

WATERBURY BOARD OF EDUCATION

MINUTES ~ RESCHEDULED REGULAR MEETING

Wednesday, July 31, 2013 at 7:00 p.m.

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

PRESENT: Mayor O'Leary, President Stango, Commissioners Harvey, Hayes, Rodriguez, Sweeney, and Van Stone (left at 7:50 p.m.).

ABSENT: Commissioners Brown, D'Amelio, and Morales.

ALSO PRESENT: Superintendent Kathleen Ouellette, Chief Academic Officer Anne Marie Cullinan, Special Advisor to Superintendent Paul Sequeira, Chief Operating Officer & Chief of Staff Paul Guidone, and Education Liaison Mary Ann Marold.

1. SILENT PRAYER

President Stango called the meeting to order at 7:02 p.m. with a moment of silence.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

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

3. ROLL CALL

CLERK: Commissioner Brown (absent). Commissioner D'Amelio (absent).
Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hayes.

HAYES: Present.

CLERK: Commissioner Morales (absent). Commissioner Rodriguez.

RODRIGUEZ: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Van Stone.

VAN STONE: Present.

CLERK: President Stango.

STANGO: Here.

CLERK: Mayor O'Leary.

MAYOR: Here.

STANGO: Madam Clerk, do we have a quorum.

CLERK: Yes.

STANGO: We're going to make a few moves here and I'm looking for a motion to move some items. We're going to have the communications and the approval of minutes to

be moved to the end of the meeting, then we'll have the Public Addresses the Board and then I would like a motion to move Agenda items 9, 12, and 10 to right after the Public Addresses the Board on our Agenda items.

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Van Stone, it was voted unanimously to move Item #4 – Communications and Item #5 – Approval of Minutes to the bottom of the Agenda.

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

HARVEY: Could you repeat what we're moving please.

SWEENEY: Item #4 – Communications and Item #5 – Approval of Minutes to the bottom of the Agenda.

HARVEY: Just two items.

STANGO: Any other discussion? All in favor, opposed, motion carries. Those two items will be at the bottom of the Agenda.

SWEENEY: **Motion to move Item #12 to follow Item #9.1.**

RODRIGUEZ: **Second.**

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

VAN STONE: Can I make a **motion to amend that to have that move Items 9 and 12 to the next item on the Agenda which will become Item #7.**

HAYES: **Second.**

STANGO: Any discussion on that, motion to amend? All in favor, opposed, motion carries. Can you restate the motion as amended please.

VAN STONE: Motion to move Items 9, the Committee of the Whole and Item 12, Committee on School Personnel, to immediately follow #6 – Public Addresses the Board.

STANGO: Motion has been made and seconded. Any discussion? All in favor, opposed, motion carries. Thank you everyone with your patience with that. The next item on the Agenda is the Public Addresses the Board and we have divided the Public Addresses the Board in two sections this evening. We have the public speaking section for Agenda items first and then later into the meeting we will return to Public Addresses the Board for other matters that do not apply to tonight's Agenda. I have a disclaimer to read here.

HAYES: We need a motion to suspend the regular order of business. I'm not on what part we're listening to and what part we're not listening to.

STANGO: We're gonna hear anyone who speaks to an Agenda item this evening first.

HAYES: And when will we hear other items?

STANGO: We will hear the other items later into the meeting, at the end of the meeting. Tonight's a situation, being in the middle of the summer, we're experiencing some sort of a quorum issue so we want to make sure we have everything that we have to get done within the quorum.

MAYOR: Mr. President, we have to follow Robert's Rules so we'll do the best we can. I'll try to explain it to you this way. We have members of the School Board who have, because the meeting was moved from tomorrow night to tonight who have personal commitments, we have a quorum but one of the members of the Board has a previous commitment that he has to attend to. We will have public speaking, the Agenda items first, and then we are going to vote. It will be five minutes after that that we'll hear from the rest of the public, okay, Mr. President, thank you.

STANGO: Thank you Mayor. We're going to hear the second part of the public speaking right after the votes. Now the disclaimer.

6. PUBLIC ADDRESSES THE BOARD

Upon a motion by Commissioner Hayes and duly seconded by Commissioner Van Stone, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 7:09 p.m.

STANGO: Motion made and seconded. All speakers are encouraged to submit prepared written statements to the Commissioners. Comments shall be limited to a maximum of three minutes. There will be no responses this evening to any questions or concerns raised; they will be referred to the Administration for review and response. I ask everyone to hold to a hard three-minutes this evening because, again, our quorum issue.

Lisa Lessard, 905 Pearl Lake Road, had the following comments: This agenda item has to do with the reason why all the folks in back of me are also here. So I'm gonna start with the new supervisor of jobs sought, Ouellette's proposal greeted with skepticism. Waterbury School Superintendent Kathleen Ouellette asked the Board of Education this week to create a new supervisor of school turnaround job to oversee reforms as the City's most troubled schools – that would be Walsh School and Crosby High School. The job would be filled in September. Board members were . . . upset that State education officials are insisting, and I say insisting, on the position. State Officials even wrote the job description according to the district's officials. In other words I want you to all ask yourselves a question here, ask yourselves why the State Department of Education is asking for a new supervisor to watch the turnaround money come to Waterbury for Walsh School and Crosby School. Why the people in place are not able, under State Department of Education's eyes, to watch that turnaround money, um, is my thing. Why is the State saying if a new supervisor is not put in place, the Turnaround grant money for Walsh School and Crosby High School will not come to the City's schools; why is this mandate there? I will inform and let you know why this mandate is there. I have met with Stefan Pryor many times, face to face, and many times I've explained to him about SB24 and the possible reallocation of monies when

you were first doing this. We had in the newspaper how that money was intended to be spent. I came in front of this podium, the Board of Aldermen, and WATR, and continuously said that is not how the State Department of Education under SB24 wants that money to be spent. I faxed him, I emailed him, I attached scans, and I talked to him in person – not once, not twice, but three times, and each and every time he told me quote, end of quote, and I said this many, many, many times – believe it or not, Waterbury educational system is on educational radar from the State because he saw past fiscal mistakes, his words, not mine, he said I could say it out loud because he didn't say it was a secret, basically we have Walsh School and Crosby School, they want each and every penny of each and every dollar followed. Why – because obviously the people that are in place right now, which I believe are good people, basically are told they can't do it, why, the mandate is there because they want each and every penny followed, as the State wants it followed, to make sure the money is being followed once and for all. Past fiscal mistakes, his words not mine. So I just want to let you know I am in support, wholeheartedly, of this new supervisor position because the State Commissioner of Education and the local Board of Education has listened and is holding you accountable once and for all. Thank you.

Athena Wagner, Highland Avenue, had the following comments: Agenda items, correct. Agenda Item 9.1 – I'm here to speak about some things that have been going on since we got our new Superintendent Dr. Kathleen Ouellette. One of the things that's been going on is the situation at Walsh School and this Turnaround process. And the Turnaround process has result, you have two separate audits – one from Crosby and one from Walsh and contrary to popular belief Crosby's audit was far worse than Walsh. Crosby's principal gets promoted, Walsh's principal gets demoted. Now, allegedly, that was for the audit and the Dorsey report. The Dorsey report which nobody knows today who said what, and I don't think it's the position of the supervisor to take one side, the Superintendent to take one side over the other, if you're gonna protect the teachers then you protect the principal as well and your administrators as well. What has happened at Walsh School as a result of the Superintendent's actions in this Turnaround process, you have destroyed the morale of that community. You have parents irate. And you said you had 30 signatures, 30 teacher complaints, I have 60 signature complaints for a petition that says we want our principal back. So is it only the teachers that matter, that's what I want to know. Parents are irate, teachers are going at each other; disciplines have gone up instead of down which is the purpose of a Turnaround, and it is a mess. Academics have not improved; they've less than improved since the removal of the two administrators – Marie Zillo and Principal Brown. You have parents sitting in front of you in tears telling you that they did not want their principal taken away from them because he meant more to them and their families than just a principal. Not only was he a good principal, he was a mentor to them, he was a father to some of their children, a father-figure, and all of that seems to have been ignored. Now this man has been going through public slander, absolute public slander. I've lived here all my life, I have never seen this type of publicity for any administrator, no matter what they did, not even Moulthrop, that I've seen for Principal Brown. Thank you.

John Theriault, 40 Bracken Ridge, had the following comments: Unaccustomed as I am to speak before the microphone, Dr. Ouellette, honorable Board members, Mayor O'Leary, candidate Van Stone for Mayor, congratulations, and ladies and gentlemen, I stand before you this evening to raise a concern regarding the hiring of nine new

Behavioral Technicians. These new Behavioral Technicians have been hired with very little qualifications leaving room for the possibility, possibility, of political patronage and abuse. They do not need any type of certification, teacher or administrative. Some only have a two year degree of college, our schools and homebound teachers need to be certified but we have Behavioral Technicians that will be working on the frontline with low-level discipline problems, without any certification, with limited experience. Even our substitutes need a four year degree to sub – they get \$12 an hour and no benefits, not \$40 an hour with benefits. Now does that seem reasonable? It seems like the job was dumb-downed to save money but \$40,000 each plus benefits for the nine people equals \$540,000 – a sweet deal for those that can get it. If the Superintendent and Board need to hire more people, hire them with the proper certification, a four-year degree, a certificate in teaching and administration and supervision, this is not fair to the people that have worked hard to gain this additional education and certification and it diminishes our educational system as a profession. In the event that there is litigation on the job regarding one of these individuals, and there will be, the City would have put themselves in an unfavorable situation. I've even been told tonight that these individuals, because they're not certified, they don't have to pay any dues to the WTA or SAW. So you're on the hook for the lawyer – not SAW or WTA. The Board of Ed must insist that the highest standards remain in place for our teaching and administrative staff. I am amazed that neither SAW nor the WTA has chosen to challenge this job description and qualification. Which union claims the Behavior Technicians for their dues and which one will provide the legal counsel, if there is a need? I would urge the Board of Education to reconsider posting this job with the necessary four-year degree and certification included. Thank you very much for your kind attention.

