

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ REGULAR MEETING*

Thursday, September 5, 2013 at 6:30 p.m.

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

**PRESENT:** President Stango, Commissioners Brown, D'Amelio, Harvey, Morales, Rodriguez, Sweeney, and Van Stone (6:34 p.m.).

**ABSENT:** Commissioner Hayes.

**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 6:32 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.

BROWN: Present.

CLERK: Commissioner D'Amelio.

D'AMELIO: Here.

CLERK: Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hayes (absent). Commissioner Morales.

MORALES: Here.

CLERK: Commissioner Rodriguez.

RODRIGUEZ: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Van Stone (*Commissioner Van Stone arrived at 6:34 p.m. after roll call*). President Stango.

STANGO: Here. If there's anyone here who wishes to speak and has not signed up yet the sign-up sheet is on the podium.

#### **4. COMMUNICATIONS**

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

1. Email communication received July 30, 2013 from Lisa Lessard regarding new supervisor job sought for Turnaround money.
2. Copy of communications dated August 1, 2013 from Civil Service certifying Joseph Picco and Joshua Stein for the position of Maintainer II.
3. Email communication dated August 2, 2013 from Nirmala Doobay regarding the dress code.
4. Communication received August 9, 2013 via email from Phyllis Connors regarding the public speaking portion of the minutes of the June 20, 2013 Board meeting.
5. Email communication dated August 10, 2013 from Lisa Lessard regarding formal complaint about the summer school nurse.
6. Copy of communication dated August 14, 2013 from Gregory Hadley, Sr., WOW/NRZ Community Learning Center Director, to Chief Operating Officer Paul Guidone regarding their summer program.
7. Copy of communication dated August 14, 2013 from Civil Service certifying Jennifer Calabrese for the position of Supervising Vice Principal, Walsh School.
8. Copy of communication dated August 16, 2013 from Civil Service certifying Alexandria Hall for the position of ABA Behavioral Therapist.
9. Copy of communication dated August 16, 2013 from Civil Service certifying Dana Jannetty for the position of Teaching Vice Principal, Wallace Middle School.
10. The 2012-2013 Competitive Grants Update received August 24, 2013 via email from Louise Allen Brown, Grant Writer.
11. Copy of communications dated August 27, 2013 from Civil Service certifying Ryan Baldwin and Sheila Langdon for the position of Sign Language Interpreter.
12. Copy of communications dated August 28, 2013 from Civil Service certifying Emmanuel Cruz and Todd DiCorpo for the position of Maintainer I.
13. Copy of communication dated August 28, 2013 from Civil Service certifying Cecelia Bernier for the position of part-time Office Aide.
14. Copy of communication dated August 28, 2013 from Civil Service certifying Maximina Yates for the position of Paraprofessional.
15. Copy of communications dated August 29, 2013 from Civil Service certifying Jared Cabral and Albert Gelinis for the position of Maintainer I.

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

## **5. PUBLIC ADDRESSES THE BOARD**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:37 p.m.**

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

**Marta Ross, P.O. Box 3082, had the following comments:** I'm a member of the Madre Latina Incorporated organization. Today with me is Yoellie Iglesias, Executive Director of Madre Latina. Our mission is to promote and encourage the advancement of Hispanic mothers by providing training, technical assistance, and mentoring in order to pursue and continue education. Today we are in front of this Board to announce some of our accomplishments and request permission to use one of the schools for our September meeting. To achieve our goal Madre Latina is connecting mothers from all Waterbury schools and community agencies and resources. We are proud to inform that since January 2013 we have met six times – once a month excluding July and August. Some of our major achievements this year include a Three King celebration in January with over 100 families, a luncheon in March with over 150 participants, a Gala in May with over 200 participants, and a softball tournament in July. Madre Latina is able to report to this Board our successes such as promoting consistent levels of services, the involvement and leadership of key partners, network building among mothers and communities, and positive communication via our webpage, emails, and Facebook. Commissioners, we are coordinating our September meeting and we are requesting Reed School again. We spoke with Principal Mendoza and let him know the intention to request the school today. Madre Latina is coordinating the meeting for September 18 from 6 to 8:30. We expect a minimum of 50 participants. We will provide training to our mothers on building a positive identity as well as we would like to provide information on Progress Book to our parents. We have left the Commissioners with the information to review, which is the card that everyone has and please feel free to contact us with any questions that you may have. Thank you so much for your time and consideration.

**Wayne Simone, 1566 Meriden Road, had the following comments:** My primary job is working for Ryan Gomes; I run his two not-for-profit organizations. He asked me if I would come and read a letter, I know this might be an ongoing thing but he wanted me to get a letter read into the record, if that's how you say it, so I wanted to do that early. Dear Honorable Board of Education Commissioners, sorry that I could be in attendance at tonight's meeting but I wanted to express my feelings in spite of my absence on the renaming of Bucks Hill. I strongly believe that as a community we have sent a bad message or better yet a bad example to our minority students in particular with resistance to naming schools after minorities. I remember like it was yesterday how difficult it was for you guys to have finally named the first school after an African-American native from Waterbury, Reverend Jonathan Reed. Thankfully, we can now proclaim we have a school named after an African American.

Now as Board Member Felix Rodriguez so proudly fights to have a school named after someone of Latino or Hispanic heritage the debate begins again. It is my hope that this request does not come across with the same resistance as we previously experienced. Furthermore, and with all due respect, students of Latino and Hispanic descent are no longer the minority according to recent statistics. In fact, there are more students of Latino and Hispanic descent now than there are of any other race – they are the majority. I would also like to mention Roberto Clemente. I did a little research on him before I wrote this letter. Clemente was a man with a lot of pride and integrity. He was extremely charitable and appreciative of what he had. He was unafraid to stand up for what he believed in and for what was right. Clemente believed in equality for all people regardless of their color. Roberto Clemente is a fine role model to children of all ethnicities to emulate.

I attended Bucks Hill Elementary School. I currently have a pilot program called “Earn While You Learn” that takes some of the most at-risk kids and tries to motivate them to do better in school. Not only have the teachers at Bucks Hill Elementary School invested in me and in my future, but I have invested personally into some of the students that were there this year and their future.

In closing, I wholeheartedly support the renaming of Bucks Hill Elementary School to Roberto Clemente Academy. I firmly believe if passed it will signify Waterbury is a city that embraces and respects the cultural heritage of its people and that Waterbury is proud of each and every one of its citizens and proud of our rich heritage and diversity. Thanks for your time and attention with this matter. Sincerely, Ryan Gomes.

