

WATERBURY BOARD OF EDUCATION

MINUTES ~ RESCHEDULED REGULAR MEETING

Thursday, December 15, 2011 at 6:30 p.m.

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

PRESENT: President Stango, Commissioners Brown, D'Amelio, Harkins, Harvey, Hayes, Morales (6:35 – 7:36 p.m.), Sweeney, and Van Stone.

ABSENT: Commissioner Flaherty-Merritt.

ALSO PRESENT: Mayor O'Leary (left at 7:57 p.m.) Superintendent Ouellette, Assistant Superintendent Sequeira, Chief Operating Officer Paul Guidone, Director of Personnel Ron Frost, School Business Administrator Paul Mazzaccaro, and Attorney Maurice Mosley (6:40 p.m.).

1. SILENT PRAYER

President Stango called the meeting to order at 6:30 p.m. with a moment of silence.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

Amanda Wisti, Kennedy High School student, led everyone in the Pledge of Allegiance to the Flag.

3. ROLL CALL

CLERK: Commissioner Brown.

BROWN: Here.

CLERK: Commissioner D'Amelio.

D'AMELIO: Here

CLERK: Commissioner Flaherty-Merritt (absent). Commissioner Harkins.

HARKINS: Here.

CLERK: Commissioner Harvey.

HARVEY: Here.

CLERK: Commissioner Hayes.

HAYES: Here.

CLERK: Commissioner Morales (arrived at 6:35 p.m.). Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Van Stone.

VAN STONE: Here.

CLERK: President Stango.

STANGO: Here.

4. COMMUNICATIONS:

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

1. Communication dated November 16, 2011 from Commissioner Stefan Pryor regarding Dr. Ouellette's eligibility for appointment.
2. Copy of communication dated November 23, 2011 from Civil Service to Ann Drewry certifying her for the position of Teaching Vice Principal, Maloney Magnet School.
3. Copy of communications dated November 30, 2011 from Civil Service to Aida Acevedo and Mary Mac Innis, certifying them for the position of Paraprofessional.
4. Communication dated November 30, 2011 from Rhea Mancini regarding Superintendent Snead's retirement package.
5. Communication dated December 2, 2011 from Kevin and Yadira Weirshousky, Rosa and Sonai Toledo, Janneth Santiago, and Rosemary de Castro, regarding bus transportation to Carrington School.
6. Communication dated December 5, 2011 from Louise Allen Brown regarding students' submittal of letters about literature.
7. Copy of communication dated December 5, 2011 from Civil Service to Cynthia Larkin certifying her for the position of Paraprofessional.
8. Copy of communication dated December 5, 2011 from Paul D'Angelo to Bitter & McCluskeys Restaurant regarding their sign.
9. Communication dated December 6, 2011 via email from Paul D'Angelo regarding reading academy.
10. Copy of communication dated December 7, 2011 from Civil Service certifying Deborah Price for the position of Paraprofessional.

(Clerk's note: the recording system was inoperable for the meeting).

STANGO: All in favor, motion carries. Thank you. At this time we will have a special event this evening. This is a CAPT Recognition Award for our students in high schools who have gained extraordinary levels on their CAPT scores.

5. CAPT PRESENTATION:

SUPERINTENDENT: Thank you Mr. President, it certainly is a delight to have all those in attendance this evening to recognize eight exceptional students with regards to their performance on the Connecticut Academic Performance Test. And as we all know, the 10th graders that take this test, there were only eight who achieved the advanced level, that's the highest level in all four areas of the CAPT test and we are extremely proud of them this evening. This is a great accomplishment and testament to the seriousness in which you approach your academics here in the Waterbury Public Schools and I have no doubt that this is one indication of the success level that you'll experience in years to come and throughout your years moving forward. We have a letter for each of you from the Education Commissioner congratulating you on your achievement and I know that our Board of Education would also like to pass along an award of theirs.

The following students were presented with a letter of congratulations from Commissioner of Education Stefan Pryor and a Certificate of Excellence from the Board of Education:

Crosby High School – Tyler Kavanaugh
Crosby High School - Jorna Sojati

Kennedy High School - Thomas Vecca
Kennedy High School - Amanda Wisti
Kennedy High School - Phoenix Star Kittredge

Waterbury Arts Magnet School - Margaret Johnsen

Wilby High School – Katie Speer
Wilby High School - Lianne Torres

6. PUBLIC ADDRESSES THE BOARD:

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

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

Nick Coscia, 46 Gayfield Road, had the following comments: Good evening Honorable Board of Education. I'm here strictly this evening to talk about health and safety issues . . . experience in the power company for over 35 years and I would like to share my expertise with the Board this evening . . . anything I can add to what I have learned in the power company so that we can share some of the . . . what are your procedures on safety if the kids had to stay over in the school system over night or are you prepared for medications, doctors, nurses, and whatever the case may be? Because I feel, I have the map right here in front of me of the United States of America,

the Country is very, very vulnerable . . . electrical storms more severe and I think we should be prepared not only in the school system . . . whole State of Connecticut, plus the United States. I can't help out the whole country; I just want to take care of my community . . . which is the town I love. So the bottom line is here, not only the country but the State of Connecticut, I have this book here which I will be doing shows on 96 this weekend on responding to utility emergencies throughout the community and throughout the State. I've already worked with police and fire . . . understand exactly what goes on with the power lines, the tower lines, and why it's taking so long for restoration and everything else. I'd like to improve that, I've already been up to the State . . . some of my ideas and I'd like to drop the same thing down to the City level which I've also talked to the Mayor about on some of my ideas. And I'll tell you right now, we don't have time to waste, we have to get our education together and pull our minds together, because there are some serious storms coming down the road and I'm not just taking this stuff out of the air, I've done all my research, I've done everything on the Internet, I've been on the Internet for almost three years now talking about these issues, and finally is coming to truth that these things are starting to happen, we have to protect our community and I want to share my expertise with the community. Thank you.

