

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Thursday, October 17, 2013 at 6:30 p.m.

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

PRESENT: President Stango, Commissioners Brown, Harvey, Morales, Rodriguez, Sweeney, and Van Stone.

ABSENT: Commissioners D'Amelio and Hayes.

ALSO PRESENT: Superintendent Kathleen Ouellette, Special Advisor to Superintendent Paul Sequeira, Chief Operating Officer & Chief of Staff Paul Guidone, Talent & Professional Development Supervisor Dr. Shuana Tucker, and Education Liaison Mary Ann Marold.

1. SILENT PRAYER

President Stango called the meeting to order at 6:31 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 (absent). 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.

VAN STONE: Present.

CLERK: President Stango.

STANGO: Here.

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. Copy of communication dated September 25, 2013 from Phyllis Coviello to Commissioner Rodriguez regarding changing the name of Bucks Hill School.
2. Communication dated September 26, 2013 from Ronald Walton regarding changing the name of Bucks Hill School.
3. Communication dated September 27, 2013 from Roxanne Dance regarding changing the name of Bucks Hill School.
4. Copy of communications dated September 30, 2013 from Civil Service certifying Maria Torres, Felicia Blake, and Stacey Brown for the position of Paraprofessional.
5. Communication dated October 1, 2013 from CABE regarding resolution proposals to the Delegate Assembly.
6. Copy of communication dated October 1, 2013 from Civil Service certifying Roseanne Adams for the position of Cook.
7. Copy of communication dated October 1, 2013 from Civil Service certifying Lyle Spence for the position of Paraprofessional.
8. Communication dated October 1, 2013 from Phyllis Coviello regarding letters to the Editor of the Republic American newspaper.
9. Communication received October 2, 2013 from John Bunnell regarding changing the name of Bucks Hill School.
10. Email communication dated October 2, 2013 from Lori Needham regarding changing the name of Bucks Hill School.
11. Email communication dated October 3, 2013 from John Houston regarding changing the name of Bucks Hill School.
12. Email communication dated October 3, 2013 from Henry Rinaldi regarding changing the name of Bucks Hill School.
13. Email communication dated October 4, 2013 from Jill Schmidt Keilty regarding changing the name of Bucks Hill School.
14. Email communication dated October 5, 2013 from Bob & Marilyn Gerace regarding changing the name of Bucks Hill School.
15. Email communication dated October 5, 2013 from John Wojcik regarding changing the name of Bucks Hill School.
16. Email communication dated October 6, 2013 from Francine Romeo regarding changing the name of Bucks Hill School.
17. Email communication dated October 6, 2013 from Adel Marcoux regarding changing the name of Bucks Hill School.

18. Email and first class mail communication from Terry Caldarone regarding changing the name of Bucks Hill School.
19. Communication received October 7, 2013 from Bruce Savickas regarding changing the name of Bucks Hill School.
20. Communication received October 7, 2013 from Helen Savickas regarding changing the name of Bucks Hill School.
21. Communication received October 7, 2013 from Anne Topek regarding changing the name of Bucks Hill School.
22. Communication received October 7, 2013 from Nancy Ritucci regarding changing the name of Bucks Hill School.
23. Communication received October 7, 2013 from Chereya Person regarding changing the name of Bucks Hill School.
24. Communication received October 7, 2013 from Mark Wethered regarding changing the name of Bucks Hill School.
25. Communication received October 7, 2013 from Helen Balson regarding changing the name of Bucks Hill School.
26. Communication received October 7, 2013 from Johnny Woznikaitis regarding changing the name of Bucks Hill School.
27. Communication received October 8, 2013 from Donna Brown regarding changing the name of Bucks Hill School.
28. Communication dated October 8, 2013 from James Uriano regarding changing the name of Bucks Hill School.
29. Email communication dated October 8, 2013 from Charlotte Renna regarding changing the name of Bucks Hill School.
30. Copy of communication dated October 9, 2013 from Civil Service certifying Veronica Rinaldi for the position of Cook.
31. Communication received October 10, 2013 from John Brunnell regarding his previous communication.
32. Email communication dated October 14, 2013 from Henry Bettencourt regarding changing the name of Bucks Hill School.
33. Email communication dated October 14, 2013 from Tom LeVasseur regarding changing the name of Bucks Hill School.
34. Communication received October 15, 2013 from Patricia Todd regarding changing the name of Bucks Hill School.

