program will be made available through our schools this week.

The Center for 21st Century Skills at Education Connection has received a State of Connecticut Department of Education Inter-district Grant for two programs involving Waterbury Public Schools. The first program is "Advancing Literacy Development Through Digital Media and Movie Making" at Kennedy High School. This program is a collaboration of three urban districts (Danbury, New Haven and Waterbury), six suburban districts (Berlin, Bethel, Brookfield, East Haven, Plymouth and Simsbury), two rural / regional districts (Region 15 and Region 16), the Public Broadcasting System, the Connecticut College of Technology and the Connecticut Student Film festival, under the guidance of Education Connection. Among many activities, students will be asked to produce short documentary films. The second program is "Literacy Advancement and Innovation Academy" at Crosby High School. Students will participate in a series of workshops at college and industry locations for collaborative, project-based learning.

Several of our schools participated in fundraising events and the collection of goods for area non-profit agencies as part of their Thanksgiving holiday celebrations. I would like to share a few examples of this generosity with you. Wallace Middle School students and staff collected more than 4,000 non-perishable food items for the Greater Waterbury Interfaith Ministries food bank. The schools' annual food drive ran from November 7th until November 22nd. Students and staff at Duggan School collected over \$1,000 worth of canned goods to be donated to local area families. As a motivation strategy, Physical Education teacher Cassie Dingwall arranged for America's Strongest Man, Derek Poundstone, to visit the school and pull a bus loaded with the canned goods up Bank Street. Prior to the pull, Mr. Poundstone, who lives in Waterbury and is a police officer in Naugatuck, met with students who raised the greatest number

of donations and encouraged them to believe in themselves. The whole school came together to urge Mr. Poundstone on as he pulled the bus up the street.

An Advanced Clothing class at Wilby is constructing baby quilts that will be donated to Carolyn's Place. Carolyn's Place is an agency that provides assistance to women in need during pregnancy and after. The class uses fabrics that has been donated by the community and pass the gifts along to new moms and their babies. Anita Watkins is the supervising teacher.

We have been informed that representatives from the Office of Civil Rights will be here on Thursday, December 8th to meet with parents as part of the ongoing compliance review under Title VI. This is an assessment of Waterbury Public Schools' outreach to students and families regarding its college and career ready programs, including its gifted and talented programs, its Advanced Placement courses and courses designed in coordination with higher education institutions. As part of this compliance review, OCR has invited a cross section of parents to meet with its representatives in groups of eight to twelve parents in thirty minute blocks to discuss their general experiences and perceptions in these particular areas. Parents who may be interested in participating are asked to contact their child's Parent Liaison or Gladys Wright at (203) 573-6693.

We received wonderful news that Maloney Magnet School has been recognized on this year's ConnCAN's annual Top 10 list for African-American Student Performance. ConnCAN's Top 10 lists recognize elementary, middle and high schools across the state that have the highest rankings in the categories of Student Performance Gains, Overall School Improvement and African-American, Hispanic, and Low-Income Student Achievement of the CMT and CAPT tests.

There will be a free holiday concert by The Learning Station for families and young children at Kennedy High School on December 3rd, starting at 2:30 PM.

There will be a Public Reception, Superintendent Meet and Greet on Tuesday, December 6th, from 6 to 7 pm at the Waterbury Arts Magnet School. I hope to meet as many members of the community as possible during this event. Respectfully submitted, Dr. Kathleen M. Ouellette, Superintendent of Schools.

7. PRESIDENT'S COMMENTS

HAYES: Is there any questions for Dr. Ouellette? I want to thank our four honorees this evening. Commissioner O'Leary – I look forward to working with you over the next few years. I'm glad that you had the opportunity to serve on this Board. I think as a Mayor having that experience is really gonna go a long way towards you understanding what our needs are. There wasn't a long history of mayors wanting to serve on this Board and I appreciate the fact that you were willing to do it.

John, you know I found out we were relatives, after we first started – it's been fun. I'm really gonna miss you being here but also I really look forward to your continued input, maybe the emails will slow down a little bit. You can send them directly to me if you want, you don't have to send them through Carrie anymore. It's been a real honor working with you and thank you for all your service as a teacher, administrator, and as a

Board member. You pretty much did it all and you always had the kids as your first interest and I appreciate that. I always have and I respect you, glad to know you're my friend now. I think I'll save Mary for last.

Mayor – you've been a friend of ours on this Board since we started. You got us through trouble that I never thought we were gonna get out of. When I first served on this Board for the first two years, it just looked like there were instrumental problems that we had; we couldn't get a couple of million dollars to reconstruct Duggan School. You've been a solid supporter of us and appreciate it. Another thing is, for those of you who don't know, you also officiate at my wedding and it's been working out really well for me. Robin is really appreciative and it was great for you and an honor for me to have you officiate at our wedding.