Lawrence V. DePillo, 11 Steuben Street, had the following comments: I'd like to address you regarding this new supervisor job sought. It seems the State wants a job position between 92,752 and 116,522. The comment here is the fact that State officials have doubts as to Waterbury has the administrative capacity to deliver promised reforms. Has the State of Connecticut or has this Board of Education and Superintendent of Schools given the qualifications of the administrators of the City of Waterbury to the State? And has the State come back and said we really have not confidence in you or your administrators and therefore you're going to hire the person that we tell you has to fill that position. Now, what are we doing here in Waterbury? We hired a new Superintendent, we gave Dr. Sequeira a contract that was supposed to be for a year, it's now two years, we bumped up Anne Marie Cullinan, we bumped up Mr. Yamin, we hired additional people at the top and yet the State of Connecticut says we have no confidence in your education department. I think it's time to look inward. First of all I think there should be a written response to the State as to why this Board or the Department of Education has confidence in the people that they hire and if the answer from the State is still we don't have the confidence in your people then I guess it's time to change the people. Waterburians are sick and tired of seeing their money spent and more and more people added to the top of the system. It seems the only thing that's happened in this City. Have test scores gone up? Are the schools better off? But we just keep adding more people to the top. So if the State says the people that you have don't meet their requirement, then rather than spend another hundred and some-odd thousand dollars of the taxpayers money, I suggest that you cut that much out of a top position and find somebody that the State says is acceptable so the net change in the budget is zero. Not that we're gonna have to see this go on for three years and then the State insists that, because they still don't have any confidence in the top echelon of the

Education Department, that somehow we have to continue to pay for this. It's an insult to the citizens of Waterbury, it's an insult that the people we put confidence in and spend a lot of money on to educate the children, State of Connecticut says no confidence. Thank you.--

Upon a motion by Commissioner Hayes and duly seconded by Commissioner Van Stone, it was voted unanimously to return to the regular order of business at 7:23 p.m.

STANGO: Motion made and seconded. Any discussion? All in favor, opposed, motion carries. We are now back into our regular order of business. We're onto Item #9.

9. COMMITTEE OF THE WHOLE

9.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve an Employment Agreement with Dr. Kathleen M. Ouellette, Superintendent of Schools, for the period of July 1, 2013 through June 30, 2016.

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

VAN STONE: Thank you Mr. President, through you. I'll be supporting this extension tonight. I was one of the big proponents of Dr. Ouellette coming in and I continue to be. I think you set out a game plan early on of what you wanted to do here and I think in your first two years you have kind of put the chess pieces in place where you want them. I think over the next couple of years we're now gonna have to start to see some of those results and I am confident in your work and I am confident that we will be seeing those results. So I know everyone wants immediate gratification but it took a long time to screw up this system and it's gonna take a little bit to fix it. So I will be supporting you tonight with a keen eye on results in the years to come.

STANGO: Any further discussion? Commissioner Sweeney.

SWEENEY: I certainly can't say it any better than Commissioner Van Stone did but I do want to make sure that Dr. Ouellette that I give you my continued pledge of support. I appreciate what you have done since you have come on Board here and I agree with Commissioner Van Stone that now we're coming over the cusp and we're gonna start to see the results of what you put in place. I thank you for your service because I know sometimes that we at this table are not the easiest to deal with but I thank you for your patience, your time, and your commitment to this district – I appreciate it.

STANGO: Any further discussion? Commissioner Rodriguez.

RODRIGUEZ: Dr. Ouellette, I, too, will support your extension. I am pleased and honored to work closely with you. One of the things we don't talk about often is the work you do above the normal hours, when you come up and show up to events on weekends, community events for the kids, and we appreciate that. One of the most important things for me has always been about inclusion and diversity, and I give Chief of Staff Paul Guidone credit as well, you took that very seriously when Commissioner

Harvey and I had expressed that to you by hiring the ILD's and folks that are not only familiar with the issue of diversity but come from within the City. So I thank you for your efforts, I look forward to working with you the next few years.

STANGO: Any further discussion? Mayor O'Leary.

MAYOR: Thank you President Stango. Dr. Ouellette, I just want to tell you how much I support you for the work you've done here in the short period of time you've been here. You've shown that you can make courageous decisions, you've shown that you're willing to embrace Governor Malloy's reform plan for education, you've shown that you can follow and work closely with the Commissioner of Education Stefan Pryor, contrary to what was said during the public speaking. The State of Connecticut, Department of Education, in particular Commissioner Pryor, has the utmost confidence in your abilities, your courageous efforts, your interest in reform, your love of the students, your ability to work closely with your school board, and all of those reasons are why the State of Connecticut has decided to adopt Walsh and Crosby High School into the Turnaround program recognizing, as was said here so eloquently by Commissioner Van Stone, it took a long time to bring us to the point where we are and won't be fixed overnight but the State of Connecticut is willing to put millions and millions of dollars into those schools recognizing that those children deserve the education, like many others, and your efforts will be seen in the years to come. But, quite frankly, I am proud to be the Mayor of a city that has a Superintendent who is so dedicated and committed to the students, the parents, the teachers, and the administrators and the community itself. Thank you.

STANGO: Any other discussion? I think we'll have a roll call on this.

ROLL CALL VOTE ON ITEM #9.1:

Yeas: Commissioners Harvey, Hayes, Rodriguez, Sweeney, Van Stone, and President Stango – 6.

STANGO: Congratulations Superintendent.

SUPERINTENDENT: Mr. Mayor, President Stango, members of the Waterbury Board of Education and Waterbury public, please accept my sincere thanks for another successful year in this school district. I appreciate the confidence you have placed in me and I have never forgotten the responsibility I have to this school district. I've been blessed because I have surrounded myself with many talented teachers, administrators, staff, who have worked tirelessly with one goal in mind – to provide our children with the best possible education. I am indeed lucky because I have the opportunity to observe quality and innovative instruction every single day. I see teachers and administrators working hand in hand to make certain our students succeed. Through your vote of confidence to extend my employment, please know I will continue to work hard to meet our goals every day. This is an exciting time for Waterbury Public Schools because of the unwavering commitment we have for our students. To each of you I say thank you for your continued guidance and support and it has, and will always be, my pleasure to work with each and every one of you. Thank you again.

applause

12. COMMITTEE ON SCHOOL PERSONNEL

12.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, with Commissioners Hayes and Van Stone voting “no”, it was voted to approve the job specifications for, and new position of, “Supervisor of School Turnaround”, as attached.

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

SUPERINTENDENT: I just have additional information to share with you. In speaking with the Commissioner, Commissioner Pryor last Friday, we just did a little bit more research with regards to the State’s perspective with regards to this position and he had indicated through conference call with Chief Academic Officer Cullinan, Mr. Guidone, our Chief of Staff, that the Crosby Turnaround application is contingent on the position of Supervisor of School Turnaround. So we did have that conversation, I did want to follow-up with you, I wanted to share that because I in fact said I would continue to have that conversation with the Commissioner. He does truly support it and he does support the efforts in Waterbury.

STANGO: Further discussion? Commissioner Van Stone.

VAN STONE: Thank you Mr. President, through you, last week when we discussed this, and I’m not gonna restate all reasons I have issues with this, but one of the things we had talked about was trying to find more clarification if this had to be a traditional hire and a member of the SAW bargaining unit or if this could become an employee at-will working under a three year contract or a consultant type of position. Was there anymore clarification as to that?

SUPERINTENDENT: Mr. Guidone, thank you.

GUIDONE: Yes we did consider the items you suggested, as well as some others, trying to think outside the box, and we do think that since we are going to be requiring school administrative background, not only background but evidence of working in school districts, that a 92 Certificate would need to be required and with that would come the need for a SAW requirement. In addition, we also thought about who or what kind of person we would be attracting, what size the pool would be, and thought that the more standard position of the type that we’re talking about would best serve that need but we did consider the other options.

VAN STONE: Given that information, in my belief, that as this job is written – 1) it’s an ILD with kind of a different focus and we already have four of those who I think could handle this and 2) that the job itself is short-term in nature by its own definition so to hire a full time person under the idea that well once the grant goes away the position goes away, you know the person never seems to go away though. So if this person does a good job hopefully they’re gone in three years. If they do a bad job hopefully we don’t have them around in three years, and yet we’re gonna have this person around at 100 plus benefits, we’re talking 160, forever essentially. And while I understand the impetus that Commissioner Pryor has for this, I understand that the idea that it’s State money, but at the end of the day that comes from us too. I will not be supporting the School Turnaround Officer at this time under this scenario.

STANGO: Yes, Mayor O'Leary.