Lisa Lessard, 905 Pearl Lake Road, had the following comments: Welcome to everybody because I haven't seen you in so long cause I wasn't able to speak for the last three months, however I'm back. I just want to let you know the US Department of Education's Office of Civil Rights is a federal agency that upholds laws within education federally – first we have the White House and then we have the US Department of Education's Office of Civil Rights, highest anyone in this Country can go with educational complaints against discriminatory actions in any school system. US Department of Education's Office of Civil Rights is in Waterbury, Connecticut conducting a systematic compliance review of all schools . . . and ensures compliances . . . I just want to correct something, this is not the Republican American's fault, Mr. Mike Puffer didn't know when Dr. Snead told him this that, it was not fact. Former School Superintendent David Snead called it a periodic review. I know for a fact because I called the State Department of Education and talked to Bureau Chief Anne Louise Thompson's head attorney, she said they do not . . . a periodic review, the only one that does period reviews or compliance reviews is the State Department of Education, not the US Department of Education's Office of Civil Rights. As you all know in the last nine years I put six complaints in to the US Department of Education's Office of Civil Rights, I've been talking about it for the last nine years, six of those complaints came back with attorney oversight, federal attorney oversight with resolution pages. What they look into, investigate complaints filed by individuals alleging that they have or someone else has discriminated against or prohibited basis. That would be my daughter under special ed . . . that OCR believes may not be in compliance with the law. Provide technical assistance to covered entities to help them understand how they can voluntarily comply with the law. Conduct outreach nationwide to help individuals in covered entities under rights and obligations under the laws that OCR, the Office of Civil Rights enforces. OCR enforces several federal Civil Rights laws that prohibit discrimination in programs or entities that receive federal funds from the Department of Education . . . discrimination on race and color and national origin . . . One more thing, US Department of Education's Office of Civil Rights only sends funds to cities and states within this country that follows their federal mandated laws under 504, Title 2 of the Americans with Disabilities Act. Now, my question is here, the last complaint that went in was at

West Side Middle School, that complaint is still open. Why? They did not follow the resolution pages . . . OCR is here to stay; they're not leaving anytime soon. Thank you.

James Monroe, 250 Wood Street, had the following comments: Good evening everybody. I'm the President of Scovill Homes Association, I'm also the Vice President of Neighborhood Council and it's my pleasure to speak to you tonight. First thing I want to talk about is Walsh School and this. The poles fell on the street, a truck hit the wire, I was led to believe three or four poles fell, they fell not just by happen of a wire, they fell because at the bottom of the pole it was dry rotted into the sidewalk so we need to go on record and understand that, dry rotted, that is totally the responsibility of the light company and that's negligence on their part. I also wanted to make you aware that I visited the school today and this was still in the sites of our kids. This is the damage from the electrical lines; it burnt a . . . garbage can. What would have happened . . . one of those lines fell on one of our kids or a car; we would be in serious trouble . . . that whole area over there has been ignored. We have in front of Walsh School some eight houses that are abandoned; maybe two apartments are occupied. The area is going down, totally down and this is a reflection of the negligence on the City's part to take care of blight and to come up with something to build that area up. All that blight looking at them every day and ask them to be better citizens . . . Also I visited in back of the school, there are trees that fell during the storm that still have not been cut down. The conditions are very, very bad. I challenge every Board member to make a tour of that school, the area around it and become familiar with what is going on. Therefore, I am telling you that I support moving Walsh School to the Reed School so our kids will have a better environment. Let's not play games and say no, let's take care of the blight problem, by the time you redo these houses over and put them on the market you're talking 10 years and those kids cannot afford to wait. Thank you for your time and patience.

Mayor Neil O'Leary, 235 Grand Street, had the following comments: I'd first like to acknowledge Alderman Greg Hatley is here this evening which I am grateful for. And also I'd like to bring to your attention, I'm trying to find it on the Agenda, the School Inspector Position, Item 12.3, last week at the Workshop I presented to you that I was going to be working with the union to secure the three year contract for the position of School Inspector. As of today, we do have an agreement with the union that if that position is filled, it would be subject to a three year contract. So just to remind you guys and girls as to how that works, this position would still remain in the union but would be subject to the three year contract, meaning that the first six months of employment would be a probationary period and if the employee was successful in getting through the probationary period, then every three years the contract will have to be approved to keep that certain employee in place. That was the question the Board had at the Workshop last week and that's the agreement that's in place with the union, if we decide to go that route.

Also, I understand from talking to some Commissioners this evening, that there's gonna be some discussion about sending this whole issue back to the Board of Aldermen for further review. I'm here to tell you that I support that, I think it would be a great opportunity for the School Board Commissioners and the Board of Aldermen to work together and figure out what's best for the district and the system. Someone had a great idea to move the School Board meetings so that we can accomplish this so you guys are very welcome to join us at the next Board of Aldermen meeting and express

your concerns or you can do it differently, we can do it like we did back in May of this year where we had a joint meeting . . . school construction issues. Thank you all for your time and I appreciate all the work that you're doing. Have a great night.

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to return to the regular order of business at 6:57 p.m.

STANGO: All in favor, so moved.

7. SUPERINTENDENT'S REPORT:

Dr. Ouellette read and distributed the following report:

We had a very productive meeting with area Legislators on Tuesday, December 13th. Participants included Senator Markley, Representative Butler, Representative D'Amelio, Commissioner Brown, Commissioner Harvey, Commissioner Hayes, Commissioner Sweeney, President Stango, and Mayor Neil O'Leary. We spoke to the Legislators about our need as a district to prioritize improving student achievement and narrowing the achievement gap. In addition, we addressed at length the demands of unfunded mandates and the cost and labor intensity that drives such mandates. The Legislators have asked that we provide them with a list of mandates that hinders our progress to address the needs of our students in closing the academic achievement gap. The Legislators stated this might be a good year to defend the removal of these mandates, especially as it appears unlikely that there will be any additional funding for education.

Both Dr. Paul Sequeira and Mrs. Ann Marie Cullinan spoke on issues related to their areas that have negative impacts on our budget. Mrs. Cullinan explained excess cost sharing and expenses related to DCF placements. Specifically, she mentioned DCF's role in placements of students and its financial impact to the Waterbury Public Schools. Senator Markley offered to assist and arrange a meeting with DCF to review Waterbury's circumstances and to lessen the impact on our district.

Dr. Sequeira shared a flowchart on secondary school reform that demonstrated how the move from 22 Carnegie units to 25 for graduation will be required by the State in the future. In addition, this adoption could cost the district as much as \$21.5 million. Meeting the new requirements could necessitate hiring additional teachers and creating additional space, especially science classrooms and laboratories. The required capstone project would also likely require additional clerical staff and coordinators. In addition, Dr. Sequeira also spoke about the District's direction on the State's Common Core Standards and matching curriculum to such standards.

Teacher and administrator accountability and the proposed changes in the tenure laws were also discussed, as was the possibility of allowing additional health clinics in schools. Driggs School has had a very successful health clinic on site for several years, and students have really benefitted from such services.

On Tuesday, December 13th, I met with Middle School and High School Principals to discuss data on student arrests. We discussed program interventions for students who

are significantly at risk and continue to disrupt the school. In addition, we are working with Dr. Jeana Bracey, from the Child Health and Development Institute of Connecticut and the Center for Effective Practice on the Connecticut School-Based Diversion Initiative with Crosby, Wallace, Enlightenment and State Street. We are also in the process of contacting the Connecticut Juvenile Justice Alliance in the hopes of defining the role they may play in our schools to address this issue. I will be meeting with Police Chief Gugliotti next week for a further discussion.