Finally for Mary, she's been like my mother, my mentor, my grandmother, and tries to keep me in line. I don't know what I'm gonna do without you Mary. I appreciate all you've done, not just with us, but through the City. And I also want to thank the families of all of our outgoing members because I know what a burden it is on the families to deal with, you have to worry about what you pick up in the newspaper every day and the comments that are made. We come here and have people come, we don't normally have people come and praise us, they come here with criticism and our families have to put up with that, so we should all thank, I would like to personally thank all your families for being there for us and for you. And again, Mary, your kids, everybody loves you, I'm gonna miss you, but you'll keep in touch, I'm sure.

WHITE: Thank you, it's been fun.

HAYES: Now we go to the Consent Calendar. Does anyone want to remove those controversial issues?

President Hayes proceeded to read the list of Consent Calendar items.

8. CONSENT CALENDAR

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the Consent Calendar, items 8.1 through 8.3, as listed:

- 8.1 With the approval of the Committee on School Activities, the Superintendent of Schools recommends approval of the use of school facilities by school organizations and/or City departments, as listed.
- 8.2 With the approval of the Committee on School Activities, the Superintendent of Schools recommends approval of the use of school facilities by outside organizations and/or waiver requests, as listed.
- 8.3 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to Meg Harrigan, Rotella Magnet School, and 10 chaperones to take 96 students to New York, NY on April 25, 2012 to attend a performance of the Lion King.

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

9 . ITEMS REMOVED FROM CONSENT

No items were removed from the Consent Calendar.

10. SUPERINTENDENT’S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to receive and place on file items 10.1 through 10.7, Superintendent’s Notification to the Board, as listed:

- 10.1 Athletic appointments effective immediately:
Berardis, Marissa – WMS Cheerleading Coach (rescinding her resignation of 10/19/11).
- 10.2 Athletic resignations effective immediately:
Marcil, Kara – Assistant Boys’ Swim Coach, KHS.
Peruta, David – Assistant Track Coach, KHS.
- 10.3 Teacher transfers:
Dane, Diana – From Rotella Grade 3 to Rotella Elementary Guidance, eff. 11/17/11.
DiFate, Telka – from Wilby Biology to Wilby Special Education, eff. 11/30/11.
- 10.4 Grant funded appointments effective immediately:
Chapman, Syretta – Behavioral Therapist, North End Middle School STEM
After-school program, \$25 p/hour.
Cicchetti, Dianne – Career Technology Educational Liaison, KHS, 35 weeks,
15 hours p/week, \$30.00 p/hour, non-union and no benefits.
De La Rosa, Mimi – Career Technology Educational Liaison, CHS, 35 weeks,
15 hours p/week, \$30.00 p/hour, non-union and no benefits.
Sherwood, Charles – Career Technology Educational Liaison, WHS, 35 weeks,
15 hours p/week, \$30.00 p/hour, non-union and no benefits.
White, Melissa – Teacher, 21st Century After-school Program, Washington
School, salary according to contract.
- 10.5 Extended School Hours (ESH) Program Appointments, salary according to individual’s contract:

| SCHOOL | NAME | ASSIGNMENT |
|--------|-----------------------|--------------------------|
| Walsh | Ciuffo, Stephanie | Teacher (not substitute) |
| Duggan | Brittingham, Michele | Teacher |
| | Davis, Amy | Clerical (2 days) |
| | Dunn, Elaine | Clerical (1 day) |
| | Finkenzeller, Frances | Head Teacher |
| | Giuffre, Maureen | Teacher Sub |
| | Havican, Cathy | Aide |
| | Johnston, Christine | Teacher Sub |
| | Mullen, Vickie | Aide Sub |
| | St. Pierre, Tina | Aide |

10.6 Adult Education appointments:

Algarin, Joselito – Part-time Custodian, 25 hours p/week @ \$10.00 p/hour.

10.7 Resignations/Terminations:

Mastropietro, Kristyn – Teacher, Wilson School, effective 07/25/11.

Ward, Kimberly – PE, Kingsbury School, terminated effective 11/14/11.

HAYES: Motion made and seconded. All in favor, opposed. Is there any unfinished business of the preceding meeting only? Other unfinished, new, and miscellaneous business? Did you guys give Carrie your preference for a new meeting date?

CLERK: Five for Thursday, one for Wednesday, one for Tuesday, two no response, and one didn't matter.

HAYES: So it looks like we're probably want to move it to Thursday from what I could gather. Any other unfinished business? Commissioner Stango and then Commissioner Sweeney.