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

5. APPROVAL OF MINUTES

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to approve the minutes of the Committee Meeting of August 29, 2013 and Regular Meeting of September 5, 2013.

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

6. PUBLIC ADDRESSES THE BOARD

Upon a motion by Commissioner Van Stone and duly seconded by Commissioner Sweeney, 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 has been 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.

Mel Cooney, 61 Buckridge Road, had the following comments: I am the President of the Bucks Hill Community Club and I'll be very brief. I just want to say that I think anything that can be said about the school name change has been said to its fullest degree. And tonight I want to thank the Board for giving us an opportunity to present our story to you. I think we've all learned a lot. I've learned a lot about Bucks Hill School and also about Bucks Hill in general. Thank you.

Jimmie Griffin, Pilgrim Avenue, had the following comments: I stand before you as the founder of the Connecticut African American Affairs Emancipation Committee. I could remember coming before this Board on numerous occasions concerning issues of discrimination in Waterbury School System but never have I addressed you after a barrage of letters to the editor, calls, and emails to Board members which were all coming out of one neighborhood in opposition to the renaming of a school. I have complained about teacher hiring, school expulsions, low test scores, in defense of the firing of Eric Brown, among other issues, but most of those arguably had grey areas where my charges of discrimination could have been questioned because of the said, what he said/she said evaluations coming from the opposition. Two weeks ago I showed up here because I saw a glowing issue of race surfacing as I read comments and blogs and letters that were clearly targeting Felix Rodriguez as being either a racist or looking for trouble by suggesting to this Board of Education to rename a school that's named after a neighborhood to a Latino man who happens to be Black. My experience with Felix began when I opposed the naming of an Albanian to the Board and the Mayor had a choice between a Latino and a Black and he picked Felix. At that time I had some misgivings about Felix and I voiced those publically. But since then Felix and I have become great friends. A Facebook friend sent me a message the other night and said what's sad or odd about Waterbury is that they're still stuck in the Ellis Island mentality that where you are from automatically defines the kind of person you will become. That's the reason I left Waterbury. Then I read an op-ed piece over the

weekend that was really disgusting coming out of the Waterbury Republican American that basically went back to tell the history back to 1700 in Bucks Hill and they found somebody named “Buck” and they tried to make that connection to say that this school could have been named after a family named “Buck”. Now my understanding is that on Bucks Hill, to me was deer on the hill, that’s all I ever knew about Bucks Hills was deer on the hill. It is a neighborhood and there’s a school in the neighborhood but that school has nothing to do with the history of Bucks Hill because the history of Bucks Hill is gonna be there whether the school is renamed or not.

Geraldo Reyes, Jr., 30 Madison Street, had the following comments: I come before the Board today to speak a little bit about diversity and inclusion, number one, but number two, of my disappointment, my great disappointment in my City of Waterbury when we, as a community, a Latin community decided to finally take a stance and name a school in the City of Waterbury after Roberto Clemente. I read many blogs which most people say they don’t read them and now I know why – they were racist, they were discriminatory, they were offensive, they were, there were things I was taught never to say and never to act that way. I’ve taken the high-road all my life and I think I’m a better man for it but I got to tell you what I’ve been reading in the blogs and I’ve been following all the letters, I clipped every single letter that was sent to the editor and they all have the same underlying-tone message – not in our community, not in my neighborhood. You know, like I said, I’m a resident of Waterbury, I’ve been here 50 years, when I started this campaign for renaming a baseball field after Roberto Clemente, I met the same opposition and the same negativity and the same criticism and that was over 12 years ago. I went through three mayors to get a single simple baseball field here in the City of Waterbury named after Roberto Clemente. Some of those letters and some of those blogs said we shouldn’t be naming a school after an athlete; we should be naming a ballpark. Well I stand before you as a man that went before all the powers to be here, under three administrations, and I couldn’t get a ballpark named after a Hall of Famer, an All American right here in the United States of America. So you can see my frustration, you can understand my disappointment. If it’s not Bucks Hill School it will be another school, it will be a battle for another day. But I got to tell you, I am very disappointed in my community, in the City of Waterbury, for the way this is going down. I want to just say a couple of things in closing – Roberto Clemente was an advocate for all mankind. He was a humanitarian for all mankind. He was a segregation fighter. He was a Black-Latino in the 50’s and 60’s, in the Jim Crow era, playing in this country – the United States of America. He was a fighter for civil rights, a man of character, pride, and passion from the little island of Puerto Rico, a man who understood, not only talked the talk but walked the walk, this man walked with the likes of Martin Luther King and many other civil rights fighters. Again, he was a man who is not only worthy of a naming of a school, but much greater than that. And in this country there are over 200 fields, ballparks, named after Roberto Clemente and there are over 50 schools on the northeast side of the United States. Again, he made his history in Pittsburgh...