As a member of the Connecticut Center for School Change Superintendent's Network I attended a session at Montville High School on Wednesday, December 14th. This group is a Professional Learning Network that visits school sites to observe and discuss theories of actions to improve teaching and learning in classrooms. It is a comprehensive professional development exercise for superintendents to facilitate discussions on maintaining a laser focus on best practices in instruction for all districts throughout the State.

We held our first training module for school governance council members Wednesday, December 14th. This session was a general training on how to develop an effective council and the rights and responsibilities of council members. Additional sessions on more advanced topics will be held in January and February.

Tuesday evening, December 13th I attended a holiday gathering at the Silas Bronson Library, sponsored by the Friends of the Library. It was a wonderful event.

Wednesday evening, December 14th, I attended a Holiday Gathering of the Chamber of Commerce at the Waterbury Country Club. It was very well attended and a beautiful affair.

This morning I attended a meeting with our Parent Liaisons at One Jefferson Square. This was an informal meet and greet in which I had the opportunity to share my vision and research. There was a great exchange of dialogue and these advocates for our children and parents should be commended for their hard work.

The Supplemental Educational Services Expo is sponsored this evening in the atrium here at the Waterbury Arts Magnet School. Parents will have until December 27th to apply for free tutoring services for their eligible students.

Bridge to Success will be honoring 100 Best Young People of Waterbury at a ceremony from 5 to 7 pm on February 21st at the Palace Theater. According to Lori Hart, Director, the event will be a positive celebration of youth who are working hard to become healthy, caring, responsible individuals. These are youth who have demonstrated internal developmental assets, such as service to others, positive peer influence, reading for pleasure, planning and decision-making, sense of purpose, and resistance skills. Nominations for the awards are being accepted until January 13th.

Just as a reminder, winter recess is December 26th through December 30th. We will be celebrating New Year's Day as a holiday on January 2nd. Students will return to classes on Tuesday, January 3rd. There is only one early dismissal day next week, Wednesday, December 21st for teacher collaboration time.

In closing, I'd like to wish you and your family happy holidays and a wonderful new year. I know that you will share my resolution for the coming year and continue to make our schools inviting, welcoming and academically challenging so that our most ambitious aspirations for student achievement are fulfilled. Children have one childhood. In this, the season of giving, let's resolve together to give them the brightest and most fulfilling childhood possible!

And so, my resolution, with your support, is to quietly make a difference in the lives of each of Waterbury's children one at a time in order to help each child reach the tremendous promise and opportunity that will shape the future. We are fortunate to be a part of a community with rich and diverse cultural traditions. We can take pride in the work we do in our schools where we shape young minds in ways that uplift the lives and spirits of our students.

Let's make the most of this time to relax and share our joy with family and friends. Again, Happy Holidays. Respectfully submitted, Dr. Kathleen M. Ouellette, Superintendent of Schools

8. PRESIDENT'S COMMENTS:

STANGO: There's a few things. Commissioner Brown has agreed to be the ACES representative representing the Board at the ACES monthly meeting. We are currently in need for a City Interdepartmental Health Committee representative. If anyone on our Board would like to do that it meets, actually we got an email this morning, it meets this coming week and it meets just about monthly. So if anyone would like to do that, I would appreciate you give your name to Carrie

I will continue to serve as the City representative to CABA and on their Board of Directors at CABA. CABA has indicated to me that there may be an opportunity for another Waterbury person to come on board, to become involved, because of the size of our City. I will keep you informed when I speak further with CABA.

Please note that our Workshop of December 29 and meeting for January 5 have been cancelled due to celebration of our holidays. And because this is a five Thursday month, December 22, we would have been off anyway. So, we're not meeting on that day either.

Again for our new members and for our repositioned older members, I'd like to just briefly go over the following procedure for our Regular Meeting. I did this last week at the Workshop and I think people benefited by it. We will have a Consent Calendar which is read and voted on to approve. Prior to me reading the Consent Calendar, I will ask if any Commissioner would like to have an item removed from that Consent Calendar before I read it. After I read it, then it's going to be voted on. We will then vote on the items which are off Consent and it will work something like this – the motion will be read, someone from the Commissioners will second the motion, we will have a discussion on the motion. Please raise your hand to be recognized when you want to discuss. After all discussions a vote will be taken on that motion. Now just let me briefly explain about my core beliefs about discussion, input, and debate. I'd like to ask that you be respectful in your debate and comments. I'd like you to discuss the issue of

the motion and not the person or personality involved. I ask that you debate with stability. I ask that you please discuss and debate issues using the three ‘ds’ – decorum, dignity, and decency. If any of the Commissioners seated perceive a violation of these core beliefs by anyone at all, then I invite you to call a point of order. When you call that point of order that situation will be rectified by the Chair. Above all, I ask that you adhere, with me, to the axiom that as a Board we will deliberate in many voices, however, we will govern as one, once our vote is taken we are all one united Board. Now for our Consent Calendar.

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

9. CONSENT CALENDAR

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Van Stone, it was voted unanimously to approve the Consent Calendar, Items 9.1 through 9.13, as listed:

- 9.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the Board of Education’s revised meeting schedule for 2012, as attached.
- 9.2 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of an Agreement with Waterbury Youth Service System, Inc., to provide services as outlined in the 2011-13 Youth Service Bureau Grant.
- 9.3 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval for Kennedy High School to apply for the Laura Bush Foundation (LBF) for America’s Libraries Grant.
- 9.4 The Committee on Grants hereby authorizes Kathleen M. Ouellette, Ed.D, Superintendent of Waterbury Public Schools, to sign any and all grant applications and awards on behalf of the Waterbury Board of Education.
- 9.5 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the following job descriptions/positions, funded by the CT State Department of Education “Support for Pregnant and Parenting Teens (SPPT) Grant, for the OdysseyWare Online Learning Lab Program:
 - After-school Online Learning Lab Coordinator & Instructional Tutor (6 positions)
 - After-school Substitute Online Learning Lab Coordinator & Instructional Tutor (6 positions)
 - Summer School Online Learning Lab Administrator
 - Summer School Online Learning Lab Substitute Administrator
 - Summer School Online Learning Lab Coordinator & Instructional Tutor
 - Summer School Online Learning Lab Substitute Coordinator & Instructional Tutor
- 9.6 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the job specifications for, and new position of, Human Resource Assistant – Education, as attached.