**Jose Perez had the following comments:** I come from Miami, Florida. In Miami, Florida we have many parks and schools with Hispanic names . . . percentage of Hispanic people . . . we recognize and give . . . the school and the park. In Waterbury the Hispanic population . . . 33% . . . over 50% . . . we need an incentive for the Hispanic people . . . Hispanic name . . . for Roger Clemente, is a famous baseball player . . . can help you recognize for the Spanish people. Thank you.

**Isias Diaz, 195 Easton Avenue, had the following comments:** I am a trial attorney practicing primarily out of Hartford and New Britain, Waterbury as well, and I also attended Bucks Hill Elementary School and I’m the Chairman of the State of Connecticut Latino and Puerto Rican Affairs Commissioner. However I’m here tonight to advocate and pledge my support for the renaming of Bucks Hill Elementary School, a school which I attended as a child, and change the name to Roberto Clemente Academy. As Mr. Perez noted earlier, we have several statistics that are in our favor but we don’t have anything in the city to memorialize the demographic makeup in this city. Latinos make up approximately 50% of the student body here in the City of Waterbury and we also comprise about roughly a third of the City. But more importantly that goes beyond that is that we want to create a stand on what it is we’re trying to mentor children to be and Roberto Clemente is the perfect example of that. And I’ll take the three-prong approach; first of all he represented excellence and hard work. He was a 15 time All-Star, a two time World Series Champion, a member of the Three Thousand Hit Club, 12 time Gold Glove Award winner, etc., etc. – he displays excellence. Number two – hard work. You don’t get to that type of caliber or performance if you’re not an individual who works very hard; another characteristic we

want to sow into our children. And finally third, taking your success and your prosperity and giving back through service. Roberto Clemente was a firm believer in giving back to the community so much so that it cost him his life one evening when he went to bring aid to earthquake victims in Nicaragua when the plane crashed fresh off a World Series victory. In sum I would just like to say that I think it's timely and I echo some of the comments made by, in Ryan Gomes' letter, I think time that we have finally at least one school, something in this city to memorialize the Latino community and to shine as a beacon of hope and example for students to come. Thank you for your time and consideration.

**Daniel Brenes, 1047 Hamilton Avenue, had the following comments:** I'd like to say hi to Felix, Jason Van Stone, and Joanne, I know your husband. I'm a local business owner here in Waterbury, I own National Credit Masters and soon, I'm forming a construction company in the City. I'm here today to pledge my support for the passing or the renaming of this school after Roberto Clemente. He represents in our community diversity, as well as a humanitarian. He was a philanthropist that ultimately he lost his life giving back or trying to give to the victims of Nicaragua. I won't go into more factual details, I believe Isias Diaz covered a lot of the facts, but what I'd like to ask the Board of Education at this point is to realize that our population is growing, our children need role models, this is a person who can be characterized simply as an amazing role model for our community. We are looking for inclusion like everyone else in this society, local community, and at this time I'd like to ask you folks to consider renaming Bucks Hill School after Roberto Clemente.

**Geraldo Reyes, Jr., 30 Matteson Street, had the following comments:** I thank you for allowing me the privilege, number one, for to come and speak before the Board. I come to represent a Hispanic community but I speak to you as a Waterbury citizen. We are not divided when it comes to the renaming of a school after a Hispanic surname. We did have conversations with the Board of Education and I respectfully, with the respect of the Arroyo family and the Rivera family, we have not given up on the possibilities of renaming schools after those particular deserving individuals. What I would like to say is that I am 100% in support of the Roberto Clemente Academy. I was part of the group that led the changing of the field out at Huntington Park to Roberto Clemente Field and that happened over six years ago under Mayor Jarjura's jurisdiction. What I will tell you, not to get into, this is not about sports, this is an international icon who is idolized in the United States and all of Latin American, who has a museum in Pittsburgh, Pennsylvania, who is revered and has many schools and ball fields named after him in New York City which is only 90 minutes from here and less than 100 miles. And I took exception to the fact that somebody said in the newspaper that we had a Roberto Clemente School in New Haven. That's not acceptable, I will not tolerate that. I live in Waterbury, Connecticut, I represent the Hispanics in the community of the City of Waterbury, I am advocating for Roberto Clemente Academy here in Waterbury. Just because there's another one in another town does not say that it should be good enough for the Hispanic citizens of Waterbury. I respectfully understand that you have some dialogue that you need to have among yourself, we will continue this conversation. I thank you for your time.

**Shad Bailey had the following comments:** I'm sitting here today and I'm listening to certain members speak about Roberto Clemente. I being a black descent person, individual, I know how much a name can give an individual a sense of pride. It can also

build self-worth, it can also change the dynamics of the way people interact and counteract with each other. I roam through Waterbury basically every day, I have my contact with the Hispanic/Latino population, it's consistent. I find them to always be very respectful and treat me just like family even though my origin is not the same as there's. I would like for the Board to sit down and really think about the decision to name the school after Roberto Clemente. I think it would change the dynamics of the city and I think it would also give the children of Waterbury a sense of hope and a sense of pride.

**Alderman Greg Hadley, 61 Ives Street, had the following comments:** I stand before you and pledge my support for Bucks Hill Elementary School being named after Roberto Clemente Academy. Roberto Clemente is a role model, he was my idol, I am a huge baseball fan so I watched him play and him being my role model has helped me to get to where I've gotten today. This district is moving towards, we're doing a better job at diversity, naming the school after Roberto Clemente will be a step closer to improving the diversity in this city. It's been a long time, we've had an African American school name, it's been a long time and we need to, if we're gonna say we're a diverse community then we need to reflect our schools through our student population. One of the things that can help close academic gap is that the student's learn about their culture and this would be a step towards that. I urge you to name the school after Roberto Clemente. Thank you.

**Helen Villar, 497 Chestnut Hill Avenue, had the following comments:** I am a resident of Waterbury. I am here to pledge my support for the naming of the Bucks Hill School after a Latino icon such as Roberto Clemente. It is a sense of hope for the young Latinos of our community, a sense of accomplishment, and it will also represent as a landmark for the Hispanic community. Thank you.