CLERK: Time.

REYES: Thank you.

Daniel Brenes, 1097 Hamilton Avenue, had the following comments: I’m a Waterbury resident since 1997, minus my time in the military, US Marine Corp, and I have to address this panel, this Commission this evening, Board of Education, because

I'm very disappointed in the manner, the tone that was conveyed in the newspaper. I'm originally from Vineland, New Jersey and I just want to share my point of view from what I see here. It's a stark different, it's like a twilight zone to me. Where I was born and raised in New Jersey we had inclusion since 1967, prior to that, but we have several ethnic festivities since 1967 and I just want to share a few things, I'm kind of rambling because I didn't prepare a speech but I'm just a little upset that we're asking for a simple renaming of a school and most people are not aware that Roberto Clemente is a Puerto Rican . . . and most people are not aware that that small, tiny independent commonwealth state has been affiliated with the United States since basically 1898, or actually prior, our folks from Puerto Rico became citizens in the Foraker Act of 1904 and we received a lot of negative feedback for, throughout the years, and we still continue to do. It's not easy but most people that came to this country, their first, second, third generation experience, the same thing, and now it seems like they've forgotten what they've been through, what their parents went through when they came to this nation, where they were treated by the folks that came before. We were citizens since 1904, the Foraker Act, you can research this, and we're just asking the City of Waterbury for a small piece, naming of a school after this great national hero and that's all I have for this evening. Thank you.

Victor Lopez, Jr., 20 Haystack Circle, had the following comments: I'm actually, it's sort of weird, I want to make two statements and then there's a third statement. I do want to, I applaud Commissioner Rodriguez for standing up to what he believes. And I think, it takes guts to stand up to what you believe and there's a whole community being supportive and I thank you for proposing the renaming of the school. I also want to thank my community because I'm actually from the Bucks Hill neighborhood and they also stood up, they let their voices be heard. I live in the best neighborhood in town. I applaud them also. I'm sure that those negative comments on the newspaper were not written by these people here this evening, I'm sure of that, we have a great community and I respect all of them. My point is actually to the Board. I'm worried about something. Back in April, May, June when we were kind of figuring out the naming of the new Academy School, back then we had crowds here – 40, 50 individuals, Latinos – youth, seniors, members of our community, and we thought that our voices would be heard. Like I said, I am really proud of the Bucks Hill Community because they came down and their voices were heard, and that's my only concern. We have to be very careful of selective hearing. Sometimes it will get out there to the community that it's not worth coming up here in front of you. If the process is fair, it should be fair for all of us. We were here for months wanting the naming of the new school after a Latino within our community. We made two, we presented two choices and that was not heard. So that's my only concern. I'm not upset, I'm not, whatever happens, happens, but I do want you guys to realize that you're elected to make difficult decisions and sometimes what's heard out there, the community may not want to show up for these hearings anymore because sometimes we're heard, sometimes we're not. It all boils down to selective hearing. Sometimes I tell my son you hear what you want to hear sometimes and I'm sure that we all use that terminology. So that's my only concern that you have to be careful with what's out in the community. Thank you so much.

Helen Faber, 3010 North Main Street, had the following comments: As you can see from the correspondence you received, there is still much neighborhood pride by the people who no longer live in Bucks Hill but still remember the good old days at Bucks

Hill School. We don't want to lose our identity as a neighborhood. Please consider this when voting. Thank you.

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 6:52 p.m.

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

7. SUPERINTENDENT'S ANNOUNCEMENTS

Dr. Ouellette read and distributed the following announcements:

There was a nice article in today's newspaper about Emily Pierce, the WAMS students who has been invited to participate in the All National Honor Ensemble Choir for the National Association for Music Education. She will be one of just 670 students who will participate, selected from among 2.5 million entrants.