- 9.7 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the position of Career Technology Educational Liaison for Waterbury Arts Magnet School.
- 9.8 With the approval of the Committee on Rules & Regulations, the Superintendent of Schools recommends approval of the revised Administration of Medications Policy (#8010).
- 9.9 The Committee on Food Service recommends approval to authorize Dr. Kathleen M. Ouellette, Superintendent of Schools, to sign the ED-099 Agreement for Child Nutrition Programs and to sign claims for reimbursement for the same. Further, in the absence or incapacity of the first designated individual, Paul M. Guidone, Chief Operating Officer, is authorized to sign claims for reimbursement.
- 9.10 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.
- 9.11 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.
- 9.12 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to Donna Ring, KHS, and one chaperone to take 13 students to Boston, MA on January 26, 2012 to visit the Harvard Model United Nations.
- 9.13 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to Gregg Pugliese, KHS, and three chaperones to take 40 students to New York, NY on March 29, 2012 to visit the United Nationals Building.

STANGO: All in favor, so moved.

10. ITEMS REMOVED FROM CONSENT

There were no items removed from the Consent Calendar.

11. COMMITTEE ON RULES & REGULATIONS

- 11.1 **Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Hayes, it was voted unanimously to approve of the new “Bullying” policy and “Safe School Climate Plan (regulations)”.**

STANGO: Any discussion?

HARVEY: There was a concern that was voiced from a parent, she's not here this evening, but the concern was regarding the number of times that a student had to be attacked before it is classified as a bullying act. And the concern is, the question was if a student is attacked once by the same person, will they have to be attacked twice by the same person? What if the student is attacked by one person and then attacked again by another? So this parent felt that that was . . . so I informed Dr. Ouellette regarding that and she has some information for me.

SUPERINTENDENT: In reviewing with legal counsel and reviewing with Mrs. Cullinan, there's a level of what both the State and what the legal counsel refers to "meanness" versus bullying. Being "mean" to one another versus bullying. The example of a single student being bullied by one or more students on different occasions, the Board's proposed policy and the Safe School's Climate Plan require a student safety support plan and other age appropriate interventions for a bullied student. It has to be more than once in order for it to be considered bullied. So if one student bullies and a different student bullies the same victim, it's not considered bullying, it's considered "meanness". However, with the Safe School Climate Plan, you will have a person at each school site review it, putting in an intervention plan for the victim plus if there is an appeal process in which the climate specialist for the district level can review the situation with another set of eyes if, in fact, the parent does want to appeal. But legal counsel has made it clear that there is "mean" students that are mean to one another and that it has to be more than once for it to be considered bullying. There will be a bullying log list that will be accompanied throughout the district that will travel with an accused or a verified bully, so that will travel with the student and even if the bully transitions in and out the district, that will still be kept on record by student ID number. So, I hope that clarifies that for you.

HARVEY: It's not for me, it's for the parent. I hope that it does.

SUPERINTENDENT: If not, please feel free for her to contact me.

HARVEY: I will probably have her contact you. My concern, and I spoke with Mrs. Cullinan, thank you by the way, I spoke with Mrs. Cullinan because I did have concerns about the policy and she addressed those concerns. But the main that I was concerned about is that we put policies in place, I think that's good, but it is only as good as the trust the parents and the students have. So I talked with Mrs. Cullinan and emphasized that. So I'm okay with the policy, I'll vote with it, because we need a bullying policy, but I just advise parents if your child is being bullied, that you need to say something to the principal, to anyone, teacher, vice principal, anyone in that school so that we can act upon it quickly.

SUPERINTENDENT: Let me just ease your mind, too, Commissioner, that even if it doesn't raise to the level of a bullying violation in our policy, we still have discipline policies in place, behavior policies in place. So if it's teasing or harassing, it may not fall under policy for bullying but perhaps could go under the Discipline Policy that's outlined that the Board has adopted. So in some way consequences, a behavior intervention plan, a safety plan for the victim can be in place, but it certainly might fall under there, as well.

HARVEY: Is there some way that the Board can get periodic, maybe quarterly reports on how this is going just so that we're communicating to the public that it is important and . . .

SUPERINTENDENT: I'd be happy to do that Commissioner. And again, we have to be very careful, this is a fine line even though legal counsel has stated that because of the so many issues with bullying, the term seems to appear to be used loosely. What's bullying, what's being mean, what's teasing, what is harassment? So I think as we all work through it at the State level and local levels, hopefully, I think we have an exceptional bullying plan and I also think we have an exceptional Climate Safety Plan, so I'm very encouraged and I'd be happy to report out to you on how the policy is working in the years to come.

STANGO: Any further discussion? All in favor, opposed, motion carries.

12. COMMITTEE ON SCHOOL PERSONNEL

12.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the revised job specifications for the position of "Pre-k – 8 School Principal", as attached.

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

HARVEY: Commissioners, I looked at the verbiage that we have, that you received, regarding the modification under the preferred section of the job spec and first let me just tell you something that you already know and that is that we live in a culturally rich city that is reflected by our student population. It is very important that the administration of a school, as well as the teachers, that they are able to relate to our children in an urban district. I attended a Legislative Breakfast this past Tuesday and if I had a dollar for every time that urban district was mentioned, I'd have enough money to buy Christmas presents for my nieces and nephews for the next five years. We acknowledge that we are an urban district, so I think it's time that we put this in our job description. So when this opportunity, we're talking about the Reed School, I thought about where we're gonna be pulling the students from, the area, and also thinking about the parents and thinking about the community, how the community feels about this school, and by the way if you haven't gone by the school, the school has lights, so it will be ready next year. But I thought about that and I said well, okay, it could be misinterpreted to mean that we're only looking for "minority candidates". Now that is a concern, but that's another argument right now. I think if we add "culturally competent", culturally competent, that is all encompassing which means whatever nationality, that you have some experience dealing with a multicultural environment, in a multicultural school environment. What I'd like to do is, that we add that verbiage, here it is, "the candidate should be culturally competent with elementary/middle school administrative/leadership experience in a multicultural school environment". That's what I'm proposing to put under the "preferred" section of the job specs. Thank you.

STANGO: Vice President Harvey, are you looking for an amendment?

HARVEY: I guess it would be an amendment. I want to get some more discussion on it.

STANGO: Would you like to hear some more discussion, first, before the amendment?

HARVEY: Yes, before...

SWEENEY: You have to make the request to amend.

HARVEY: I'd like to **make an amendment to the motion, a friendly amendment, to read the candidate should be culturally competent with elementary and middle school administrative/leadership experience in a multicultural school environment.**

BROWN: **Second.**

STANGO: Any discussion on that amendment to the motion?

MORALES: I just have a question, Commissioner Harvey, are you looking to hire people from outside . . . I know you're gonna put it in the job description but I just want to know...