**Idalis Miranda, 36 Rockhurst Drive, had the following comments:** I am a freshman at Chase Collegiate School and I am here to talk about why I would like to change the name of Bucks Hill School to Roberto Clemente Academy. I say this because Clemente is an amazing role model and also a hero. I think he is an important role model because he was not only a baseball player but he was also a man who believed in charity work. He often worked during the off season in Latin American countries donating baseball supplies, food, and other goods for kids in need. On December 31, 1972 he died in an aviation accident while in route to deliver aid to earthquake victims in Nicaragua. Now everyone will remember him for his kindness and for his caring actions. He is important to me because he teaches everyone to be caring for others no matter what they do or how much they have and to always be respectful and show concern for everyone. He was not only different but inspirational because he had done things that many other people had never done and I am proud to call him a role model. Now please everyone, help vote to change the name to Roberto Clemente Academy. Thank you.

**Paula Miranda, 36 Rockhurst Drive, had the following comments:** I'm here to explain why we would rename Bucks Hill School after Roberto Clemente. Clemente is known as a Hispanic baseball player, a hero, and a humanitarian. Roberto grew up in poverty in Carolina, Puerto Rico. Growing up in poverty made him appreciate baseball, life, and everything that was given to him. I admire Roberto Clemente because he died doing something good for another country. He perished in a plane crash taking supplies

to Nicaragua after a tragic earthquake. As Clemente would say, any time you have a chance to make things better and you don't you are wasting your time on this earth. This man is a great role model and has set a great example for young Latin kids and has inspired and made me a better person. Thank you.

**Erika Cooper, 248 Wood Street, had the following comments:** I'm here today to ask you to please name Bucks Hill School after Roberto Clemente. I grew up in another town and I went to a school named after Roberto Clemente where the population of the students were 65% Hispanics and the way that those children act when we were in school it was a sense of pride and I would really like to see these kids in Waterbury have that same chance. This is something that would not only bring the district a step further but it would show other cities how diverse we are and that we really do care about our kids. At the end of the day it's always gonna be about the kids and this is something that I think would be a good step for them. So could you please just name the school after Roberto Clemente.

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business at 6:59 p.m.**

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

## **6. EXECUTIVE SESSION**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to convene into Executive Session at 6:59 p.m. for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.**

*Present: President Stango, Commissioners Brown, D'Amelio, Harvey, Morales, Rodriguez, Sweeney, and Van Stone, Dr. Ouellette, Dr. Sequeira, Mrs. Cullinan, and Mr. Guidone.*

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Morales, it was voted unanimously to return to the regular order of business at 7:05 p.m. with no votes taken.**

STANGO: Motion has been made and seconded. Any discussion? All in favor, opposed, motion carries. We're gonna skip seven and eight for a few minutes and go to number nine on the Agenda.

## **9. COMMITTEE ON SCHOOL PERSONNEL**

**9.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve of the lateral transfer request of Elizabeth Henson, Assistant Principal, Waterbury Arts Magnet School to the position of House Principal, West Side Middle School, effective immediately.**

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

**9.2 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve the appointment of Amy Simms as Supervisor of Special Education effective immediately.**

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

SUPERINTENDENT: It gives me great pleasure this evening to recommend Amy Simms for the position of Supervisor of Special Education for the Waterbury Public Schools. Ms. Simms began her career as a special education teacher in Springfield, Missouri at Williams Elementary School; she transitioned to New York where she advanced to the position of an IEP Transition Coordinator at Belmont Prep High School in the Bronx, New York. For the past three years she has served as PPT Chair in New Haven Public Schools where she oversaw the special education department at the middle school level, coordinated and delivered professional development, and facilitated departmental meetings. In addition she is quoted by saying she is "passionate about children's education and meeting the needs and she shares this passion with parents and colleagues as well. When we further reviewed her recommendations and reference checks, colleagues praised her work as a leader who can work with students, parents, and colleagues with the focus of always doing what's in the child's best interest and would be an asset to any district in which she's employed. I am very pleased tonight to recommend her for this position.

STANGO: Any further discussion? Roll call vote please.

**ROLL CALL VOTE:**

Yeas: Commissioners Brown, D'Amelio, Harvey, Morales, Rodriguez, Sweeney, Van Stone, and President Stango – 8

*(applause)*

SIMMS: Good evening. I would like to thank Dr. Ouellette, the Board members, and everyone I met throughout the interview process. I am humbled by the words that were spoke today by you, Dr. Ouellette, it means a lot to me. My ten years in education have been mostly in urban education – first in the Bronx, New York and then to my current placement in New Haven, Connecticut. In my past experience working in underperforming schools the one thing that I've learned is that collaboration and dedication are the means to school improvement. I bring to Waterbury a commitment to serve the parents, and obviously the students, wholeheartedly, the staff and the community, to the best of my ability. Thank you so much for this opportunity.

*(applause)*

**7. SUPERINTENDENT'S ANNOUNCEMENTS**

*Dr. Ouellette read and distributed the following announcements:*

This school year is continuing in a positive fashion.

The State Board of Education officially voted on Wednesday to add Crosby High School to the Commissioner's Network. This will result in additional funding for our turnaround efforts at that school. We have submitted a \$3.3 million proposal for specific initiatives at Crosby, but we are still awaiting formal approval. This should be the next step in the process.

There will be a football jamboree this Friday, September 6<sup>th</sup>, starting at 6:00 p.m. at Municipal Stadium. The first quarter will feature Wilby versus Crosby. The second quarter will feature Kennedy versus Sacred Heart. The third quarter will be a consolation round, with the championship match in the fourth quarter.

The students who participated in the European Conflict Tour this past April will present a student art exhibit and a viewing of a documentary of their experiences on Thursday, September 12<sup>th</sup>, from 6:30 to 8:00 p.m. in the arts building of Waterbury Arts Magnet School. The documentary includes conversations with two holocaust survivors. The trip took the students to Amsterdam, Paris and Normandy.

Joe Gorman, our Supervisor of Health and Physical Education, will receive StayWell's *Community Healthcare Champion award* on September 12<sup>th</sup>. Joe was selected due to his support of student health initiatives, including the Smile Builders mobile dental program, the development of an on-site sports physicals program to reduce the barriers that kids face in trying out for sports teams, his work in building a graduation support program for pregnant and parenting teens, and his leadership in implementing programming in the schools to address health issues such as obesity.

As you know, we will be holding Open House earlier this year. The elementary and high school Open Houses will be on Thursday, September 19<sup>th</sup> and the middle school Open Houses will be held on Thursday, September 26<sup>th</sup>.

We have five schools that will be starting new School Governance Councils this year: Duggan, Gilmartin, Hopeville, Regan, and the Waterbury Arts Magnet School. These schools have been encouraged to conduct their elections during the Open House. Some schools will be hosting socials during or prior to Open House to allow parents to meet the candidates.