I will be attending a kick-off event for Blessings in a Backpack tomorrow morning at Wilson School, a program that provides students with nutritious food for the weekend. Cigna has graciously agreed to sponsor this program for two years at Wilson.

West Side Middle School will host its annual Community Day this Saturday, October 19th, from 10:00 a.m. to 2:00 p.m. In addition to food and student performances, there will be fun activities for the family, including a donut eating contest.

Ronald McDonald House Charities of Connecticut and Western Massachusetts will be honoring Alicia Schiavo from Washington Elementary School with the 2013 RMHC Local Hero Award at a reception at the Governor's Mansion on Tuesday, October 22nd, from 5:00 to 7:00 p.m. Honorees receive a plaque and a \$1,000 grant for their school. This is the second time a teacher has been honored from Washington – Alyssa Lombardo won in 2011.

We will have Early Dismissal on October 23rd for teacher collaboration/professional development.

The Annual Mardi Gross and Spirit of Waterbury festival will be held on Saturday, October 26th, from 4:00 p.m. to 6:00 p.m. on Bank Street. There will be numerous fun activities for children. The Waterbury Public Schools will once again be distributing school supplies as treats.

8. PRESIDENT'S COMMENTS

STANGO: I'm repeating the Superintendent here for just a little bit. We had a very nice story this morning for one of our students – Emily Pierce of the Waterbury Arts Magnet School, it was written by Michael Puffer, and I think everyone should take a look at it. It's always good to have positive press and it's always good to have positive press about a great school with great students in it. This is what the story looks like; it was on the first page of the local section in the Waterbury area. A very, very nice article; very pleased with that article, very proud of that student.

There is no meeting next week on the 24th; that's our off week when there's more than four Thursdays in a month, or something like that. Our next Workshop of this Board will be on Tuesday, October 29th and it will be held at the Wallace Middle School beginning at 5:30 p.m. and this is a change also because normally our meeting would be on a Thursday but Thursday is Halloween and we thought it was best changed from Halloween night to Tuesday before Halloween instead. Speaking of that Workshop, one item on the Agenda will be a presentation and discussion on the magnet school lottery system regarding the admission process. The magnet school principals will be present. This will not be an investigation, it will not be an inquisition; it will be a discussion for information and clarity. Hopefully we will put all doubts to rest at that time. Hopefully in the future this Board will be able to move forward and distance ourselves from a tendency to operate by crisis management. So, again, our Workshop will be on October 29th and that concludes my report.

The next item on the Agenda is the Consent Calendar. Does anyone wish to remove an item from the Consent Calendar? Seeing none, I shall read the Consent Calendar.

President Stango proceeded to read the Consent Calendar, Items 9.1 through 9.5.

9. CONSENT CALENDAR

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Van Stone, it was voted unanimously to approve items 9.1 through 9.5, as listed:

- 9.1 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of the submission of the Two-year Consolidated Federal Grant for 2013-2015, as attached.
- 9.2 With the approval of the Committee on Finance, the Superintendent of Schools recommends permission be granted to apply for the Connecticut State Department of Education's "Education Reform District K-8 Science Improvement Grant".
- 9.3 With the approval of the Committee on Finance, the Superintendent of Schools recommends permission be granted for Waterbury Public Schools, via the Mayor's Task Force Against Substance Abuse, to apply for the Local Prevention Council Program funds through the Central Naugatuck Valley Regional Action Council.
- 9.4 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
Patricia Frageau	Duggan café: Thurs., Oct. 10th 5:30-7:30 pm (Reading Night) <i>(prior to Bd. Mtg.)</i>
Ana Bosman	WAMS café: Fri., Nov. 15th 3:15-5:15 pm (Middle School Harvest Social)
Robyn O'Neill	Carrington café: Fridays - Oct. 25 & Dec. 13, 5:30-9:00 pm (PTA family nights)