HARVEY: This is a job description for Reed School. So we're looking outside and we're looking inside so this is really for any candidate that's coming from the outside that we want the candidate to be, have some idea of the culture that we have in Waterbury so that includes anyone that wants to apply within the City and anyone that wants to apply from the outside.

MORALES: because usually in job descriptions . . . "minority are encouraged to apply", we should put it in the job description also . . . so when people see that . . . "minority are encouraged to apply" goes in a lot of jobs right now. Your idea is good, but I think what you're trying to accomplish...

STANGO: Commissioner Sweeney.

SWEENEY: "Minorities encouraged to apply" goes in the job posting; it doesn't go in the job description. There are legalities around putting that in the job description, it goes in the job posting. We do that on a regular basis with job postings, all have "minorities encouraged to apply". Changing that to "competent" leads us open to proving the level of competence whereas as it's written now you would have to have some proof of administrative leadership experience in an urban school district and/or multicultural environment, a lot easier to prove and less of a contention for a school district to prove that you don't have it. Trying to prove a competency is gonna leave us in a legal . . .

STANGO: Further discussion? Commissioner Brown.

BROWN: Through the Chair. Commissioner Sweeney, that language that you just stated, is that in this job description right now?

SWEENEY: Correct. I just read it off the job description.

STANGO: Commissioner Van Stone.

VAN STONE: I would just worry that we'd get to the final opportunity and now we're trying to gage or rate someone's cultural competence and don't know what metrically we'd use for that. I think we're setting ourselves up . . . get ourselves in trouble. I think I understand what you're trying to say, I wouldn't disagree with you, but I think putting it in writing in that terms would end up coming to bite us.

BROWN: Just for clarification, that is a term of art that used in many contracts, cultural contracts. I'm very familiar with the term. On the State level it's used a lot. But for the sake of this, I think what Commissioner Sweeney said . . . this language would probably do it. But it is a term of art and it's well-defined on the State level.

STANGO: Any other discussion? Mr. Guidone.

GUIDONE: Just for a matter of clarification, although obviously this job description will be used to hire the Reed Principal, it's not a job description for the Reed School. It is now our job description for Pre-k – 8 Principals. It will be used for Reed but it is not a specific Reed Principal job description.

STANGO: Any other discussion? Commissioner Hayes.

HAYES: I see a multicultural environment, I understand that but a lot of our urban districts aren't a multicultural environment, honestly. We have a multicultural environment here in our City, most of the other major cities don't have that, they have, a vast majority . . . I think we're unique, and I don't know if we're gonna be able to find somebody, I mean you still prefer to find that, but I just don't know that there's a lot of them like that. Most of our urban districts are minority, they're not multicultural but I know what we're doing and I'm fine with this language and I also agree that we don't want to get into an area to have to determine what culturally competent is, even though Commissioner Brown . . . I don't know if it's used as much on the local level and I don't know if it's necessary.

STANGO: Any further discussion? Commissioner Harkins.

HARKINS: I would agree that multicultural environment is open to interpretation . . . my concern originally is that "preferred" is under the "minimal job requirements" and my concern was to limit ourselves unnecessarily. As long as it's a "preferred" and not a "shall", shall have this requirement . . . point of clarification . . .

VAN STONE: It's just a "preferred: not a "shall".

STANGO: Any other discussion?

BROWN: On a different topic, in looking at this also, I didn't see anything that related to, in the job description, in terms of relationships with the community. They are community schools, pre-k through 8, the purpose is really to, I'm thinking that the principal, and maybe I'm missing it, that part of the job of this new pre-k through 8

neighborhood school would be really to have that relationship with the community and to build that relationship with the community. So I don't see that here and I'm wondering in this new day that we might have a sentence or . . . here and I'm not seeing it.

VAN STONE: Mr. President, just a point of order, should we vote on the amendment, up or down, and then kind of get back to the rest of the . . . I think we wandered away from the amendment.

STANGO: Vice President Harvey, do you want to withdraw your motion.

HARVEY: Yes, **I withdraw my motion to amend.**

BROWN: **I withdraw my second.**

STANGO: Motion is withdrawn. Now we're gonna return to discussion on the motion. Vice President Harvey.

HARVEY: Commissioner, there is on the first page under "leadership, responsibilities", it says "ability to establish a relationship with students, staff, community, and outside agencies". And the withdrawal of my amendment, the amendment was made because I heard that some Commissioners had some concerns regarding the limitation they felt with the urban district . . . otherwise I am totally okay, I just think it's important that we recognize that we are in an urban district and that anyone applying for a job here, administratively or teaching, that they are aware that that's a preferred, in other words we want a highly qualified candidate, everything being equal, we would lean towards the candidate that has the experience in the urban district.

STANGO: Thank you Vice President Harvey. Commissioner Van Stone.

VAN STONE: I just have a question, whose definition of "urban" are we using? I know when we went to that CABE Convention we all had little markers . . . half of the people didn't agree with what they said they were so I just didn't want . . . that semantic fight . . . are we just going by our DRG? I guess that's to anybody.

SUPERINTENDENT: I would defer to what the State's definition is. They have a defined certain population, per capita, how many students are enrolled.

VAN STONE: As long as you know.

STANGO: Any further discussion? All in favor, opposed, motion carries unanimously. Next item.

12.2 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve an additional position of "Pre-k – 8 School Principal" for Reed School.

STANGO: Any discussion?

HAYES: Just have some clarification on what the intent of this is, for one particular school; I'm not quite sure what the intent is.

STANGO: It's because this is the first time we're appointing a principal to a brand new school that did not exist before. It's not like Gilmartin that already existed, the Duggan already existed . . . this is gonna be an additional principalship that we did not have before in the budget. Any further discussion? All in favor, opposed, the motion carries unanimously.

Item #12.3

HARVEY: Ladies and gentlemen, with the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the revised job specifications for the position of "School Inspector", as attached. **SO MOVED.**

SWEENEY: **Second.**

STANGO: Any discussion? Commissioner Van Stone.

VAN STONE: I had a question to Paul, the Mayor. You touched on a little bit earlier when you spoke to the public, for the three year contract, are we planning on putting that in the job specs or how does that work?

MAYOR: How does that work Paul?

VAN STONE: Because I noticed it is in the Superintendent of School's job specs, it has a special note.

GUIDONE: It certainly would be in the job posting. My assumption would be, I have to talk to Peter, to be clear it would be added to this job description . . . the Mayor just described, it will be signed today or will be signed tomorrow. So with that signed agreement we'll make reference within the job description.

VAN STONE: And it's your understanding, Mr. Mayor, that as we go, as we get to about the two and a half year mark, if it goes this way, we would then have the opportunity to either renegotiate with this person on a new three year, decide they're not the right person and essentially go to an AFB or some other option to be determined at that point.