O'LEARY: Just a few comments, and I respectfully will disagree with Commissioner Van Stone. I think that it would have been a mistake to try to do the three-year contract. Initially I was actually thinking this along the same lines but after talking with people, who are more experienced than I in these matters, we absolutely want to attract the best possible candidate and I'm not really interested in hiring someone who is at the end of their career to come in here on a three year contract. I'm looking for someone who is experienced, someone who is excited to be a part of a Turnaround program, someone who is highly touted by not only the management of this district but I'm sure we'll get recommendations from the State of Connecticut. I'm looking to get the best of the best. This is one of the most important hires that you have seen over the last year because it will set the tone, district-wide, how serious the City of Waterbury is in improving the education opportunities of our children. This person will oversee the Turnaround schools at Crosby and Walsh. This person will be responsible for insuring the success of that Turnaround. You, as a school board, have hired a principal and two vice principals at Crosby, you are in the process of hiring a principal and vice principal at Walsh. You have gone this far. Commissioner Pryor says it's a must. You must consider his request. This position will be paid for out of the Alliance money. To the point where what will happen after the three years, the way that we've seen administrators leave this district because of the compensation issues and the way that we've seen some of our administrators who are ready for retirement over the next three years, there will be no problem absorbing this administrator into the flow of our school district – whether it would be in a principal position if we don't need the Turnaround position any longer and the money changes, whether it will be an administrator for Central Office position, you know we are a district that must look at tomorrow, we must look at what the district is gonna look at a year from now, three years from now, and five years from now, and ten years from now. This is your opportunity to finish the good work that you've done. You've adopted the Superintendent's Blueprint Plan for reform. You've worked very closely with the State of Connecticut Board of Education in their reform plan. You've worked very closely with the SAW administrators and the WTA, which I am very, very proud of all of you because that's unprecedented, to get the buy-in from all the parties involved. This is a must; this is a must for Commissioner Pryor. Please think about the students, think about their families, think about their parents, think about your teachers, think about your administrators. This is one position that is a must and quite frankly, if I was Commissioner Pryor, I'd feel the same way because he reports to people and he wants to make sure, very sure, that what's coming out of his office, for the reform and Turnaround schools, is what everyone's agreed to and we've got great relations, unprecedented relationships, with Commissioner Pryor and all the Department of Education and they have held Waterbury in the highest esteem since the arrival of Dr. Ouellette. So I ask you please to support this as it's part of the original plan. Thank you.

STANGO: Further discussion? Commissioner Sweeney.

SWEENEY: This has been just a very difficult decision. I, too, have real problems and issues with what is becoming our inability to make decisions at the district level for this district. And I know that we're an Alliance district and we have Turnaround schools and we have Focus schools, but we're not unlike some of the other districts in this State who

are in the same boat. I have continually said that we need some flexibility in the Alliance grant monies. This is our ECS money, we can call it the Alliance Grant if we want, this is our ECS money, this is the money that should be coming to Waterbury based on the formula that's supplied to every other district in this state. So I have issues with that and I'll deal with it. I will tell you that I have been over and over in the last couple of days, over and over that job spec; I will tell you that the one thing that is not in that job spec is financial oversight. So it doesn't appear that the State Board and Commissioner Pryor have a problem with our finances. They do say that they don't think we have the administrative capacity to do what we need to do in this district. I would love to see that Alliance money spent at school level, at student level, every time we add a layer we get the adults farther and farther away from the kids and I worry about that. But I also worry about losing the Turnaround status for Crosby and Walsh; that concerns me greatly. There is enough flexibility in that job description to make sure that we allow that money, that position, to do not just Walsh and Crosby but to reach into our other schools and help them too because that's what the Alliance money should be doing, it should be helping every school in this district. And there will be separate money for the Turnaround schools and they will have the ability to use that to bring themselves up. But this position, if we're gonna spend this kind of money, this kind of grant money, if you want to call it that on the Alliance grant, then we need to maximize that reach and make sure that we can use that reach in every single one of our schools because they all need it, they all need that help. So it's a difficult position to be in but I will not put Crosby and Walsh at risk.

STANGO: Further discussion? Commissioner Rodriguez.

RODRIGUEZ: Thank you President Stango, through you. I concur with Commissioner Sweeney, this is a very difficult decision, I will reluctantly support it. And the reason why I say that is because I think we've hired some great folks at Crosby and I've heard the term "dream team" principals, leadership, and I believe that, and I believe we'll do the same with Walsh. But I think that we should allow these principals and this new leadership team, both at Crosby and Walsh, to take credit for turning around those schools. And so while I will support this Supervisor position because I don't think we want to turn back the clock, we want to move forward, I also want to make sure that we support those principals that we put in place so that those kids get the best education possible. Thank you.

STANGO: Further discussion? Vice President Harvey.

HARVEY: I have to echo Commissioner Rodriguez. I reluctantly will support this. I was just reading, again, the job description, again, the redundancy; I read it three or four times and the redundancy of the ILD's, I just see that intermingled here but I think that Ms. Cooper was the one last week that said we have to think about the kids. So I don't want to put anything to jeopardize what, the hiring of Crosby leadership team, what we're looking forward to the hiring of the Walsh School team, I don't want to jeopardize that but it just bites at me that we are being redundant with the responsibilities. So I will support this but I will support it reluctantly. Thank you.

STANGO: Commissioner Hayes.

HAYES: I'll try and be brief. I think everyone's sort of touched on it. My concern is that just when does it stop? We've added four ILD positions, we have got our new principals in place, we haven't done it at Walsh yet which I think we should have gotten done by now but that will take place, and I think we need to have those people take ownership of this. As Commissioner Sweeney alluded to, and Vice President Harvey said we think about kids, I really think at some point we've got to think about putting more teachers in front of our kids and few administrators. We've talked about all these administrators that we have and we're way behind in the layers of administration of the other major cities but yet we continue to outperform those major cities in spite of all their additional layers of administration. I really think what we need is more teachers and smaller classrooms; it's as simple as that, not as much administrative capacity. These positions are gonna be in our budget, we've already sort of swallowed hard but I think we all agree that the four ILD's will get what we want to get accomplished. This additional position is just another 140, 150 thousand dollars that I don't really understand the need for other than the State wanting to tell us how we have to do things. If they in fact, and I do believe they do have the confidence in the Superintendent, we've increased the salaries to keep good people for our Chief Academic Office, our Chief Executive Officer and Chief Operating Officer. We've put in the other positions they've asked for and when this all goes away and quite honestly I want to be hopeful but, like I said, they've done things in other cities and it really hasn't gotten the necessary results and I'd hate three or four years from now for the taxpayers of the City of Waterbury stuck with all these positions and no money to hire additional teachers and maybe help us build another school that we're looking for. So I will be voting against this and hoping that if it doesn't pass that the Commissioner of Education reconsiders and allows us some of that flexibility that we were hoping for.

STANGO: Any further discussion? Hearing none – all in favor, opposed. Two no's.

VAN STONE: No.

HAYES: No.

STANGO: Next is the Consent Calendar. Does anyone wish to remove anything from the Consent Calendar?

HARVEY: I'd like to remove Item 10.8 please.

STANGO: Anyone else?

HAYES: Item 10.9.

10. 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 10.1 through 10.7 and 10.10 through 10.21, as listed:

- 10.1 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of the 2013-2014 Consolidated State Grant Application.

- 10.2 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval to apply for the Connecticut Department of Emergency Services and Public Protection-Division of Emergency Management and Homeland Security "School Security Competitive Grant Program.
- 10.3 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of the new ½ year high school course entitled "Spreadsheets".
- 10.4 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of the new ½ year high school course entitled "Databases".
- 10.5 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of the revised "World History" curriculum.
- 10.6 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of the new "K – 8 English/Language Arts/Reading Curriculum".
- 10.7 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of the following modules/units of the new K – 12 Math Curriculum:
- Kindergarten/Module 1 – Counting Counts
 - Grade 1/Module 1 – It All Adds Up
 - Grade 2/Module 1 – What's My Value?
 - Grade 3/Module 1 – Bits and Pieces
 - Grade 4/Module 1 – Multiply, Divide, and Conquer
 - Grade 5/Module 1 – It Pay\$ to know Your Place
 - Grade 6/Unit 1 – Using Expressions and Equations
 - Grade 6/Unit 2 – Operating with Positive Rational Numbers
 - Grade 7/Unit 1 – Rational Numbers (addition and subtraction)
 - Grade 7/Unit 2 – Rational Numbers (multiplication and division)
 - Grade 8/Unit 1 – Real Numbers
 - Grade 8/Unit 1A – Linear Relationships
 - Algebra 1/Unit 1 and Unit 2
 - Algebra 2/Unit 1 and Unit 2
 - Geometry/Unit 1
- 10.10 With the approval of the Committee on Policy, the Superintendent of Schools recommends approval of the revised "Lead Screening of Pre-school and Kindergarten Children Policy" (#5141.1).
- 10.11 With the approval of the Committee on Legislation, the Superintendent of Schools recommends approval of the submission of the following Resolution Proposal to CABA:

Resolution Proposal Form

Submitted by: Waterbury Board of Education

Subject: ECS grants for Alliance Districts

Issue: Alliance district grants should not be a portion of full ECS funding

Resolution: Restore full ECS funding, based on the ECS formula, to Alliance Districts and create additional Alliance grant funds.

Rationale: After several years of flat funding under the ECS formula, the 2012 legislature finally increased ECS funding under a new formula, except Alliance districts, who again received flat funding, and must submit a grant application for their ECS increase. That circumstance will repeat itself again in the 2013-2014 budget, although some flexibility has been hinted at. We recognize the state commitment to improving education for CT students, however, the ECS grant is the states' primary contribution to education, and, as such, should be distributed under the approved formula without restriction.

Further explanations: School improvement grants such as Alliance should be distributed under a separate grant not connected to ECS funding. ECS should remain an equal and equitable distribution of the state share of education funding.

- 10.12 With the approval of the Committee on Legislation, the Superintendent of Schools recommends approval of the submission of the following Resolution Proposal to CABA:

Resolution Proposal Form

Submitted by: Waterbury Board of Education

Subject: DCF Special Education students

Issue: DCF funding for special education students in the local school districts

Resolution: Recommend that the Department of Children and Families pay a percentage of the cost for special education for students attending local school districts.