Terri Daly	Maloney gym: Wed., Oct. 16th 4:45-8:00pm (Pre-K pizza party)
Paula Caldarone M/S A.D.	Gilmartin gym: 11/1/13-2/28/14, Mondays & Wednesdays, 5:30-7:00 pm (WMS basketball practice) Kennedy gym: Sat., Dec. 7th 11:00 am-6:00 pm (Wtby. Middle schools' basketball jamboree)
L. Fitzpatrick	WAMS apron stage, gym, café: Fri., Nov. 22nd 4:00-10:00pm and Sat., Nov. 23rd 8:00 am-4:00 pm (CAS leadership conference)
Jada Gopie	Crosby aud.: Thurs., Jan. 9th 3:30-6:00 pm (School Governance Council meeting)
Nera Clemente FRC Coordinator	Reed café: Fri., Oct. 25th 5:30-9:00 pm (child care provider Spanish training)
R. Augelli	Washington café: Tues., Oct. 29th 6:00-7:30 pm (Hispanic heritage dinner)
*D. Currier	Chase café: Thursday, October 17, 6:00 – 7:00 p.m. (PTA Meeting) Chase gym: Friday, October 25, 5:00 – 8:00 p.m. (Reading Festival)

- 9.5 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
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REQUESTING WAIVERS:

Mt. Carmel School John Egan	Tinker gym: 11/2/13-3/29/14 Saturdays 8:00 am-5:00 pm (basketball program)	(\$8610.)
P.A.L.	Bucks Hill gym: 12/2/13-4/18/14, Sat. & Sun., 9:00 am - 5:00 pm	(\$13653.)
Ofc. F. Santopietro	Chase gym: 12/2/13-4/18/14, Sat. & Sun., 9:00 am - 5:00 pm	(\$13653.)
	Driggs gym: 12/2/13-4/18/14, Sat. & Sun., 9:00 am - 5:00 pm	(\$13653.)
	Generali gym: 12/2/13-4/18/14, Sat. & Sun., 6:00 pm - 9:00 pm	(\$6118.)
	Kingsbury gym: 12/2/13-4/18/14, Sat. & Sun., 9:00 am - 1:00 pm	(\$7585.)
	Maloney gym: 12/2/13-4/18/14, Sat. & Sun., 9:00 am - 1:00 pm	(\$7585.)
	Reed gym: 12/2/13-4/18/14, Sat., 9:00 am - 5:00 pm	(\$7011.)
	Wilson gym: 12/2/13-4/18/14, Sat., 9:00 am - 5:00 pm	(\$7011.)
	Gilmartin gym: 12/2/13-4/18/14, Sat., 9:00 am - 5:00 pm	(\$7011.)
	Sprague gym: 12/2/13-4/18/14, Sat., 9-5 pm & Sun. 9-4 pm	(\$12915.)
	Walsh gym: 12/2/13-4/18/14, Sat., 1-5 pm & Sun. 9-5 pm	(\$12537.)
	WSMS gym: 12/2/13-4/18/14, Sat., 9-12 pm & Sun., 9-4 pm	(\$9020.)
	Wilby gym: 12/2/13-4/18/14 *Sat., 9:00 am - 4:00 pm	(\$5904.)
	(*only when available)	
*CT NAACP Monroe Webster	WAMS café: Saturday, November 9, 8:00 a.m. – 4:00 p.m. (training session)	(\$369)

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

Mt. Carmel School John Egan	Tinker gym: 11/2/13-3/29/14 Mon. thru Fri., 4:00 – 7:00 p.m. (basketball program)
P.A.L.	WSMS gym: 12/2/13-4/18/14, Tues. & Wed., 5:00-9:00 pm
Ofc. F. Santopietro	Reed gym: 12/2/13-4/18/14, Mon., Wed., Fri., 5:30-9:00 pm Wilson gym: 12/2/13-4/18/14, Mon. & Fri., 5:30-9:00 pm

Gilmartin gym: 12/2/13-4/18/14, Tues. & Fri., 5:30-9:00 pm
Walsh gym: 12/2/13-4/18/14, Mon, Tues, Wed, Fri., 5:30-9:00 pm
Sprague gym: 12/2/13-4/18/14, Mon. thru Fri., 5:30-9:00 pm
Maloney gym: 12/2/13-4/18/14, Mon, Wed, Thurs, Fri., 5:30-9:00 pm
Kingsbury gym: 12/2/13-4/18/14, Mon, Wed, Fri., 5:30-9:00 pm
Driggs gym: 12/2/13-4/18/14, Mon, Wed, Fri., 5:30-9:00 pm
Chase gym: 12/2/13-4/18/14, Mon. thru Fri., 5:30-9:00 pm
Bucks Hill gym: 12/2/13-4/18/14, Mon. thru Fri., 5:30-9:00 pm

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

10. ITEMS REMOVED FROM CONSENT

There were no items removed from the Consent Calendar.