MAYOR: That's correct sir.

VAN STONE: So this would be a reoccurring three year period.

GUIDONE: . . . within the terms of that agreement and not grievable by the union.

STANGO: Commissioner Sweeney.

SWEENEY: Given the discussion I just heard, **I would propose an amendment to add the requirement for a three year contract to the job description.**

VAN STONE: **Second.**

STANGO: Motion has been made and seconded. Any discussion? Hearing none – all in favor of the amendment, opposed, amendment carries. Discussion on the amended motion? Hearing none – all in favor, opposed. Motion carries with amendment.

SUPERINTENDENT: Mr. President, may I ask a question, I'm sorry. I just want to make clear that that does not prohibit the Superintendent to evaluate during the probationary period and if there were terms for dismissal that needed to happen before the end of the three year contract, the Superintendent would be able to release the employee and not be obligated to compensate that employee for three years.

MAYOR: Absolutely. It's a six month probationary period and if you exercise the option to release the individual that also would be, you have that authority...

SUPERINTENDENT: Thank you.

12.4 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, with Commissioner Van Stone voting “no”, to approve the revised base salary range of “\$93,000 to \$113,000” for the position of School Inspector.

STANGO: Motion has been made and seconded. Any discussion? Hearing none – all in favor, opposed. Motion carries eight to one.

VAN STONE: Mr. President, I'd like to **make a motion to add to the Agenda an item regarding the resubmission of the AFB contract to the Board of Aldermen.**

D'AMELIO: **Second.**

STANGO: Motion has been made and seconded to add an Agenda item. Any discussion on that? Okay. All in favor, opposed.

VAN STONE: Mr. President, **I make a motion to resubmit the most recently signed agreement between this Board of Education and AFB to the Board of Aldermen for their reconsideration, SO MOVED.**

D'AMELIO: **Second.**

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

VAN STONE: Thank you Mr. President, through you, I think . . . think this is the right way to go. I think the advantages to an outside contract are better even though what we've done tonight was better than what it was a couple of weeks ago, I think this is the way to go. I think essentially we will be spending the same dollars once we're all said and done and I think it's more fruitful to spend those dollars not on a singular person but a point person, a team, that team being the AFB company. I think in the long term it helps protect Waterbury . . . in the right direction and even though a three year contract is a good deal, I think a one year contract give, us that more flexibility. So I would ask

for your consideration and send this back to the Board of Aldermen and let them take another crack at it. Thank you Mr. President.

STANGO: Any other discussion? Commissioner Hayes.

HAYES: I agree with that, I think our intention all along was to try this for one year and see . . . expertise that we don't have and I just think it's important that we get that and once we have that, it will also allow us time to go through this other process of getting the job description in place, the salary range in place, just see how that process goes along, and in the meantime, get these people in here as soon as we can to not have a lapse from where we were.

STANGO: Discussion? Vice President Harvey.

HARVEY: I think that we need to work together on this and if we're going to send it back, we can send this back and forth, back and forth, and waste a lot of energy. I think that we need to set up a meeting with the Board of Aldermen, a joint meeting – Board of Education and Board of Aldermen so that we can address any questions, any concerns that they have. So I'm okay with sending it back, but I think it's time to just sit down and to talk about it.

STANGO: Any other discussion? Commissioner Sweeney.

SWEENEY: I agree with Commissioner Van Stone. My heart has always been with privatizing this position and see how it goes. I think we now have done the homework that maybe we should have done earlier, taking a look at the salary range we now have a good comparison between what we have proposed as contracting with AFB as opposed to this arrangement. I want to thank the Mayor for your support on allowing us to send both of these through the processes together to look at both options. And I agree with Commissioner Harvey that we absolutely should sit down with the Aldermen and make a much clearer case maybe this time around than we did in the past. But I still think that it's an option that we should look at and that we need to make the case to the Aldermen why we, we're so strong in believing in this and throwing it back at them again. So thank you for your support, sir.

STANGO: Commissioner Brown.

BROWN: Through the Chair, I have some concerns about sending this back in terms of the confusion that seems to be . . . and just for clarification if we send them both back, what is the impact on the current negotiations with the management union and for the record, I am not in favor of privatizing this position, I think its incumbent upon us to find somebody really good . . . be part of the management team of the City of Waterbury. I'm just curious as to what is the policy, do we need a Charter revision, it just seems that this is too nebulous as to the policy that we have in place. So, just a point of clarification.

MAYOR: I'm not sure I understand but I'll take a stab at it. There is no impact on the negotiations, there's been no promises made, this is a complete side agreement, it only pertains to a three year contract for this position only in that management union. So there's been no impasse whatsoever. Is that what you're asking?

BROWN: That's a partial answer. I thank you for that. Right now, this position, is part of the union, correct?

MAYOR: Yes.

BROWN: The School Inspector is part of the union, and I wasn't here, so I differ to the Commissioners who had to make decisions in a very difficult time with the former School Inspector. But moving forward, where do we, we send both back to the Board of Aldermen, it still seems like it's still a temporary solution that we haven't really decided if we want to privatize or keep it in the City. So I don't know whether that's allowable.

MAYOR: I think the best thing is happening here tonight. Commissioner Brown, this is really a hotly debated topic. And honestly, I'm not sure if any one of us really knows which is the best way, but what we do know is that one of the shortcomings the way this position was formerly, the reason why it was such a failure, if you will, is that there was no accountability, whatsoever. There's a whole slew of other reasons why we're at this point we're at today, but one of the things that we heard from everyone was that because there was no accountability and then because there was no opportunity because the position wasn't under a three year contract, it was very, very difficult to remove that person. And so one of the reasons that was presented to the Board of Education when I was a member to privatize was because we didn't have that opportunity. So I just thought one option would be to at least place in there a three year contract for accountability purposes. Now, I think that it's a great opportunity for both Boards to work together, communicate with each other. All of you were given an opportunity to tell the Board of Aldermen why you are where you are on this issue and the Board of Aldermen can do likewise and explain to you why they are where they are on the issue and then at the end of the day there'd be a vote and the Board of Aldermen will vote whether to revisit the AFB contract and adopt it, or not. Either way by sending both of these issues to the Board of Aldermen, we should have resolution on that evening.

STANGO: Any other discussion?

HAYES: . . . maintain that position we should make the adjustments in that position side agreement, we're still maintaining . . . somewhere along the line in the next few years we change leadership, a lot of things could happen. Three years from now we'll be forced to fill that school inspector's position or eliminate that other position. I'm not sure exactly how that would work.

MAYOR: I'm not sure I understand the question.