Rationale: Establish state policy to require the Department of Children and Families to pay a portion of the cost for special education services provided by school districts to offset disparities in local budgets impacted by high special education costs. Students in DCF custody, including foster care, place an undue hardship on local school districts that often experience huge fluctuations in costs for special education. Understanding that all children are entitled to public education, the burden of cost should be divided between the state and local school district. This formula could be targeted to school districts with a high percentage of children in DCF custody.

Further explanations: State funding for education does not take into consideration the increase in financial burden for children in DCF custody enrolled in education. This places a severe burden on local property tax and warrants a change in educational policy.

- 10.13 With the approval of the Committee on Legislation, the Superintendent of Schools recommends approval of the submission of the following Resolution Proposal to CABE:

Resolution Proposal Form

Submitted by: Waterbury Board of Education

Subject: Maintenance Grants

Issue: School Maintenance Grants

Resolution: Fund School Maintenance Grants for Priority School Districts. Funds to be utilized for costly but necessary maintenance and repairs that extend the usable life of buildings and provide safe and healthy learning facilities.

Rationale: Maintenance Grants were well received and effectively utilized when offered previously. The grants offered cash-strapped districts the ability to maintain facilities, finance improvements and upgrades, and modernize aging buildings. Such proactive actions may mean less renovations or new construction sought under the School Construction Grants.

Further explanations: The previous Maintenance Grant program awards were used for window replacements, HVAC repairs/upgrades, and technology upgrades. The presence of environmental hazards makes even small repairs or improvements a heavy drain on local budgets.

- 10.14 With the approval of the Committee on Legislation, the Superintendent of Schools recommends approval of the submission of the following Resolution Proposal to CABE:

Resolution Proposal Form

Submitted by: Waterbury Board of Education

Subject: Special Education Burden of Proof

Issue: Special Education Burden of Proof is solely on the district

Resolution: Change Connecticut's Burden of Proof statute to shift the burden of proof to the parent/guardian/requestor in instances when an out-of-district placement is requested.

Rationale: Connecticut is one of only a handful of states which places the burden of proof on the district for all special education services. Even the federal standard places the burden of proof with the parent/guardian. This resolution reflects the New York model which places the burden of proof on the parent/guardian/requestor in instances when an out-of-district placement is requested, but leaves the burden of proof with the district in all other instances.

Further explanations: This small change can save districts significant time and money, will allow for educationally sound decisions on behalf of special education students, and bring Connecticut more in line with surrounding states in terms of responsibility for burden of proof.

- 10.15 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of a Professional Services Agreement with HRP Associations, Inc. to provide Environmental Consultant Services for the Reed School Wetlands Project.
- 10.16 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of an Agreement with Kaestle Boos Associates, Inc. for architectural and engineering services for the Kennedy High School Additions and Alterations Project.
- 10.17 With the approval of the Committee on Building, the Superintendent of Schools recommends acceptance of the Wilby High School Fire Code Project, State Project #151-0259 CV, as complete.
- 10.18 With the approval of the Committee on Building, the Superintendent of Schools recommends acceptance of the Crosby High School Fire Code Project, State Project #151-0260 CV, as complete.
- 10.19 With the approval of the Committee on School Facilities & Grounds, the Superintendent of Schools recommends approval of a Professional Services Agreement with ThyssenKrupp Elevator Corporation for elevator maintenance, repair, and replacement services, at various schools.
- 10.20 With the approval of the Committee on School Facilities and Grounds, the Superintendent of Schools recommends approval of the use of school facilities, at no charge, by the following school organizations and/or City departments:

GROUP	FACILITIES AND DATES/TIMES
Pat Moran	Sprague comm. rm.: Thursday, August 22, 8:00 am - 3:00 pm (Prof. Dev.)
*Mayor's Office Joe Geary	Kennedy Auditorium: Monday, Aug. 19, 7:00 - 9:00 pm (public hearing re: AT&T cell tower in Town Plot area)

- 10.21 With the approval of the Committee on School Facilities and Grounds, the Superintendent of Schools recommends approval of the use of school facilities and/or waiver requests by the following groups and organizations, subject to fees and insurance as required:

GROUP	FACILITIES AND DATES/TIMES
Holy Cross H.S. Jerry Ciarleglio, A.D.	Kennedy pool: 8/24/13-3/8/14 Mon. thru Fri. 6:00 - 8:00 pm and Sat. 10 am – noon
Sunshine Dance Studio Sheila Tetreault	Kennedy aud.: Sat., May 31st and Sun., June 1st noon-5:00pm (dance recital)

REQUESTING WAIVERS:

Long Hill Bible Church Eric K. Lott	Wilson gym & parking lot: Sat., Sept. 7, 2013 9:00 am - 3:00 pm (service) (\$280.)
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GROUPS NOT SUBJECT TO FEES OR WAIVER DUE TO TIME OF USE OR PREVIOUS WAIVER:

Young Marines Joseph Ganavage	Duggan café & 1 rm.: Fridays Aug., 2013 - June, 2014 5:30-8:30 pm
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*Main Street Waterbury Carl Rosa	WAMS courtyard: Thurs., Aug. 22, 2013, 6:30 - 8:00 pm (free concert to public/Fulton American Band) only in the event of rain will they use the Apron Stage)
*Wtby. Knights Courtney Jones	Reed gym: 9/3 - 12/11/13, Mon-Friday, 6:00 - 8:00 pm Driggs gym: 9/3-12/11/13, Mon-Friday, 6:00 - 8:00 pm Kingsbury gym: 9/3 - 12/11/13, Mon-Friday, 6:00 - 8:00 pm (Cheerleading practice)
**United Muslim Mosque Mohamed Shaw	WSMS gym: Thurs., Aug. 8th 8:00am-10:00am (prayer ceremony)

STANGO: Motion has been made and seconded. All in favor, opposed, motion carries.

6. PUBLIC ADDRESSES THE BOARD – continued

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Hayes, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 7:50 p.m.

STANGO: Motion has been made and seconded. All in favor, opposed, motion carries. I will dispense with reading the disclaimer again since I just read it.

Commissioner Van Stone left at 7:50 p.m.

Lisa Lessard, 905 Pearl Lake Road, had the following comments: I am here with the Walsh parents in accordance to what has been happening at Walsh. I brought my video, Blackberry Playbook with me tonight which you will all remember because you were there – Anne Sweeney was there, there was another Commission there and Ms. Kathleen Ouellette, Superintendent, was there. This very video which is 16 minutes and 54 seconds, basically stated that Mr. Erik Brown, Walsh Principal, because somebody in the audience raised their hand and asked this very question, is Mr. Brown still going to be our principal going forward. Ms. Kathleen Ouellette stated we have nothing to worry about, this principal will stay in place, I will make sure of it. I have the video, anybody could watch it, it's right here, it's the second video on my Blackberry Playbook. Now basically when you state something I see that the parents here see it to be truthful. I'm gonna ask each and every parent, each and every community leader, and each and every faith/ministry leader that is here in support of Mr. Erik Brown, if not for Mr. Erik Brown and Ms. Zillo, but for each and every child within Walsh School in accordance to the awesome education he has given that children the last eight years. So if I can turn to the audience and ask everybody that's here in support of Mr. Erik Brown to please stand up so you can see the community and parent involvement here tonight. I believe this is most of your audience. They will be speaking on the same exact thing. What I want to let you know is what is fair is fair and when Athena Wagner mentioned about Mr. Padua being moved to Crosby High School. Yes, he had an audit, yes Mr. Brown and Ms. Zillo had an audit, I read both audits and my personal opinion is now one was more disturbing than the other but we have Mr. Brown who went on paid leave, Ms. Zillo who went on paid leave, and Mr. Padua of the new Career Academy school that's just opening up here in the City of Waterbury; what's the difference? Ask yourself what is the difference. We have an African-American principal at Walsh School, we have Mr. Padua, he got a slap on the wrist, you're promoted. I'm not going there with the Civil Rights thing, I'm just saying think and think hard and long. These parents are here, they

need to be heard. We went to a civics meeting the other night and we were told parent involvement is everything that you, the local school board, is looking for. Well you have parents, faith/ministry people, community leaders here in accordance to parent involvement being involved with their children because you're not hurting the parents, you're not hurting Mr. Erik Brown the Principal, you are not hurting Ms. Zillo, you are hurting each and every child within that school because if you go into that school, which I have, it is not the same morale as it was when Mr. Brown was there. Thank you and God bless.

Jimmy Griffin, 41 Pilgrim Avenue, had the following comments: Early on I said I wasn't gonna get involved with this because I thought it was going to be a fair process but it seems to me that there have been, as a matter of fact I'm representing the Connecticut African American Emancipation Challenge, and you know we've been sort of watching this and what I've seen is literally a public lynching of an individual – a combination between the school board and the newspaper, I've never seen anything like this in my life and if it wasn't racist I don't know what it was. You know we got to get a grip on ourselves in this City because this is getting a little too far out. You know, we've got a school system that for years and years and years has been never, never any progress when it comes to the hiring of African-Americans, Latino teachers and administrators. You made some progress, yes, but there's a lot of progress that needs to be made. You talk about a new slot that you're opening up, I want to see who fills that slot, I really would like to see who fills that slot. You're going to have to have two schools that need to be turned around, I want to see who fills that slot, I really want to see. I want to see if it's somebody that's really qualified or just another political crony or somebody that's in a family because that's what's happening in the school system and we got to get a grip on it. It's time to stop and pay attention to the children in our system. This is not about a bunch of families, who milks the trough or goes and lives in Prospect or Wolcott and every place else and none of our teachers, administrators live in Waterbury, everybody lives out of town. And then you're insensitive to our children. This got to stop because you know we're gonna make sure that we mobilize our community from this point on and this Board is gonna listen. I just wanted to remind you that we're watching.