STANGO: Thank you President Hayes. I'd just like to make a few comments for our members who are leaving at this time. Commissioner Theriault, I thank you for your service on this Board for eight years, I wish you well. I will miss your presence across the aisle and perhaps what I will miss most are your oratory skills. I will miss your colorful vernacular. For me it is with some trepidation that we are, as a Board, will move forward without your input. It is a conundrum for me as to who will fill your spot at the end of the table, with a camera or without. Through the Chair, Commissioner Theriault, when we as a Board move forward with our new initiatives, we must remember your quote of, as you put your glasses down, "caveat emptor – buyer beware". We, as a Board, must know what we are doing at all times with our decisions. Commissioner Theriault has always spoken about the "isms" – favoritism, nepotism, cronyism. However, I'm going to add another "ism" – patriotism. John, you are a patriot for what you have done for our district and our kids. In closing, John, kudos to you. I don't think I have to go to our Board Attorney to get permission or to get an okay to do this, I think he will agree, we're in the clear now. Kudos for your fantastic work on this Board, for the children and families of Waterbury. God bless you and good luck in the future.

And now for Mary. I will continue to channel John a little bit here. I have known John for 40 years and I have known you, Mary, for about 30. Kudos to you, Mary. Through the Chair – Mary, you are compassionate, fair, assessable, honest, and a positive leader. When I came on this Board you were an immense help to me. You have guided me through the maze that we call the Board of Education. For that I will be eternally grateful. Kudos and good luck and good health, Mary, in in your retirement. God Bless you. Thank you President Hayes for allowing me those comments.

HAYES: Commissioner Sweeney.

SWEENEY: Actually, I have a request on the new by-laws; I would just ask if we could review the move to Thursdays and check those Thursday dates to make sure we don't have any conflicts on the Workshop nights with other activities that may already be planned. We may have to shift some of our meeting places in that event. I would rather

do that then have people move activities. I know a lot of our after-school activities for parents, for parent involvement, are in the evenings and I want to make sure we don't disrupt those.

And my other comments, it's so hard, John – it was a political nail fight when I came to this Board and there you were always reminding me to look around the corner, under the rugs. I couldn't have done it without you. Thank you so much. I have had the honor for the last several years to be your softer side and I thank you for that.

THERIAULT: No caps.

SWEENEY: No caps, and you've stuck with that. If you ever get the urge, give me a call and I'll talk you down. Mary, you mentored me when I came to this Board and you were a wonderful mentor. You never laughed at the questions I asked, you never brushed me aside, you always took the time to give me your opinion and give me some direction and I will always be grateful for that. But I'm even more grateful for the friend I have found and I thank you from the bottom of my heart.

And Neil, I just don't know what you're gonna do with all those elastics anymore because you won't have me to shoot across at.

O'LEARY: I was just looking for one, there's not one in the packet.

SWEENEY: I wish you all well as you go forward and don't be strangers, come back and see us all. Thank you.

HAYES: Anyone else? Commissioner O'Leary.

O'LEARY: I just wanted to take a moment, this is off that subject, last week on the 22nd of November there was a fundraiser for one of our students at Wilby named Andy Duval. This I have to actually give all the credit to the current Police Chief Mike Gugliotti. As you probably read in the paper, Andy lost his Dad recently and his Mom had past some seven years ago. So he's 18 years old and living alone and because of his Father's health condition, they found themselves behind on their mortgage and a lot of financial concern. He's also a member of the Wolcott, in addition to being a student here, he's a member of the Wolcott Volunteer Fire Department and word had gotten down to Chief Gugliotti that he was probably going to lose his home and end up homeless and broke, actually. So Chief Gugliotti decided to have a fundraiser for him and it turned out to be quite an event. I think there was about 1,500 people showed up at the PAL Recreation Center that night and as of today we have raised \$49,200 for Andy.

(applause)

O'LEARY: And really interesting, checks coming in from other states, as far away as California. It's just such a commentary on Waterbury, not only Waterbury but the surrounding towns. There was several people from Wolcott High School, Cheshire High School, Watertown High School, the Wolcott Volunteer Fire Department, just about every teacher in Waterbury contributed in some way, shape, or form. Dr. Ouellette came to the even as did many of you here tonight. And you know I have to say thanks

to Chief Gugliotti and Lieutenant Cizauskas who organized the event. It's just another amazing Waterbury story and I'm hopeful with all this help we can not only find a way to help this young man get out of his financial difficulties but also I've been assured from Dr. Daisy DeFilippis at Naugatuck Valley that they're finding all the proper avenues for him to join Naugatuck Valley Community College in September. So, anyways, thank you to all of you and thank you to Chief Gugliotti and everyone else involved in that effort.

HAYES: Anyone else.

ADJOURNMENT

Upon a motion by Commissioner Harvey, and duly seconded by Commissioner Stango, it was voted unanimously to adjourn at 7:21 p.m. into Executive Session for discussion concerning strategy and negotiations with respect to collective bargaining (the Executive Session did not begin until 7:40 p.m.).

Present were President Hayes, Commissioners Flaherty-Merritt, Harvey, Hayes, Stango, Sweeney, Theriault, Van Stone, and White. Also present were Dr. Ouellette, Dr. Sequeira, Mrs. Cullinan, Mr. Guidone, Mr. Frost, and Attorney Mosley. The Executive Session ended at 8:05 p.m. with no votes taken.

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