HAYES: The agreement with the union is for how long? I guess that's my question.

MAYOR: It's forever. This position will always be a three year contracted position

STANGO: Any other discussion? Hearing none – all in favor, opposed, roll call vote please.

ROLL CALL VOTE ON ITEM ADDED TO THE AGENDA:

Yeas: Commissioners D'Amelio, Hayes, Morales, Sweeney, Van Stone, and President Stango - 6

Nays: Commissioners Brown, Harkins, and Harvey – 3

CLERK: Six, three – motion passes.

13. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Van Stone and duly seconded by Commissioner Brown, it was voted unanimously to receive and place on file items 13.1 through 13.9, Superintendent's Notification to the Board, as listed:

13.1 Athletic appointments effective immediately:

Mroz, Heather – Head Varsity Cheerleading Coach, CHS.

Paradis, Sara – Freshmen Girls' Basketball Coach, CHS.

Stafford, Shane – Freshmen Girls' Basketball Coach, WHS.

13.2 Appointments:

Drewry, Ann – TVP, Maloney Magnet School, effective 11/28/11.

13.3 Grant funded appointments effective immediately:

Bartlett, Sophiezane – Instructional Tutor, 10 months per year, 18 hours per week @ \$31.00 per hour, non-union/no benefits.

Fitzgerald, Carolann – Instructional Tutor, 10 months per year, 18 hours per week @ \$31.00 per hour, non-union/no benefits.

Fitzgerald, Linda – Instructional Tutor, 10 months per year, 18 hours per week @ \$31.00 per hour, non-union/no benefits.

Gorman, Regina – Instructional Tutor, 10 months per year, 18 hours per week @ \$31.00 per hour, non-union/no benefits.

Koehler, Richard – Instructional Tutor, 10 months per year, 18 hours per week @ \$31.00 per hour, non-union/no benefits.

Moriarty, Marcia – Instructional Tutor, 10 months per year, 18 hours per week @ \$31.00 per hour, non-union/no benefits.

Ortoli, Dale – Instructional Tutor, 10 months per year, 18 hours per week @ \$31.00 per hour, non-union/no benefits.

Scott, Sallyanne – Instructional Tutor, 10 months per year, 18 hours per week @ \$31.00 per hour, non-union/no benefits.

Synott, Jane – Teacher, Maloney Magnet School's After-School Reading program, salary according to contract.

13.4 High School Exit Criteria Program appointments, salary according to individual's contract, funded by the School Improvement Grant, effective immediately:

CHS: Freeman, Richard – Math
Perugini, Ellen – Math
Pesce, Jennifer – Math
Sullivan, Carly – Math

KHS: Caruso, Anthony – English
Diaz, Yesenia – Math
Gaydosh, Kathy – Math
Martins, Marianne – English
Phostole, Sean – Math
Szwaba, Bridgett – Math

WHS: Bertando, Deanna – Math

Gronda, Stephanie – English
Kuang, Qi li – Math
Valletta, Marnie - English

13.5 Extended School Hours (ESH) Program Appointments, salary according to individual's contract:

SCHOOL	NAME	ASSIGNMENT
Regan	Carvalho, Rachel	Substitute
	Dombrowski, Jason	Substitute
Washington	Fields-Whyte, Jasmesina	Paraprofessional

13.6 Teacher hires:

Gwizd, Diomira, Walsh School, Title 1 Literacy, MA/1, effective 12/5/11.
Holley, Fornita – State Street School, Special Educ., 6th year/3, eff. 11/9/11.

13.7 Adult Education appointments:

Hodges, Dwane – Substitute Classroom Aide, as needed @ \$21.50 p/hour.
Rotella, Richard – Substitute Teacher, as needed @ \$24.00 p/hour.

13.8 Leave of absence requests:

Matthews, Kristy – Hopeville School grade 3, requesting an unpaid childrearing leave of absence from January 3 through February 24, 2012.

13.9 Resignations:

Moulthrop, Maria – Elementary Principal, Hopeville School, effective 12/9/11.

STANGO: All in favor, opposed. Motion carries. Item #14 – Unfinished Business of the Proceeding Meeting Only. Item #15 – Other Unfinished, New, and Miscellaneous Business. Commissioner Van Stone.

VAN STONE: Mr. President, with your indulgence, I have a letter here from one of our teachers and asked that it be read into the record.

Dear President Stango and Board Members: First please accept my best wishes for a very Merry Christmas and a Happy New Year, especially a new year sans snow. Over the past year this Board has asked to hear from teachers. I am in my 10th year at North End, two years as a permanent substitute and eight as a contracted eighth grade Social Studies teacher. It has been a terrific ten years. I learn something new every day. This letter has some of my thoughts and ideas. It is my hope my letter will be referred to committee for further consideration and not just received and placed on file. While reading a recent Times magazine I noticed a short letter to the editor which I have copied and enclosed. It caught my attention because it was about the expectations or lack of expectations education places on our students' families. It was a question I know I have asked myself many times. Why, when planning is being done on a district basis, isn't more emphasis put on the responsibility of the family to have a child ready for school. As we all know the family is the child's primary teacher. I have attended and watched numerous Board of Education meetings and rarely, if ever, do I hear the Board talk about parental responsibility in a straightforward manner. The Times letter states that children should come to school with three important traits or building blocks and

these should be taught by the family. The building blocks are good behavior, acceptable attendance, and a good attitude. Over my first career spanning 25 years as a sales and marketing representative for both Reebok and MacGregor Sporting Goods, the eight years I spent on the Waterbury Board of Aldermen, and these last ten years as an educator, I have never met any successful person who did not have the above building blocks of success. I do not think Waterbury does enough to emphasize parental responsibility and I am suggesting you give consideration to the above as becoming part of our District Improvement Plan.

The second subject I want to address revolves around attendance and is the intervention program Waterbury Youth Services is contracted to administer working? Is what we are doing with WYS have a measurable outcome and is it positive? The Board has outlined and put into place a process regarding the district attendance policy that is followed by teachers, administrators, and attendance counselors that seems to be successful with very clear measurable outcomes. My question is about the piece that involves Waterbury Youth Services. After all prescribed interventions have been exhausted at the school level and the child still continues to not come to school as is necessary some cases are referred to WYS for their counseling program. This is where my concern lies. After having a number of conversations with attendance counselors and administrators it has come to my attention that the program at WYS is voluntary on the part of the student's family and if they opt out it is over, yet we still have a student with serious attendance problems. Then the question becomes what comes next and is WYS able to handle what they are being asked to do. If out of 10 cases only two are completed successfully is that considered acceptable? What are the guidelines for WYS?