I would just like to remind everyone that the dedication for the Waterbury Career Academy High School is Sunday, September 15<sup>th</sup>, from 2:00 to 4:00 p.m. The dedication for Carrington School will be Sunday, October 6<sup>th</sup>, also from 2:00 to 4:00 p.m.

The U.S. Department of Education has asked us to help support the Administration's efforts to inform the public about full implementation of the Affordable Care Act in its efforts to find and enroll America's estimated 50 million uninsured who will be eligible for coverage in the Health Insurance Marketplace starting in October of this year. Too often, children who are uninsured encounter obstacles that prevent them from becoming fully engaged in the classroom, on the playing field and in other extracurricular activities, thus preventing them from getting the most out of their education. The Department of Education is working to ensure children and families get coverage. As a school district, we have placed this news item on our district's web site and included a brief notice on Channel 16's bulletin board.

Public congratulations to Annie Sanders, wife of Jimmy Sanders, for the proclamation she received in August for having never missed a single day of work in a visiting nurse career that spanned 35 years.

*Dr. Ouellette also distributed an updated "Blueprint for Change" Action Plan for the Board to review.*

## **8. PRESIDENT'S COMMENTS**

STANGO: Over a week ago our district began a new year. Already this year is moving quickly along. Many things will be happening this year and we can only hope that there is enough time in the year to complete them. We know that we close our eyes and the first marking period is over and then it's the second and then it's Christmas and then before you know it we're going to graduations. So we really have to stay tuned to all of that. And I want to stress to the parents to keep your children tuned in, it's up to you and keep them focused and try to have them meet and extend their own personal attendance goal. It's very important they attend school if we are going to get any kind of accomplishments.

Our professional staff has been at work for about two and a half weeks already. There were new teacher orientations, professional development for teachers and administrators regarding the new evaluation and setting up their classrooms and procedures for the Smarter Balance, and as the Superintendent has stated, we have many new initiatives coming forward and I know that our people are up to the task of completing them.

As the Superintendent said, ribbon cuttings were held in our schools and she gave you the dates of the dedications and I encourage the public to come and see these two new jewels in our district. Also important to know that there will be refreshments served and tours of the school. You can't beat either one of those – refreshments and tours are number one.

I tried to visit as many schools as I could on opening day. I got a little behind, however, at the Career Academy and Carrington. Those principals were so thrilled with their schools and their students they wanted me to see everything so I got tied up there longer than I anticipated but it certainly was worth getting tied up for and I enjoyed it and the students enjoyed that first day. The kids were in awe and really my hope for the school year is that every day of this year can be as good and go as smoothly as that first day of school went. And that concludes my comments.

Does anyone wish to remove an item from the Consent Calendar? Commissioner Van Stone.

VAN STONE: I request to remove Item 10.15 please.

STANGO: Okay. Anyone else?

HARVEY: Ten point one please.

STANGO: Okay, 10.1. Anyone else?

*President Stango proceeded to ready the Consent Calendar, Items 10.2 through 10.14 and 10.16 through 10.19.*

## **10. CONSENT CALENDAR**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to approve the Consent Calendar, Items 10.2 through 10.14 and 10.16 through 10.19, as listed:**

- 10.2 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of an Agreement with the Board of Regents for Higher Education on behalf of Naugatuck Valley Community College for the GEAR UP program.
- 10.3 With the approval of the Committee of the Whole, the Superintendent of Schools recommends permission be granted to the Kiwanis Club of Waterbury to hold their annual Snack Sale during the period of October 15 through 31, 2013, subject to review by the Director of Food Service.
- 10.4 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of an Agreement with The University of Connecticut for Social Work Student Internships.
- 10.5 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of an Other Professional Services Agreement with CTB/McGraw Hill, LLC, to provide a local assessment program for the creation and implementation of student assessment, data management, and differentiated interventions.
- 10.6 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of the submission of the 2013—2014 State Bilingual Grant application.
- 10.7 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval to apply for the CT State Department of Education “Technology Investments to Implement Common Core State Standards and Administer Common Core Aligned Assessments, Specifically Smarter Balanced Assessments” grant.
- 10.8 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval to apply for the CT State Department of Education “Supports for Pregnant and Parenting Teens” grant.
- 10.9 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval to apply for the CT State Department of Education “Primary Mental Health Program” grant for Duggan and Wendell Cross Schools.
- 10.10 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval to apply for the CT Office of Policy and Management

“Juvenile Justice Advisory Committee RIGHT RESPONSE CT NETWORK - School-Police-Community Collaboration for School Safety through Consistent and Appropriate Handling of Disruptive Behavior in School” grant.

- 10.11 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of an Other Professional Services Agreement with Facility Support Services, LLC, to provide on-call environmental consulting services.
- 10.12 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of an Other Professional Services Agreement with Sustainable Engineering Solutions, LLC for Independent Commissioning Services for the Kennedy High School Additions & Alterations Project.
- 10.13 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of a contract with Eagle Environmental, Inc. to provide hazardous material inspections, remediation design, and remediation monitoring services on the Kennedy High School Additions and Alterations Project.
- 10.14 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the job specifications for the position of Supervisor of School Facilities – Operations and Maintenance, formerly titled Supervisor of Maintenance Services.
- 10.16 With the approval of the Committee on Policy, the Superintendent of Schools recommends approval of the revised “Attendance Requirements for Course Credit or Promotion” policy (#5113).
- 10.17 With the approval of the Committee on Policy, the Superintendent of Schools recommends approval of the revised “Attendance Requirements for Students Under 18 Years of Age with Respect to Truancy” policy (#5113.2).
- 10.18 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:

<b>GROUP</b>	<b>FACILITIES AND DATES/TIMES</b>
Park Dept. Ed. McCann	Maloney café: 9/3/13-6/2/14, Tuesdays, 6:15-7:45 pm (Zumba fitness class)
Doreen Graham	WAMS gym: Thursdays, 6:30-7:30 pm, 9/29/13-5/29/14, (Zumba classes) WAMS atrium: Thurs., Oct. 24th 5:00-7:30 pm (Title 1, Parent involvement Halloween Literacy game night) WAMS atrium: Tuesday, Dec. 10th 5:30-7:00 pm (PTSO starlight fundraiser ceremony) WAMS café: Tuesday, Sept. 10, 5:00-7:30 pm, (PTSO ice cream social) WAMS library: Sept. thru May, Tuesdays, 6:30-8:00 pm, (PTSO monthly meetings)
Nancy Vaughan	Reed café: Sept. thru June 6:00-7:30 pm 1st Wed. each mo. (School-Family community partnership district meetings)
Athena Wagner	Walsh gym: Tues., Sept. 24th 5:30-7:00 pm (School Governance Council meeting – open to the public)