Joshua (student) had the following comments: I want Mr. Brown back at Walsh School. Since he was removed the morning meeting has changed. The morning meeting was different to do everything. The morning meeting changed, we didn't do everything we wanted to do with Mr. Brown and I was kind of upset that we couldn't do it Mr. Brown's way. Thank you.

Athena Wagner, 1558 Highland Avenue, had the following comments: I figured if Zimmerman's attorney could bring a . . . I could certainly bring a stack of newspapers. That's the public slander that went on in spite of us being told, time after time again, we're not trying to remove your principal. We knew that, some of us knew that, when you had that meeting with Adamowski in June of 2012, we knew where that was going. Some of us were fully aware from then until now but you kept denying it, even in the paper you kept denying it, we're not getting rid of him, we have no intentions of removing your principal when that's exactly what you had and that's exactly what you did, that's exactly what you're trying to do. When this process began we were enthused about it, we were looking forward to it, we wanted the help to come to Walsh School, we had the students first in mind. This whole process has gotten perverted along the way,

and I said perverted, it's gotten nasty, the whole process. When you have parents crying before you and you can ignore them but then I can go to a town meeting and I can listen to the Mayor, I can listen to Commissioner Van Stone say we want parental involvement, we want parental involvement, and I said Monday, in front of them so it's no surprise, I'm so sick of hearing that catch-phrase, that's all it is to you – catch-phrase. You want parental involvement, well when you get it what do you do about it? You want the parents to be involved only when they agree with you or do you really want them involved? Because you had parental involvement at Walsh School, you absolutely had that and what did you do to the parents – you squashed them, you just squashed them, you ignored them and when you say you want parental involvement, when you say you want the communication lines open, I have yet to receive any response from any email that I have ever sent you. I know Lisa Lessard has the same issue, I know there's other people who have the same issue. So do not sit here and tell you that that's what you want and your actions, never mind what your mouth says, your actions show that that is absolutely not what you want because if you want it you wouldn't keep ignoring them. These people told you for a year straight, one year, they wanted their principal. Now why do you think Principal Brown is taking himself through this public humiliation, ego tripping? I don't think so – that man has qualifications and a resume that can take him anywhere he wants to go, he's concerned about those kids. That's what you want, right? That's what you say you want. That's what you have. So do you want it or not?

STANGO: Next speaker is Carolyn Washington.

WASHINGTON: I'm relinquishing my three minutes to Ms. Wagner.

MAYOR: I need a point of order on that.

WAGNER: We've done it several times.

MAYOR: Well I don't know that you have done it properly.

WAGNER: Well I'm telling you we have.

MAYOR: Just because you've done it doesn't mean it's proper. Ms. Washington, you can speak.

WAGNER: She doesn't choose to; she's giving it to me.

STANGO: We had questioned that ourselves, amongst ourselves but we never went anywhere with it but I'm totally in agreement with you. So Ms. Washington, Ms. Washington passes. Next speaker, Ramona Diaz.

Ramona Diaz, 103 Long Hill Road, had the following comments: (Commissioner Rodriguez interpreted for Ms. Diaz).

RODRIGUEZ: She wants me to translate for her which I'm not 100% comfortable doing but I will do my best. She said goodnight her name is Ramona Diaz. She's a parent of one of the children at Walsh School. She's here to say that she didn't forget what you guys are doing to Walsh. She said what you're doing to change the principal at Walsh

School are worrying the kids at Walsh. She said she used to go there and witness what Mr. Brown used to do with the kids and that now it's terrible, the conditions that Walsh is currently in. She said she can promise you that having a child at Walsh School that Mr. Brown and Mrs. Zillo were excellent principals. What she was saying is, what she sees happening, it's like a punishment, you didn't do this but I'm still gonna demote you, that we can figure out a way to resolve the issue without harming the children at Walsh. She's saying that someone brought to your attention what was going on with the students at Walsh, did someone investigate and speak with the kids to see how they felt during the investigation process, she's saying did someone do that. That you were only taking the information from the teachers and that's what you based your investigation on. She saw the before and the after and the difference of that.

STANGO: The next speaker on the list is Carroll Brown.

BROWN: I was under the impression that you would allow me to relinquish my time to Mrs. Wagner but I will graciously sit.

Gilda Webber, Putnam Street, had the following comments: As a concerned parent I'm here on behalf of my son and other kids in the school, I feel that I do not understand how could we say that we need, we need a principal, we already have a principal in school, we have two good principals – Mr. Brown and Ms. Zillo. I . . . Mr. Brown and Ms. Zillo because I said to me right now Walsh is not a safe school and there's no way out of this creation of this earth I could see myself putting my son back in that school. And everyone know my son was the one that got out of that school and here we're complaining if Mr. Brown was there this wouldn't have happened. Many times my son came there late and who waiting at the door, Mr. Brown was waiting for other students to come. And we sit here and we said we're gonna do this, we're gonna do that, we haven't done anything. That school will never be safe until Mr. Brown and Ms. Zillo is here. And there's no way, I . . . I pray to God that I cannot see myself putting my son back in Walsh if Mr. Brown is not here. When Mr. Brown is here we can see things happening, you go in in the morning the kids are ready to go, here we bring principals, we bring retired people in the school that if an emergency happens what can these people do to protect our kids? We got principals that can't barely move and if things happen, I have seen it that's why I'm talking about it, because the school is not safe right now. Here my son got out of school, did you guys lock the school down, no. The principal didn't even know my five year old get out and then we lie and say so many things, we blame . . . so busy worrying about getting Mr. Brown out of the school when she should be watching my son. You think I'm gonna sit down . . . no, . . . the school did not go into lockdown, have Mr. Brown there, my son would not get out of that school and I would not able to sit in here and listen to nobody telling me a man with a . . . let him out . . . if Mr. Brown was there and all of you sit here, you know you guys would be in the same position . . . somewhere else that school would have been in lockdown. They didn't even know a five year old come out, did not even know that, and you think that I'm gonna sit here, what did the Board say . . . go right on, how do you think I'm gonna feel putting my son back in that school. I cannot . . . and I pray to God I get out of that neighborhood and believe me I will be down because I want him to be transferred and only how he'll stay there if Mr. Brown and Ms. Zillo is back in that school because I have seen Mr. Brown do so many things, not even just a principal but he's like a dad to half of these kids in this school. You guys need to, don't take what the teachers said because . . . against each other, right now they are so sorry that they

leave Mr. Brown. You know what one of these teachers said to me, I'm here for the money, I am here for the money. What kind of teacher is that? We can't do that. So I'm telling now, think about this, we need Mr. Brown and Ms. Zillo back there without them Walsh will never be safe. Thank you.

Lawrence V. DePillo, 11 Steuben Street, had the following comments: First of all I'd like to state that it's my understanding that this Board has routinely allowed surrogate speakers. People came here, signed up and gave their time to someone else and allowed to speak. All of a sudden now the Mayor, who does not want to hear from the public, or hear what Ms. Wagner has to say, overruled this Board in a precedent set by this Board. I don't think he has the authority to do it. It's a disrespect to the people who came here tonight. Obviously the Mayor thinks he can bully everybody in the City. As far as, I also see that this Board is lacking a Commissioner. It seems that it's not very important to this Mayor to have a tenth Commissioner, I guess he's put out in the paper nobody's contacted him, well maybe because he bullies the public nobody wants to contact him. What I would suggest is if he is incapable of finding an individual you had the last election four people who were not successful, go down the list based on the highest vote getter and have this Board give that position to the next highest vote getter who's willing to take it. If the Mayor's incapable, get yourself a tenth member.

As far as what's going on, Wallace Middle School, we're gonna spend 10 million dollars on Wallace Middle School and you don't even know what you're gonna do with the school yet. I mean this Board is absolutely out of control, no program whatsoever for what's gonna happen whatsoever to our middle schools. And I see here that you've now listed Barnard School, three proposals for Barnard School, very nicely done, but what does it say. Let's see – no specific grade occupancy, so we're gonna fix schools not knowing what the grade occupancy for it's gonna be. Is it gonna be a pre-k through eight which is what we need – no. We're gonna go build other schools. Are we gonna utilize our middle schools, no; we're gonna go build other schools. This is a Board without direction and a Mayor with less direction. So we look forward to replacing him in November. Thank you very much.

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Hayes, it was voted unanimously to return to the regular order of business at 8:12 p.m.

11. ITEMS REMOVED FROM CONSENT

Committee on Policy

10.8 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Rodriguez, it was voted unanimously to approve the new policy entitled "School Visitors Policy" (#1250).

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

HARVEY: Yea, it's just the discussion, just some points to bring up. When this particular item appeared in the paper some parents called me with a few concerns regarding this. They're okay with, they understand the issue of wanting to keep the

schools safe but there are some questions in regards to, and just something for the Board to think about what happens in regards to ID's, what if parents do not have an ID, what happens there? What happens with the concealing of the information that's given? It was stated that we would take a picture of someone's driver's license, well what are we going to do with that picture? Where does that go? How is that filed? How is the confidence and the security kept on that? Some parents said that they're looking for a parent friendly environment and they felt that this kind of compromised that so that's just something to think about. And also that they were worried about the consistency of this policy being executed, with all of our policies, some schools have the policies and they conform to the polices, others do not. So they wanted to make sure that things were consistent. But they also wanted to make sure that we had some kind of way that the district would assist if the parent did not have identification. So I hope that we can look at that and consider some of these things that the parents have concerns about and I just wanted to bring that up. I will be pursuing it but, again, I wanted to make sure that we make these considerations as we hope for this.

STANGO: Commissioner Sweeney.

SWEENEY: That was a discussion with Michael Yamin in regards to the issue of parents who might not have identification and the School Climate Committee is looking at that in ways to work with that even something as simple as the district itself issuing an ID card for a parent who doesn't have one just so that they can have access to the school. So it was on their radar and they are considering it and they will deal with it. That was discussed, as a matter of fact, at Policy Committee meeting in regards to this policy.