Once again, and in conclusion, I will go back to the question of parental responsibility. Is the message of what this district expects from a student's family clear, concise, strong, and straight forward and are, our students and their families referred to WYS for attendance counseling coming away with a successful outcome? I hope you will give what I have brought to you this evening serious consideration. Sincerely, Lisa E. Mason.

STANGO: Thank you Commissioner Van Stone. If you know this young lady will you please tell her that she's welcome to come to the podium at any regular meeting and tell us all of that and we'd be glad to listen to it.

VAN STONE: I'd be happy to and I'm sure she'll appreciate you calling her a young lady.

STANGO: Vice President Harvey.

HARVEY: I have two items, and one is, Dr. Ouellette, I will send you a memo on this, I met with members of the Young Civic Leaders, they meet at the OIC Building on Bishop Street here in the City of Waterbury and they are of the middle school age. And they asked me to come and answer questions and they had a load of questions, different questions relating to our policies on dress code, they had questions relating to Hopeville and the cheating scandal; they had questions on Progress Book. And parents were there as well. And so I'm going to focus in on the Progress Book issue because as long as I've been on the Board that has always been an issue. The question is why is it that

teachers are not using it consistently? There were some parents there as well, Dr. Ouellette, and they stated that Progress Book is only as good as what teachers input. This tool, we use this tool for parents to be able to look at their student's progress and it really depends on whether or not the teachers are inputting the information so that the parents could access it or if they're not . . . so what we should do, what I would like for us to do is to check and see and to make sure all the teachers are using it. The parents want this information but there's no consistency. So we need to insure this tool is being used. We paid enough money for it so we need to insure that it's being used. And mind you, I know the problems that we've had have been in the past so we need to insure this is being utilized by the teachers so the parents can use it.

Also, there was a complaint from a parent regarding the open house procedure. Parents at some schools, middle schools, they will go and attend open house and all they get is just a general idea of what their student is learning. But then they have to come back for an appointment, make an appointment with the teacher to find out about their child. And I don't know if that is the procedure or not, but we need to have one procedure. If a parent comes out for open house, the teacher should be able to spend at least five minutes to give them an update on how their child is doing. Again, this is the middle school level.

So those are two things and I will send a memo regarding the dress code inconsistency that these kids spoke about as well as some complaints on the food . . . I'll just include that.

SUPERINTENDENT: I would prefer to meet with these groups of students to be honest; I'd like to personalize it . . .

STANGO: Thank you very much for that input.

HARVEY: President Stango, I'm just gonna read this memo and it is addressed to President Stango and Honorable Board of Education Commissioners. This memo is to request a special meeting of the Waterbury Board of Education for the purpose of conducting the following business: revision of the bylaws to update and revise committees; to look at the responsibilities associated with the Vice President, responsibilities associated with the Liaison to the Board of Aldermen, and revision of designated committees. And it is signed by myself, Greg Harkins, and Elizabeth Brown. According to our Bylaws a request can be made for a special meeting as long as it's signed by three Commissioners. Here's a copy for you, President Stango, and a copy for our Clerk.

STANGO: Thank you Vice President Harvey. I'll accept that submission and I'll review it and look into the matter. Is there any other unfinished...

HAYES: . . . Progress Book . . . what you're gonna look into and how you're . . . many times parents look into it . . . are we just gonna see how many teachers are actually utilizing it?

SUPERINTENDENT: I'm not sure Commissioner. I'm gonna work with Dr. Sequeira and Mrs. Cullinan on this issue. I'm not sure what the Progress Book is to be honest, if

it's referred to as like an agenda . . . I'm not quite sure but I need to do some research before I report back to you

HAYES: I think we need to find out if in fact . . . that they become aware of it and find out what teachers are not following it because apparently, based on the kids' comments, they're not following it. And the other issue, the middle school, this issue of the open house has been going on forever. The fact of the matter is the teachers at the middle school have 120 kids. We have to figure out something, it might have to be a time for each grade or something with that, it's very difficult cause I know when I went there you'd stand in line, plus as a parent, you got to go to five different teachers...

SUPERINTENDENT: In my experience being a middle school principal for numerous years, open house is truly a night just to provide an overview of middle school programing and some of the curriculum standards, some of the assessments that are required of the students; it's not an individual parent-teacher conference. That's to my knowledge. But if there are some inconsistencies between our middle schools, I'll have to look into that.

HAYES: I think the expectation is of parents that they'll have five minutes with each teacher. . . . but that's what happens, people go in there with expectations . . . much more user-friendly or at least have an understanding of what it is and maybe explain to them what it is and if they do want a conference . . . if they do want a conference maybe have a sign-in sheet . . .

SUPERINTENDENT: Sometimes also if they were to, and I'll look into it, you can do this anyway, you can have the principal do an overview of middle school education in a big forum and then you can break out into team sessions where you can have the opportunity to speak with individual team teachers, so it can be reconstructed any way. But I agree with you, 125 students is very difficult to put that in a two hour period of time. I'll look into it.

HAYES: I trust your experience. You need to change it somehow. The parents get so frustrated they don't even come to the second one. So we need to figure out something.

STANGO: Any other unfinished business?

BROWN: Mr. President, I did have an opportunity to go to the Driggs Health Clinic, I wanted to extend an invitation from the Program Manager Janet Ciarleglio and she'd welcome an opportunity for anybody else to go see it. And just for informational purposes, they serve, total yearly visits including medical, behavior health, and dental cleanings and sealants - 1,657 visits. And they serve, Driggs' current enrollment is 560 students and the registration is 594 for the clinic. I was so impressed, she wanted more people to come and see it. And just again, for informational purposes, Bridgeport has 10, Hartford has 9, New Haven has 13, New London as 7, Norwalk has 4, Stamford has 5, and Branford, which is not comparable to Waterbury at all, has 3. So I look forward to working with the Superintendent and the Building Committee or the appropriate people to hopefully see Waterbury have another school-based health clinic. Thank you.

STANGO: Any other unfinished business?

HAYES: I'd like to add my support to Commissioner Brown. I think it's something that's long overdue and is necessary for our school system. . . . the community is a little bit concerned about what's to be spoken about, but I think we've addressed that by keeping it to a pre-k to five level . . . some of the parents in the past. . . . we brought it up with our legislators . . .

ADJOURNMENT

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Van Stone, it was voted unanimously to adjourn at 8:12 p.m. into Executive Session for discussion of a site or the lease, sale, and/or purchase of real estate.

Present were President Stango, Commissioners Brown, D'Amelio, Harkins, Harvey, Hayes, Sweeney, and Van Stone, Dr. Ouellette, Dr. Sequeira, Mr. Guidone, and Mr. Frost. The Executive Session ended at 8:45 p.m. with no votes taken.

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