Dana Manning	WAMS atrium & café: Wed., Mar. 26th 3:15-10:00pm (performance) WAMS apron stage: 9/4/13-10/25/13, 3:13-8:00 pm (m/s play rehearsals) 12/9/13-3/1/14, 3:15-9:00 pm (h/s rehearsals) 12/2/13-12/7/13, 3:15-9:00 pm (9th grade rehearsals) 1/2/14-1/10/14, 3:15-8:00 pm (Showcase I rehearsals) 2/24/14-4/6/14 3:15-9:00 pm (play rehearsals) WAMS dance studio: 8/28-11/4/13, 3:15-8:00 pm (senior showcase rehearsals) 1/13/14-1/25/14 3:15-9:00 pm (play rehearsals) WAMS drama studio: 5/12/14-5/23/14 3:15-9:00 pm (h/s rehearsals)
Human Resources Cherrie Lamb	Kennedy café: Tues., Sept. 17th 2:00-5:00 pm, (library page exam)
*Lauren Lombardi	Rotella comm. room: Sept. 12 thru 20 <sup>th</sup> , each day, all day, (Book Fair) Rotella gym & café: Friday, Oct. 18th 2:00-10:00 pm (Harvest Fest)
*PTA M. Rocco	W. Cross library: Sept., Oct., Dec., Feb., Apr., & May (monthly PTA mtgs.), 7:00 – 9:00 pm W. Cross gym: Fri., Oct. 25th 6:00-8:00 pm (Halloween Party) Thurs., Nov. 21st 5:00-9:00pm (Turkey bingo) Sat., Dec. 14th 11:00am-1:00pm (Xmas event) Fri., Jan. 3rd & 24th: 6:00-8:00pm (movie nights) W. Cross lib.: Tues., Jan. 21st 6:00-8:00pm (talent show meeting) W. Cross gym: Feb. 7, 25 & 27 5:30-8:00 pm (talent show rehearsal) Mar. 7 & 21, 6:00 - 8:00 pm (movie nights) Fri., Apr. 4 <sup>th</sup> , 5:30-8:30 pm (talent show rehearsal) Sat., Apr. 5 <sup>th</sup> , 2:00-9:00 pm (talent show performance)

- 10.19 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:

<b>GROUP</b>	<b>FACILITIES AND DATES/TIMES</b>
Cheshire YMCA	Crosby pool: 10/15/13-3/20/14 Mon. thru Fri. 5:30-8:30 pm
Dan Mascolo	(swim club practices)
Sacred Heart H.S. J. Carroll, A.D.	Kennedy pool: 8/24/13 thru 3/20/14 Saturdays 12:00-2:00 pm and Mon. thru Fri. 4:00-6:00 pm (girls & boys swim program) (started prior to Bd. Mtg.)

**REQUESTING WAIVERS:**

Grandville Academy	WAMS atrium: Fri., Oct. 4th 5:00-9:00pm (opening ceremony)
Maurice Mosley	WAMS atrium, café & classrooms: Sat., Oct. 5th 8am-2pm (opening sessions) (\$492.)
Greater Wtby. Youth Symphony	Kennedy auditorium and rooms: Thurs., Sept. 5th 5:30-8:30pm and Sat., Sept. 7th 9:30am-1:00pm (auditions/practice) (\$348.50)

**GROUPS NOT SUBJECT TO FEES OR WAIVER DUE TO TIME OF USE OR PREVIOUS WAIVER:**

Girl Scouts	Regan café/lib.: 6:00-8:00 pm Mondays
Carole Ray	Oct., 2013 thru June, 2014 (scout meetings)
Grandville Academy	WAMS classrooms, café, apron state: 10/15/13-5/6/14 Tuesdays

Maurice Mosley	6:00-8:30 pm (after school program)
Lithuanian Sports Club	Gilmartin gym: Thursdays Sept. 6, 2013 –June 5, 2014 7-9 pm
Algirdas Gelazawskas	(basketball practice)
Cub Scouts	Tinker gym & café: Thurs., Sept. 12th 5:00-8:45 pm
Ann Marie Brites	(scouts registration night)

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

## **11. ITEMS REMOVED FROM CONSENT**

### **Committee of the Whole**

**10.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, with Commissioner Van Stone voting “no”, to approve to recommend to the Board of Aldermen the acquisition of real property lot known as 60 Dikeman Street by foreclosure of municipal liens.**

STANGO: Motion is made and seconded. Any discussion on that item? Vice President Harvey.

HARVEY: I just want to take a minute to again state where this property is. Over the weekend I had some questions on this from the community particularly due to the fact, for those of you that don't know, we have an “Old School” picnic and there were visitors from out of town, those of us who grew up in the neighborhood on Dikeman Street. So this is the property that is adjacent to the school, it was, back in the day one of the best looking houses on the street and one that we respected a lot. So I just want to take a minute to just say I was able to speak with one of the residents that used to live, in fact she lived on the third floor, I used to go and play with her and her cousins and I just let her know that we will be taking the house due to foreclosure but that it will be used for the school and she was very pleased to hear that. So again, for those of you that are out there in TV land, this property formerly known as Sparks, the Sparks house, this is the property we're referring to. Thank you.

STANGO: Any further discussion? Commissioner Van Stone.

VAN STONE: Thank you Mr. President. Paul, last week I had asked if we happen to know what the annual taxable income to the City was on this property, did we figure that out in the week since?

GUIDONE: No we haven't.

VAN STONE: Do we know what the ballpark purchase price is gonna be or what the bank would want to settle the foreclosure?

GUIDONE: No.

VAN STONE: so we don't know the price and we don't know what it will take off the tax rolls.

GUIDONE: No we don't. I think that would be more of an Aldermanic consideration. This is a recommendation, obviously, to the Board of Aldermen and by the time we get there we will have worked with City Finance to determine that.

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

VAN STONE: No.

STANGO: Motion carries.