HARVEY: Right. And we also discussed, but we did not really say how we're going to handle it, the issue of confidentiality when we make a copy of someone's driver's license, where would we put a copy of that driver's license.

SWEENEY: That was also discussed and that will go in the child's cum file which is a locked file.

HARVEY: Okay, I just wanted to assure the parents of that.

SWEENEY: And that was discussed at the Policy Committee as well.

STANGO: Yes, Mayor.

MAYOR: I want to weigh-in on that since this is a segue into a position that I've been after since December 14 and that positions gonna be head of security in the school district. We're the largest school district in the State that doesn't have a dedicated person to be in charge of security. On December 17 I visited every grammar school in this City and I was astounded, and didn't bring it up then because it was just too emotion, astounded to find out that we had inconsistent lockdown policies, inconsistent visitor policies, inconsistent everything policies concerning people coming into our schools. And I'm gonna tell you this, Vice President Harvey, no identification, they're not coming in the school. We are not going to allow someone who we don't know inside our schools. But what we will do is make every effort in the world to get that person an identification. So we'll put the message out there, if you want to come into the schools

because your child is a student in the school, you must have an ID. Now there are ways to get identification. I understand the issue, we all understand the issue, but you can go get an identification, a picture identification, we will work that out through the public school system, and we'll work that out and we'll visit what other schools do in the same scenario. But I can tell you this, to allow someone into the school who we don't know who this person is, is opening the doors to huge liability and problems. And if we haven't learned anything from all that's happened prior to December 14 and including December 14 – shame on us. And, you know, I'm going easy on this issue because there's a lot of issues that are important but no issue is more important than the safety of these children inside these schools. That's why I'm gonna push very, very hard to get the most qualified person we can to be the head of security in this public school district who will come up with the best policies in the country on all these issues that you're talking about and this person will be tasked with coordinating principals, vice principals, administrators, teachers, students, and parents on all safety related issues including these issues that you talk about here tonight. But I can tell you that we are going to be in a different mode very, very shortly and when this item comes before you it's a very important item and it's something that we have to act on and believe me when I tell you something, I'm not going to go backwards again, but to tell you that when I visited those schools and found out all these inconsistencies – classroom doors wide open, classroom with locks with no keys, principals who had no clue of security related issues, schools that had not practiced lock-down procedures, schools that didn't consistently do many of these issues that you're all talking about here tonight, it's gonna change. And I'm asking the Superintendent to give this person the authority, by that I mean this person will be of Central Office status and shall have the authority to ensure that in the chain of command they will be above the principal understanding that the principals and the vice principals will take direction from this person because no longer is it going to be my own little fiefdom in my own little school and my own little rules and my own little policies, my own little practices – when you're not following consistent procedures such as fire drills and lockdown procedures and consistent practices with people visiting the school, logging in/logging out, keeping track of these people, it's wrong and we owe it to ourselves to make sure we learned something from what happened and we will. Thank you.

STANGO: Further discussion? Seeing none – all in favor, opposed, motion carries.
Item 10.9, Committee on Policy.

Committee on Policy

10.9 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to approve the new policy entitled “Renaming of School Buildings” (#7553).

STANGO: Motion made and seconded. Any discussion? Commissioner Hayes.

HAYES: I just wanted to bring this up because, while I agree that we should rename some of our buildings that hadn't already been named after important people in our history, what concerns me is that when we went to the Waterbury Career Academy we didn't listen to the people that came forward. I just hope that we're gonna do a better job of listening when people do come forward with their ideas; that's the best way for us to do this. So I do appreciate the fact that we're not talking about anything that had

already been named after someone in our history, and, like I said, I look forward to us seeking out some more historical people to name our school buildings after. Just make sure that we do listen to the public when they come and not just decide beforehand what we're gonna do with it. I'll be supporting this.

STANGO: Any further discussion? Hearing none – all in favor, opposed, motion carries.

13. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Hayes, 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:
Capuano, Gene – Head Football Coach, WHS.
Remson, Sean – Assistant Football Coach, CHS.
- 13.2 Athletic resignations effective immediately:
Gray, Ollie – Freshman Football Coach, CHS
- 13.3 Grant funded appointments:
Altomari, Dana – Behavior Technician, CHS, 184 work days, \$40,000 annually, subject to Alliance Grant approval.
Bulls, Rondell – Behavior Technician, WHS, 184 work days, \$40,000 annually, subject to Alliance Grant approval.
Burros, John – Behavior Technician, WAMS, 184 work days, \$40,000 annually, subject to Alliance Grant approval.
Caplan, Risa – Pre-k Classroom Assistant, ECEP/Carrington School, salary and benefits governed by the SEIU Agreement, funded by the School Readiness Grant.
Davis, Jaclyn – Behavior Technician, WMS, 184 work days, \$40,000 annually, subject to Alliance Grant approval.
Emini, Edona – Pre-k Classroom Assistant, ECEP/Bucks Hill Annex, salary and benefits governed by the SEIU Agreement, funded by the School Readiness Grant.
Grasso, Bessie – Behavior Technician, State Street School, 184 work days, \$40,000 annually, subject to Alliance Grant approval.
Marold, Rebecca – Behavior Technician, Enlightenment School, 184 work days, \$40,000 annually, subject to Alliance Grant approval.
O'Donnell, James – Behavior Technician, WSMS, 184 work days, \$40,000 annually, subject to Alliance Grant approval.
Poulter, Craig – Behavior Technician, NEMS, 184 work days, \$40,000 annually, subject to Alliance Grant approval.
Sarris, Betsey – Behavior Technician, KHS, 184 work days, \$40,000 annually, subject to Alliance Grant approval.
Steck, Nicole – Magnet School Specialist, WAMS, 12 month position, 35 hours per week @ \$23.00 per hour, non-union with benefits governed by the SEIU Agreement.

Tariq, Noreen – Pre-k Classroom Assistant, ECEP/Rotella Magnet School, salary and benefits governed by the SEIU Agreement, funded by the Rotella Magnet School Grant.

Vensel, Patricia – Pre-k Classroom Assistant, ECEP/Sprague School, salary and benefits governed by the SEIU Agreement, funded by the Title I Grant.

Zambrano, Joanne – Pre-k Classroom Assistant, ECEP/Waterbury Career Academy, salary and benefits governed by the SEIU Agreement, funded by the Alliance Grant.

13.4 High School Summer program appointments:
Jaimie Farrell, substitute as needed.

13.5 Teacher hires:

Last	First	School	Assignment	GRADE	DOH
Anderson	Elizabeth	District-wide	Music	BA/1	8/22/13
Argenta	Taryn	Driggs	Spec. Ed.	MA+15/3	8/22/13
Atkinson-Heyward	Kylee	Walsh	Grade 5	BA/2	8/22/13
Bartlett	Danielle	District-wide	Spec. Ed.	MA+15/1	8/22/13
Blaschke	Jennifer	Crosby	PE	BA/1	8/22/13
Brown	Cassandra	Crosby	English	BA/5	8/22/13
Buda	Kevin A.	Crosby	Tech Ed.	MA+15/7	8/22/13
Chaine	Annette	NEMS	Art	MA/4	8/22/13
Chasse	Christa	Walsh	Grade 5	MA/1	8/22/13
Chasse	Douglas	Washington	Kindergarten	MA/1	8/22/13
Conway	Alyson	Kennedy	Science	BA/1	8/22/13
Cook	Brandy	NEMS	Reading	MA/2	8/22/13
Curran	Mallory	Washington	Grade 5	MA/4	8/22/13
Curtis	Kate	Driggs	Spec Ed.	BA+15/2	8/22/13
Cyr	Jessica	Wallace	Spec Ed.	MA/1	8/22/13
Dudley	Alexandrea	Wilby	Soc. Stu.	BA/1	8/22/13
Eagan	Meghan	Crosby	PE	BA/1	8/22/13
Elder	Lana	NEMS	Soc. Studies	MA/1	8/22/13
Erdmann	Michael	Wilby	Spec. Ed.	MA/3	8/22/13
Feirman	Kathryn	Wilby	Spec Ed.	BA+15/2	8/22/13
Fitch	George	Enlightenment	Math	MA/4	8/22/13
Fontaine	Kathleen	WSMS	Science	BA/2	8/22/13
Frascadore	Cassandra	Kingsbury	Kindergarten	BA+15/1	8/22/13
Froese	Justin	Kingsbury	PE	BA/1	8/22/13
Geary	Caitlin	Chase	Speech/LP	6 TH /2	8/22/13
Gega	Ariana	Kennedy	French	BA/4	8/22/13
Grove	Melinda	District-wide	Math Coach	MA/8	8/22/13
Hagley	Katlyn	DW-H.S.	Spec. Ed.	MA/1	8/22/13
Hastings	Paula	TBD	Spec. Ed.	MA/3	8/22/13
Homewood	Gregory	Regan	Grade 2	MA/1	8/22/13
Ijomah	Katheryn	Driggs	Grade 1	MA/1	8/22/13
Kalita	Jaclyn	Duggan	Spec Ed.	BA+15/1	8/22/13

Kastelein	Ashley	NEMS	LA/Gr. 7	MA/4	8/22/13
Kozek	Denise	Bucks Hill	TBD	MA/1	8/22/13
Lenzi	Margaret	Sprague	Spec. Ed.	BA/1	8/22/13
Manalio-Bonaventura	Gia	Reed	Lang. Arts	MA+15/1	8/22/13
Mazzini	Megan	NEMS	Read 180	MA+15/1	8/22/13
Merolli	Inva	District-wide	Sch. Psych.	6 TH /2	8/22/13
Miller	Marissa	Reed	Grade 3	MA/2	8/22/13
Mosely	Sean	Crosby	English	MA+15/3	8/22/13
Parisot	Lindsay	NEMS	Literacy	MA/1	8/22/13
Parks	Eric	Carrington	Grade 3	MA/1	8/22/13
Pearl	Amy	NEMS	Science 8	MA/1	8/22/13
Person	Jocelyn	Enlightenment	Science	MA/1	8/22/13
Petzing	Tania	Wallace	Math 8th	BA/1	8/22/13
Pytel	Heather	NEMS	Music	BA/2	8/22/13
Smith	William	Sprague	Grade 3	MA/1	8/22/13
Soto	Denise	WSMS	Bilingual	6 TH /5	8/22/13
Spinelli	Lucille	NEMS	Literacy	MA+15/1	8/22/13
Sullivan	Brian	Wallace	Lang. Arts	MA/2	8/22/13
Varecka	Irena	WSMS	Spec Ed.	MA/1	8/22/13
Velez	Crystal	Kennedy	Physics	MA/6	8/22/13
White	Meredith	Kennedy	Science	6 TH /5	8/22/13
Zareck	Corrin	Wallace	Art	BA/1	8/22/13

13.6 Adult Education appointments:

Anthony Corden – substitute for summer and school-year, as needed @ \$32.00 p/hr.