### **Committee on School Personnel**

**10.15 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve the job specifications for, and new position of, Security & School Safety Coordinator.**

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

VAN STONE: Thank you Mr. President, through you. Paul – a couple of questions on this. Last week we talked about the funding for this and you specified it's probably gonna come out of a grant, most likely the Alliance Grant. I had posed the question, and we weren't sure if there was opportunity for any of the kind of newly forming security grants to possibly cover this position. You didn't think so last week, has your opinion changed on that?

GUIDONE: Nothing's changed in a week. I think that you know we could obviously switch funding sources anytime if we have a viable funding source. Right now we have projected this position to be in our submitted Alliance Grant. We haven't had final action on that. If something arises in the future that allows this to be funded elsewhere we can obviously what we call re-class the money and reprogram the Alliance Grant money. But nothing has changed since then.

VAN STONE: And, if I heard you correctly now, the current Alliance application that we put forward includes this position in it?

GUIDONE: It does.

VAN STONE: And though it has not been acted on by the State.

GUIDONE: Correct.

VAN STONE: Have they given us any head's up whether they thought, whatever we're calling it, head of security and school safety would fall under the reform efforts that they deem the Alliance Grant to be focused on?

GUIDONE: They haven't really responded to any specifics. They had asked a number of questions for clarification purposes which we responded to about two weeks ago, this was not one that they were asking questions about. One of the I believe four key initiatives of the Alliance Grant is safe schools/climate so I think this particular proposal

clearly meets our stated objectives within last year's Alliance continued over to this year's Alliance. They did not question or ask questions regarding this particular item in the first round of review.

VAN STONE: My concerns would be similar to what we saw with the opening of Reed that the winds change up there, I personally don't know if I agree that this position is kind of an Alliance Grant funded program, I would like to see that, more of that money to go to kind of frontline student services. But if as we go down this in the Alliance Grant if they have a question on this is there a backup plan on how to fund this position if they tell us at the end of the day no, it can't come out of the Alliance.

GUIDONE: There is.

VAN STONE: There is. Last week we also talked about the classification of this person, have the opportunity for it to be kind of at-will or contractual employee, similar to John Cross and I don't think you closed the door on it potentially being a unionized position.

GUIDONE: Correct. As a matter of fact if you see in the revised description that's described there, we have had discussion with the management union, which is the same union as John Cross, regarding continuing the concept of the three year contract and there has been concurrence.

VAN STONE: So they're okay with the three year contract going forward on this position.

GUIDONE: Yes.

VAN STONE: Lastly, when the research was being done about filling this position, was the mindset always that it would be an individual fulfilling this or did we ever look at the opportunity for a security type company that, there are other companies out there that go into whether it be school districts or cities or other large municipal organizations, and kind of provide a contract, were those opportunities looked at or did we always focus on a kind of a single body to hold this?

GUIDONE: We generally focused on single bodied, that's the model method used by most other districts that we saw. We did give some consideration but not serious to using an outside firm. The nature of the job description is more of an individual getting involved with various buildings, developing relationship with our principals, our police officers, and our other staff. Primary consideration was given to an individual and that's the model most districts use that I'm aware of.

VAN STONE: If we approve this tonight, be posted tomorrow, what's the timeline going forward from there?

GUIDONE: Reasonable time frame would be two months. Assuming that the pool of candidates we get in the first round is high quality and we're able to make a reasoned recommendation to you. Likely about in three weeks or so advertising, a couple of weeks of interviews, and then the Board cycle of Workshop and Board Meeting for action.

VAN STONE: And in the meantime last week Mayor O'Leary let us know that we're essentially going to be borrowing a police officer to fill this. Has that person started already?

GUIDONE: Started today.

VAN STONE: And who is that?

GUIDONE: Captain Koshes, Frank Koshes.

VAN STONE: And have we worked out the funding sources for him for three months or the benevolence of the City we're borrowing him?

GUIDONE: As the Mayor I think indicated at the Workshop, no, they're just being funded as a normal position at the Police Department. This is just an assignment for a period of time hopefully one, to bridge the gap that we just described in time but also to spend time with the select individual and orientation and transition into the position. So to answer your question – no, it's regular funding of the Waterbury Police Department.

VAN STONE: Thank you very much.

STANGO: Any further discussion? Commissioner Sweeney.

SWEENEY: There was a lot of talk at Workshop, and over the week's timespan since, about the very need for this position and I don't necessarily disagree that it's a needed position, I disagree with funding something that we sit here today and say we need so badly with any kind of grant funds. And, I know at this point in time for this year our budget is already set and we have no opportunity outside of grant funds to fund this at this point in time, but we need to seriously look at and consider if this position is something that we indeed do need, and support as something we need, then we got to find a way to move this position into our General Fund budget which is where it should be in the first place, which is where it is in other cities. They didn't wait for the Alliance Grant to fill this position; they had it long before an Alliance Grant came along. So my concern is about how we fund things with grants and making sure that when we really sit here and say that we really need this on an ongoing basis that we find a way to fund it out of our General Fund and that means that the City or the State has got to start loosening up with some funds. When we come before them next year at budget time we should be making the case for we need this position, it should not be grant-funded, we're not going to throw it out when the grant ends because we're saying today we need it desperately. So we need to make a good case at budget time that this needs to be in our General Fund budget and we need some freedom in funds, either from the City side or from the State with the Alliance Grant money to move some of that into our standard General Fund/ECS funding to fund this position because we're saying we need it so badly. So my discomfort at this point is sitting here and saying this is not a trial and approval we're doing here, we're saying we need this today and we should not be funding with grant funds things that we need today.

STANGO: Any further discussion? Hearing none – I'd like a roll call vote on this please.

**ROLL CALL VOTE:**

Yeas: Commissioners Brown, D'Amelio, Harvey, Morales, Rodriguez, Sweeney, Van Stone, and President Stango – 8

STANGO: Motion carries.

**12. SUPERINTENDENT'S NOTIFICATION TO THE BOARD**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Rodriguez, it was voted unanimously to receive and place on file items 12.1 through 12.8, Superintendent's Notification to the Board, as listed:**

12.1 Appointments:

Biolo, Dawn – Interim Supervising Vice Principal, RMS, effective 8/12/13.

12.2 Transfers:

Hudobenko, Filomena – from SVP, Wilson School to SVP, Bucks Hill School, effective 08/26/13.

Razza, Angela – from SVP, Bucks Hill School to SVP, Chase School, effective 08/26/13.

12.3 Grant funded appointments effective immediately:

Belury, Pamela – Student Success Plan Coordinator, 40 weeks per year, 19 hours per week @ \$30.00 per hour, non-union and without benefits, funded by the Alliance Grant.

D'Esposito, Esther – Teacher, Maloney Magnet Schools' Before and After School Program, salary according to contract.

Damore, Cristina – Parent Liaison, Wilson School, 180 days, 30 hours per week @ \$15.12 per hour, non-union with benefits governed by the SEIU agreement.

DeCicco, Christine – Kindergarten Classroom Assistant, 10 months per year, 35 hours per week, salary and benefits governed by the SEIU Agreement.

Feliciano, Jasmin – Classroom Assistant, RMS, 10 months per year, 35 hours per week, salary and benefits governed by the SEIU Agreement.

Fogarty, Erin – Teacher, Maloney Magnet Schools' Before and After School Program, salary according to contract.

Goodine, Molly – Substitute, Maloney Magnet Schools' Before and After School Program, salary according to contract.

Jackson, Kate – Waterbury Arts Magnet School Grant Facilitator, 12 months per year, 35 hours per week @ \$18.00 per hour, non-union with benefits governed by the SEIU Agreement.

Maloney, Susan – Substitute Maloney Magnet Schools' Before and After School Program, salary according to contract.

Mancini, Jacqueline – Substitute, Maloney Magnet Schools' Before and After School Program, salary according to contract.

McBride, Haley – Teacher, Maloney Magnet Schools' Before and After School Program, salary according to contract.

Tenor, Barbara – Community Connections Coordinator, 10 months per year, 16 hours per week at \$16.00 per hour, non-union and without benefits, funded by the McKinney Vento Grant.

12.4 Wilson Family Resource Center's Books & Basketball Program appointments, Monday through Thursday, 31 total days, salary according to individual's contract, effective immediately:

Reho, Jessica – Coordinator	Reveron, Alba – Aide
Fengler, Kelly – Teacher	Orsatti, Donna - Paraprofessional
Marchetti, Michelle – Paraprofessional	

12.5 Teacher new hires:

Name		School	Assignment	Step	Effective
Agosto	Thomas	WMS	Guidance	MA+15/2	8/22/13
Amenta	Justin	WAMS	Tech. Ed.	BA+15/2	8/22/13
Baran	Deanna	WSMS	Music	BA/1	8/22/13
Bonviso	Alysia	WMS	BDLC	BA+15/2	8/22/13
Buturla	Jacqueline	WSMS	Math-8th	BA/2	8/22/13
Cipriano	Jillian	Driggs	Grade 4	BA+15/1	8/23/13
Coleman	Patrick	NEMS	Special Ed.	MA/1	8/22/13
Cook	Nicole	Generali	Aba/Sp. Ed	BA/1	8/22/13
Cordani	Nicole	WHS	Tech. Ed.	MA+15/6	8/22/13
Coyle	Kerry	CHS	English	BA/1	8/22/13
Currier	Thomas	WSMS	Science 8	MA/2	8/22/13
Dalidowitz	Nicholai	KHS	Soc. Studies	6 <sup>TH</sup> +15/1	8/22/13
Delarosa	Mary	CHS	Art	BA/3	8/22/13
DiStasio	James	WHS	Business	MA/1	8/22/13
Freedman	Margaret	Reed	Art	MA/4	8/22/13
Harisi	Vanesa	Bucks Hill	Bil. 4/5th	6 <sup>TH</sup> /6	8/22/13
Imperato	Christian	WHS	Special Ed.	MA15/1	8/22/13
Kacani	Eljon	WHS	Soc. Studies	MA/1	8/22/13
Kostka	Clare	Kingsbury	Kindergarten	BA/1	8/22/13
Lefevre	Rhianne	Regan/Wend	Art	BA/2	8/22/13
Longo	Stefanie	District-wide	Soc. Worker	6 <sup>TH</sup> /1	8/22/13
McNamara	Katelynn	Wallace	Math 7th	BA/1	8/22/13
Mitchell	Amanda	District-wide	Speech/Lang	MA+15/1	8/22/13
Montagno	Nakita	Washington	Spec. Ed.	MA/2	8/22/13
Nemense	Lisa	Bucks Hill	Grade 4	MA+15/1	8/22/13
O'Leary	Rachel	Wilson	4th Grade	MA/1	8/22/13
Ouellette	Michele	Sprague	Art	MA/2	8/22/13
Pentlicki	Dayna	Carrington	Grade 3	BA/1	8/22/13
Perillo	Amanda	NEMS	English-7th	BA/3	8/22/13
Pratt	Colin	Gilmartin	Soc. Studies	MA/1	8/22/13
Richard	Linda M.	WCA	Allied Health	BA/10	8/22/13
Robalino	Alexandra	Bucks Hill	Bilingual	MA/7	8/22/13
Rock	Kimberly	Reed	Soc. Studies	6 <sup>TH</sup> /1	8/22/13
Santoni-Cardona	Nereida	CHS	Spanish	MA/4	8/26/13
Sciascia	Maryann	Sprague	Spec Ed.	MA/4	8/22/13
Stanco	Elisabeth	WMS	English	BA/3	8/22/13

Stokes	Laura	Chase	Grade 5	MA/1	8/22/13
Sudell	Steven	WHS	Tech. Ed.	BA/6	8/22/13
Tremose	Kathleen	CHS	Science	BA/2	8/22/13

12.6 Adult Education appointments, effective immediately:

Fusco, Coni Rose – Substitute, as needed @ \$24.00 per hour.

12.7 Retirements:

Nickolloff, Paul – House Principal, WSMS, effective August 31, 2013.

12.8 Resignations:

Bergin, Maureen – Bucks Hill Annex PreK, effective 08/16/13.

Bertando, Deanna – WHS Math, effective 08/16/13.

Bonnett, Derek – WCA English, effective 08/14/13.

Bourque, Yvonne – NEMS Science, effective 08/14/13.

Coolidge, Sarah – Bunker Hill Library Media Specialist, effective 08/21/13.

Copeland, Julie – Chase grade 4 Special Education, effective 08/23/13.

Kiska, Jason – Excel Math, effective 08/07/13.

Kuang, Qi Li – WHS Math, effective 08/14/13.

Rice, Amy – Chase grade 3, effective 8/19/13.

Rodriguez, Wendie – Supervisor of Special Education, effective 9/30/13.

Valente, Marla – WSMS grade 7 Reading/LA, effective 8/19/13.

STANGO: Motion has been made and seconded. All in favor, opposed, motion carries. We're down to Item #13 on the Agenda – Unfinished Business of the Preceding Meeting Only. Commissioner Brown.