13.7 Resignations:

Ashley, Lois – KHS, Special Education, effective 6/30/13.

Bossolt, Daniel – NEMS, Reading, effective 08/01/13.

Case, Nathaniel – WMS, Special Education, effective 6/28/13.

Docherty, Fiona – WHS, Business, effective 7/12/13.

Feeney, Eric – Kingsbury, Grade 3, effective 08/10/13.

Fiore, Anna – W. Cross/Sprague, TESOL, effective 07/22/13.

Haxhi, Jessica – Maloney Magnet School, Japanese, effective 7/12/13.

Lenzi, Margaret – Sprague, Special Education, effective 07/23/13.

Rosa, Ricardo – Supervisor of Mathematics 6 – 12, effective 07/26/13.

Scaccianemici, Angela – NEMS, Italian, effective 7/01/13.

Sonziano, Jason – Supervisor of Special Education, effective 08/16/13.

Serrano, Kelly – WHS, Social Studies, effective 7/31/2013.

Tolles, Steven – NEMS, Special Education, effective 8/1/13.

13.8 Retirements:

Frascatore, Diane – Chase School, Grade 5, effective 7/1/13

Halloran, Grace – NEMS, Grade 8 LA/Reading, effective 6/30/13.

Kozloski, Bernice – WHS, Special Education, 7/1/13.

13.9 Leave of absences requests:

Calderella, Lorri – Chase Grade 3, requesting an unpaid childrearing leave of absence from September 11 through 30, 2013.

Villar, Yenny – Hopeville Bilingual, requesting an unpaid childrearing leave of absence from November 14 through December 20, 2013.

STANGO: Motion has been made and seconded. All in favor, opposed, motion carries. That brings us down now to Item #14 – Unfinished Business of the Preceding Meeting Only. Okay, then we're going to go to the Superintendent's Announcements.

SUPERINTENDENT: I will make this very brief, Mr. President.

7. SUPERINTENDENT'S ANNOUNCEMENTS

Dr. Ouellette read and distributed the following announcements:

A July 18th letter to all Superintendents from Dr. Dianna Roberge-Wentzell, Chief Academic Officer for the State Department of Education has notified us that the 2013 Connecticut Mastery Test (CMT) and Connecticut Academic Performance Test (CAPT) data will likely be made available in early August this year. This is due to the fact that the Connecticut State Department of Education has established new protocols and procedures for verifying state assessment data, in alignment with the Elementary and Secondary Education Act waiver and new accountability system. The State is working to ensure that these new systems for verifying data are working properly so that districts receive accurate information. School districts will be given a brief period to review embargoed data preceding the official release of the 2013 state assessment results.

Waterbury has once again been selected to participate in the 2013-2014 Connecticut Fresh Fruits and Vegetables program. The total award is \$669,216. This program has proven very popular with our schools. It provides students an opportunity to try many new fruits and vegetables they may not have at home.

NBC 30 will be filming a "Making the Grade" segment at the Silas Bronson Library on Thursday, August 8th, at 9:00 a.m. The segment will focus on the library's Summer Reading Program.

As part of the Campaign for Grade Level Reading, Bridge to Success and the Waterbury community is working toward addressing the important issue of school attendance. Bridge to Success recently sought input from schools, public and private organizations, families and volunteers. Using a survey, BTS asked respondents to select their favorite message from a set of choices.

The Rivera Memorial Foundation, Inc. is organizing its annual Rivera & Hughes Community Family Day for August 3rd at Library Park from 11 a.m.-4 p.m. The Community Family Day event is a resource fair that provides families in the city of Waterbury access to valuable information pertaining to the various social, health, financial and educational organization's available to them throughout the city of Waterbury. The event will include a local talent show for students ages 3 to 18.

The very popular Back to School Rally will be held on August 21st, from 1:00 to 5:00 p.m., in Library Park. This annual event, sponsored by Waterbury Youth Services, the Mayor's Office and our Board of Education, continues to grow each year.

Wallace Middle School will be hosting its own Back to School Rally at 5:00 p.m. that same day in the Wallace Cafeteria. It will be an opportunity for students and parents to meet staff, tour the school and learn about first day procedures.

Orientation for new teachers begins on August 19th. Professional development for all teachers begins on August 22nd. The first day of school is Tuesday, August 27th.

8. PRESIDENT'S COMMENTS

STANGO: Just a brief comment, I want to weigh-in on the fact that this is the mid part of the summer and we hope that all our children now are finishing, those involved in summer school, are finishing and had a successful time and I hope that every one of our teachers are in their minds preparing to come back. Before you know it we'll be sitting here in a new school year, I'm looking forward to that.

I'd also like to recognize at this point the Superintendent on her contract extension. I commend her for her openness, for her visibility, her creativity, her energy, and I recognize that this Board has a true partner with you, Superintendent, for the betterment of our students. And that concludes my comments.

We're going now to Unfinished Business of the Preceding Meeting only. Hearing none, Item #15 –Other Unfinished, New, and Miscellaneous Business. Vice President Harvey.

HARVEY: I was getting seasick here, going back and forth. I wanted to just take the opportunity, I didn't get a chance to do it at the Workshop, it was a long Workshop, and I had to leave at the time, not leave, step away at the time that we were talking about the grant appointments – Behavioral Technicians and I just had some questions regarding it. Mrs. Cullinan, if you would please, I just notice, just in reading the resumes and looking at the qualifications, I beg to differ with, there was a speaker that spoke about the lack of qualifications, I beg to differ with that, I saw some, a few highly qualified, highly qualified individuals who applied and I was very glad that they stepped forward to do so. But then I questioned, what stood out to me, when I look at the list of folks that we have appointed in this position, what stood out to me is I asked are there any Hispanic applicants that applied for this position because we know the demographics of our district and it just kind of really kind of stood out that there were no applicants of Hispanic nature so I just wondered how many of those applicants applied and how many were interviewed. If you don't have that, that's fine, I can wait.

CULLINAN: I can tell you in general; I can get you more specifics tomorrow. There were 54 candidates that applied that were screened by the Personnel Department and then after that screening there was another screening by a team of 15 principals and 21 were moved to interviews. There were three sets of principals with three to four principals at each set who interviewed these 21 candidates with a set a questions and a rubric. Candidates were scored based on obviously their educational qualifications but also their experience in the field as a behavioralist. We had candidates that met the qualifications; the qualifications were a requirement of an associate's degree, a

preferred bachelor's degree. We had several candidates that had master's degrees. And nine were chosen and placed at the schools. It was a very transparent operation with principals involved and principals really knowing the needs of their school. Remember in our middle schools this position will complement the team that's at our middle schools – the school social worker, school psychologist, school nurse. We're meeting next week with the middle school principals to make sure that we really have a model that will meet the needs of our middle school kids. Our high school principals will also be meeting to make sure that we're really utilizing this person as that first line, looking at those behaviors and helping to deescalate the situation prior to a student receiving a disciplinary action. So we did have 54 candidates, moved down to 21, and nine were chosen by a team of 15 principals representing every middle and high school.

HARVEY: When the locations were decided, who...

CULLINAN: The principals.

HARVEY: Okay. The principals, did they do that as a group based on the skillset?

CULLINAN: They did – the skillset and the needs of their individual schools and they discussed the individual Behavioral Technician, their qualifications and how they would meet what the principals were looking for.

HARVEY: I'll watch that because I kind of disagree with some of these placements, there's one candidate in particular who I thought was the number one candidate actually and I was surprised where she was placed but we'll just see how that works out. There was a question about salary and originally there was a range that was posted and now we have everyone receiving the same pay so I would just say that in the future we want to decide, we want to get that, I mean you apply for something you think you're gonna get one thing and you deserve it and then you find out that it's something else. So I think we kind of want to get that under wraps first because I do recall that being posted, the range. But can we, the Board, receive just kind of a progress report on how things are going and, cause this is a very important position and that behavioral piece of it, that skillset is very, very important and I was just looking at I was just looking at, you know some really kind of stood out that yea, they fit, they'll definitely be able to adjust to it and others, their skillsets, it was like well, I don't know. So I just want to, before I, if we can get some kind of feedback on how things are going that would be great.

CULLINAN: Absolutely.