BROWN: I just had a follow-up to our Workshop last week in terms of the consultant's report which I thought was very revealing and wondered if we felt there was any action necessary. What is the follow-up for some of the information? What would be the next step? Maybe that's a question to the Superintendent.

SUPERINTENDENT: Good question. Some of the recommendations with regards to transparency and budget, Mr. Guidone, Chief of Staff, and I will be looking at some of the budget design and some of the issues with transparency. I know we do have it on our website but perhaps we can delineate better some of those line items – that's one issue. I know Mrs. Cullinan, Chief Academic Officer, is working with Mr. Yamin the Director of Special Education and Pupil Personnel Services in looking as to where our paraprofessionals, where some of those positions are, we will have some type of system analysis with regards to that and also look to see if that's the best approach and we can report out. One area that I needed to note from that discussion last week was that special education is extremely, extremely shortage area for many schools systems and I think what happens is when we look at some of the services that our students need probably the large population as the report had indicated that we do exceed the standard, the national average and state average for identification of special education and I think it's well noted that many of these students are enrolling into the Waterbury Public Schools have already been identified as special education students and have their IEP's and I think this shortage area, just like it is in any other school system, that sometimes we have to rely on our paraprofessionals to provide that support services. Certainly, as we look at the analysis a little bit further, I think it's important to have the

best qualified staff, being certified teachers, to service our students. I'm not saying that we minimize the services from our paraprofessionals, we certainly recognize the importance of them in the programs, but I think we're gonna be looking at that. I know I've talked to Dr. Tucker already about being extremely proactive, again, at some of these recruitment fairs for special education staff. I know we did, she was very proactive this year, we had contracts that were signed and then staff during the summer chose other opportunities for employment. So very frustrating for us. But we are looking at all of those. Commissioner Brown, was there any other area?

BROWN: I was particularly interested in the special ed and also the pay scale and certain things but I think that's a matter of, as Commissioner Sweeney was noting, it is a budget issue and it's a revenue issue so that's probably for budget discussions.

SUPERINTENDENT: We're certainly looking at that. Also, we heard the same remarks our colleagues across the state yesterday, Windham Public Schools, they were defending their Turnaround plan as well for their middle school and one of the concerns they had also was retainment of staff, retainment of staff in urban settings. You know it is the market, especially shortage areas, our talented staff can shop around for perhaps what they feel is better opportunities whether caseloads, workloads, or for pay and compensation packages. So that's the way the market is, we're not in it alone, I know it's discouraging to see us last in the DRG, however, I'm sure working with this Board and with the Mayor and the city government that we'll look to make things better in the future but we're not in it alone.

BROWN: Thank you.

STANGO: Any other Unfinished? Commissioner Van Stone.

VAN STONE: Thank you Mr. President, through you. Also just touching on what we saw last week, I want to compliment them, they did exactly what we asked them to do and I think they got a bit of a rough welcome for doing exactly what we had asked. We didn't ask them to do a deep dive, we didn't ask them to get to know anything other than the numbers in the book and then to lay those numbers over other people. Now it's up to us to do the work to see what the heck that means. The one thing that kind of got lost in the shuffle that I think is just as important to focus on is not only did they identify some places where we're spending too much money, or at least in their opinion different than other districts, they noted that our percentage of funding towards ELL students was low. We had a number of people come out to tell us today how important it was to name the school after Roberto Clemente, I think it's more important to make sure these kids going through the school who are having trouble mastering English as a second language need those building blocks. If we can't prepare these kids coming out of second or third grade with a basic function of English that they can build upon heading throughout the rest of their lives, we're hanging an anchor around their necks. So I think while a lot of the talk was around the paras last week, I think we can't miss the point in the last bit of their presentation about the ELL students and making sure that we're serving that community just as much as any other.

SUPERINTENDENT: I couldn't agree with you more Commissioner Van Stone, I'm sorry for not commenting on that as well, and I also asked the Supervisor of Bilingual Services to work very closely with Dr. Tucker, again, to be proactive in looking for personnel. I think it's extremely important as we expand our preschool programs to look

at those services upon their arrival to our doorsteps in preschool programs, I think that's so important; I'm such an advocate for that. So we're looking also, but that is exactly a shortage area as well but I've asked Dr. Tucker to take that initiative as well.

STANGO: Anyone else. Other Unfinished, New, or Miscellaneous Business.

HARVEY: Just a few things. One is that I want to thank the WOW Community who had a clean-up, neighborhood cleanup, August 24<sup>th</sup>, and I want to thank them because first, for doing the cleanup and secondly at the end of the cleanup or towards the end of the cleanup, we had 50 people over at Walsh School cleaning up the grounds, etc. So I just want to again thank the community for doing that and including Walsh; this was done a couple days before the opening of school. So, again, I want to thank you for doing that.

Secondly, I had a meeting with the District Action Team of parents, last evening, and they are steadily planning for this year, this school year, for the Parent and Youth Fair which was held May 11<sup>th</sup> of 2013 in the previous school year and I just want to thank them for all of their dedication, these parents come out, some of them bring their kids after school, after work, plan this project and do a fantastic job. They may or may not be included in a report thanking them but I want to thank them and I want to thank all the parents who dedicate their time to come out and help our kids in our district dealing with our issues. I just want to thank them.

Next, as I was out and about this weekend, there was talk about the fact that we haven't really talked about our test scores. So I don't know if that's planned at another Workshop, the Superintendent is shaking her head "yes" so I think I'll save my comments for that because we had mixed reports but nonetheless we did have some improvement and there should be some compliments that go out definitely to some of these schools. I think that is it for me. Thank you.

STANGO: Anyone else? Commissioner Brown.

BROWN: Thank you President Stango. I just wanted to mention that I'm very excited about the Bridge to Success and the partnership with the Waterbury School System in focusing on school attendance. This is a citywide effort and I'm a member of the United Way and they are very excited about for the first time all the organizations are working together to focus on getting kids to school, it's a major theme and major initiative. Mrs. Marold is right there, right behind it and I know Mrs. Cullinan has been serving on Bridge to Success so I want to applaud the school district for jumping in and making this part of a community-wide effort and hope to see good results from it. So thanks to everybody who's making this effort.

## **ADJOURNMENT**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Van Stone it was voted unanimously to adjourn at 7:49 p.m.**

ATTEST: \_\_\_\_\_  
Carrie A. Swain, Clerk  
Board of Education