(tape ended)

HARVEY: Just quickly I want to congratulate the Young Civic Learners. I believe it was July 20, Mrs. Cullinan, that you spoke to the Young Civic Learners. They appreciated it and I appreciated your coming out on a Saturday to address them. They had some really, really challenging projects, they investigated our policies on bullying, homelessness, homeless students, and there's one other thing, it doesn't come to mind right now, but I just wanted to congratulate them on their accomplishments.

Lastly, and I know that we don't address issues that come before us but this was in an email that was sent to this entire Board and that is that the Walsh Governance Council

has requested a meeting with the Board of Education and we have not replied to it and I think, in fact I know, when I was raised if someone asked me a question I had to address it. You may not like the answer that I have but you still address it. I think that we should look into at least getting back to the Governance Council and their request, at least, to keep the lines of communication open. And that's all I have, thank you.

STANGO: Anyone else? Commissioner Hayes.

HAYES: Just one thing on the Behavior Technicians, it does say subject to Alliance Grant approval. Has this already been approved or are we sending subject to Alliance Grant approval for continuing?

GUIDONE: The grant has not yet been approved yet, it's next year grant, it's submitted with these positions in that. We had hoped to get at least response that they're being favorably received before we actually put people on. So obviously these positions go with the start of the new school year, we've got time, we don't have any other Board meetings scheduled between now and then so we wanted to get the action subject to that. They're contained in the new application.

STANGO: Any further items?

HAYES: I'm concerned about special ed resignations that I see, we have four. I hope this is not a trend because we've had this discussion before, we lose people to other districts and then to get people to replace them sometimes we have to pay them more to replace them. So I'm hoping that this isn't a trend that we're seeing now.

STANGO: Anything else?

MAYOR: What are we under now?

STANGO: We're on Unfinished Business and Miscellaneous Business.

MAYOR: I just wanted to make sure; I had a little motion sickness myself. I just want, I want to say a few things actually and unfortunately I'm disappointed that the people who were here and so vocal about the issues have now left which is what they usually do when they're down spewing their cynical comments. I hope that we, as a City, but most especially you, as a Board of Education, have learned something from this Walsh School debacle. And I call it a debacle because when I was the Police Chief I used to visit Walsh School regularly, participate in the programs there, ran a lot of programs, afterschool programs out of PAL using our buses to pick up the Walsh School kids, bring them down to our facilities, feed them, mentor them, recreate with them, so I had a relationship with Mr. Brown so I feel like I'm entitled to say what's on my mind based on my knowledge. I had gone to Dr. Snead both as Police Chief and Commissioner and expressed my concerns about the management at Walsh School too many times and I was told each time "we're looking into it, we're looking into it". So why was I concern? I was concerned because many of those PAL students, many of those Walsh students were PAL kids and many of those PAL kids' parents would come into PAL and talk about the lack of progress at Walsh School. Nobody talked negatively about Mr. Brown just the fact that they felt that their children were not moving forward. That's what made me bring it to Dr. Snead's attention. Once I came on the School Board I brought it to Dr.

Snead's attention more often. And why I say that I hope this Board learns from this debacle is because for some reason whoever was in charge of the Board, I don't want to mention any names because that's not what this conversation is about, and the members of this Board, all own this, all of us, even me when I was on the Board from 2009 to 2011 because Walsh continually underperformed at such an enormous disparity from the other grammar schools in the City and the lesson that should be learned in my opinion is this, I actually think Mr. Brown is probably a very good teacher. I think he's a good person. I think he tries. But this district used to have requirements to fill positions and one of the requirements I know that this district had, because I've done the research on this, is that before you could be a principal you had to be a vice principal and before you could be a vice principal you had to be a teacher and for whatever reason, and I'm not going to get into because you know I'm not going to spew the negativity that came out of the mouths of some of these people here today, but for whatever reason this man was taken from a school teacher's position in the City of New Haven and thrust into the lowest performing school in the City of Waterbury as the principal. So in my world that would be like taking a patrol officer and putting him in as the Chief of Police. That's what we did here. We did not follow our rules, our policies, our procedures – why? This person was thrust into the principalship without ever being an administrator, without ever being a vice principal. It used to be you had to be a vice principal for three years before you could assume a principal's position. So whoever was a part of that and continues to be a part of that, and continued to be a part of that which I was had the responsibility to learn something from it. It was wrong, we set this guy up to fail and we did nothing about it. And we knew that school was underperforming, the test scores showed us the school was underperforming year, after year, after year, after year. And I will tell you publically, and I don't care, Dr. Snead, it was brought to his attention over and over and over and over again. It was brought to his attention during the evaluation process. It was brought to his attention at School Board meetings. It was brought to his attention down in his office and we did nothing about it. We, as a School Board, did nothing about it. And I hope we've learned from it because honestly I commend the Superintendent for making a decision that was a difficult decision in the best interest of the students because that's why we're all here. It's not about one person, it's not about one group of people, it's about what's best for the students in the City of Waterbury. And yes we're all nice people and we don't want to say things that we don't want to be misconstrued or politically incorrect or any of those things. But you know what, we sat around here a long time and watched what happened there and shame on all of us for putting a person who was probably an excellent school teacher into a position as administrator without the proper experience, without the proper training, shame on all of us. So I hope it never happens again and I hope with all the hiring that we're doing in this district that we're trying to make sure that we're putting people into positions who have the experience and qualifications because you know this has turned into something it never should have gotten to where people are divided, where you hear such words racism come out. Now we only hear that word from one particular person all the time but I will say this, you had a group of people here tonight loyal to Mr. Brown, apparently his Mom as well, but I'm gonna tell you this and I'm gonna tell you this sincerely, for years parents, teachers, students have expressed to me in my role as Police Chief, School Commissioner, and most recently as Mayor, how disappointed they were with Walsh School and the first conversation I ever had with Dr. Ouellette when she came into this town was included in that conversation was Walsh School. And so I commend her for doing what she's done because someone finally had the courage to act on this. Now, having said all that, you have those folks

that were here tonight but I will tell you I've been in Walsh School several times since the changes up there. I can't tell you how many parents – parents have come up to me both in Walsh School and out of Walsh School who know me from PAL, who are very involved in PAL, and thanked me for supporting the Superintendent. They just prefer not to be on the front page of the newspaper or on talk radio or to be, quite frankly, intimidated by a few folks. And when I walked through those hallways I will say that the learning environment there compared to my walks through those hallways for the last several years, I'm not an educator but I have a little common sense and I have a little experience, the learning environment is so much more positive. Teachers working together, children communicating with each other, interaction between all and it's positive. And it's not easy to talk about this stuff, right, and it would be a lot easier for me to keep my mouth shut but you know the truth of the matter is that we are on the right track at Walsh School. Would I like for us to have an administrator in place, a permanent administrator, you bet, but you know what we're gonna find the right person and if it takes time then it takes time. Because we're gonna learn from our mistakes. It's so easy for everybody to be so critical, it's also very difficult for the right people to come up to the podium in support of the Superintendent's decisions and I will tell you those right people far, far, far outnumber the people who are disappointed in the Superintendent's decision. Personally, personally, I think by offering Erik Brown the vice principalship at Kingsbury School under one of our more veteran administrators will give him the opportunity to get the experience that he should have gotten when he was hired here. That's what Mr. Brown needs – mentorship and support and that's what he's gonna get should he choose to take it. So I hope all of us have learned a good lesson from this because for years no one did anything about it and those children were passed along and shame on everybody.

I do want to reiterate, again, some comments that were made and I already made them but I want to make them for one last time. I will tell you first hand, and I know you Commissioners know this but there are some people from the public who are still here, that the Commissioner of the State Department of Education has enormous support and respect for our School Superintendent and it's all because she has done the things that I just spoke about. She has made courageous decisions – popular or not, about moving this school district forward. She's opened up unprecedented lines of communication with our SAW administrators and our Waterbury Teachers' Association teachers, unprecedented. This Board has allowed the SAW and the WTA to come before them with an open door policy so I commend every Commissioner here. And you know to listen to the public say "the State Department of Education has no confidence in your education department" is an absolute misrepresentation of the facts. The facts are that as the Mayor of the City of Waterbury I've had numerous meetings and conversations, in person and telephonically, with Commissioner Pryor and Governor Malloy and they both have enormous respect for what's happening in this district and I think you all should be proud of the work that Superintendent Ouellette has done. Lucky for you guys I'm done. Thank you.

STANGO: Thank you Mayor. Anyone else on Unfinished Business? Seeing none then we'll go back to Item #4.

4. COMMUNICATIONS

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

1. Copy of communication dated July 8, 2013 from the East Farm Condominium Board of Directors to Mayor O’Leary thanking the Department of Education for their aid and assistance.
2. Email communication received July 8, 2013 from Walsh School Governance Council regarding Roberto Clemente Elementary.
3. Email communication received July 10, 2013 from Walsh School Governance Council regarding Walsh Turnaround Draft Budget for review.
4. Email communication received July 11, 2013 from Walsh School Governance Council regarding violating the law regarding School Governance Councils.
5. Email communication received July 20, 2013 from Walsh School Governance Council regarding “Is this what the Board of Education will allow to happen again”.

STANGO: Motion made and seconded. Any discussion? All in favor, opposed, motion carries.

5. APPROVAL OF MINUTES

Upon a motion by Commissioner Hayes and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the minutes of Committee Meeting of May 30, 2013, Regular Meeting of June 6, 2013, Special Committee Meeting of June 17, 2013, Committee Meeting of June 13, 2013, Regular Meeting of June 20, 2013, Committee Meeting of June 27, 2013, and Regular Meeting of July 3, 2013.

STANGO: Motion is made and seconded. Any discussion on those minutes? All in favor, opposed, motion carries.

ADJOURNMENT

Upon a motion by Commissioner Hayes and duly seconded by Commissioner Sweeney, it was voted unanimously to adjourn at 8:53 p.m.

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