11. COMMITTEE ON SCHOOL PERSONNEL

11.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the revised Teacher and Administrator Evaluation Plans, as attached.

STANGO: Motion has been made and seconded. Discussion?

SUPERINTENDENT: Thank you Mr. President. We had some adjustments we needed to make with regards to our previously adopted Teacher and Administration Evaluation Plans. I believe some of those events have been highlighted for you in the docket. The evaluation process has really evolved from the State Department, adjustments needed to be addressed district by district and here this evening is Dr. Shuana Tucker, our Supervisor of Talent and Professional Development, that will be describing those details tonight with regards to the adjustments needed. We will need approval of this plan this evening. Unfortunately the timelines, once again, are very stringent for us. The turnaround was probably less than a week or two. We need to submit by tomorrow.

STANGO: Dr. Tucker, when you're done we'll entertain questions.

TUCKER: President Stango, Commissioners, Dr. Ouellette – good evening. On behalf of the Professional Development and Evaluation Committee, I present to you the revisions of our Teacher and Administrator Evaluation Plans. Some background information to share with you regarding the changes – following the pilot year of the new educator evaluation plans in Connecticut, the State Department of Education approved revisions to its model plan known as SEED. The revised SEED Plan has been made available to districts so that they can determine whether or not they wish to adopt the revised SEED provisions. All Connecticut districts are now in the process of reviewing options and preparing corresponding plan revisions. Our Professional Growth and Evaluation Committee known as PDEC met this week to consider changes to our plan. After discussing possibilities, the Committee agreed to recommend changes in the following areas: 1) adopt the State's recommended teacher framework; 2) revise plans to be consistent with changes in the SEED plan; and 3) include contingency plans to deal with the anticipated absence of CMT and CAPT testing and the resulting school performance indices. In order for you to see exactly where changes have been made,

you have received copies of the plans that all changes are shown in red. The red does create an inflated sense of the impact as many of the changes are repetitions and cross references. A summary of the changes and the rationale for such is provided. The window of time for submitting changes is very small. The Committee therefore requests that the Board of Education approve the plan as revised at this meeting so that the submissions can be prepared and submitted on time. Thank you.

STANGO: Thank you Dr. Tucker. Any questions?

BROWN: Good evening Dr. Tucker, thank you. In just reviewing it I'm seeing that you left some latitude, it says "administrator evaluators" as opposed to specifically "principals". Can you explain the rationale behind that?

TUCKER: The rationale was when the Committee met and a table was produced showing how many evaluations had to be conducted in each school there were variances. You had some that maybe had 18 persons to evaluate where you had another school that possibly would have 45 to 50 which is really impossible for one person to do that. So in all fairness the numbers were tallied and there was a discussion as to one person should not have more than 20 persons to evaluate. So that was the rationale behind that wording.

BROWN: Thank you for the clarification. I thought when I first originally saw it I thought that might be a problem for some of our larger schools. The second though I'm having is if you can explain, there was a push towards a certain percentage of the students' scores being tallied into the total evaluation. Is that still there or am I reading it correctly that it's more student improvement rather than test scores?

TUCKER: Which page are you referencing?

BROWN: I'm just looking at the overall percentages given to each of the areas.

TUCKER: It's actually I believe the latter of what you just stated. I made note of that.

BROWN: I'd like to clarify that for the public because a lot of statements have been made throughout this whole process that you can't expect everybody to be judged on scores because there's so many factors that come into schools. So I think we all felt that a more rational approach would be to look at the collective improvement of the child rather than test scores.

TUCKER: And that's what we're doing; we're not looking at the scores we're looking at the whole child and the entire area of is that child making progress and those are tied also to the . . . levels that the teachers are being judged upon.

BROWN: I'm really glad to see that change because I think it was unfair to judge teachers on test scores as such. Thank you.

STANGO: Further questions? Commissioner Van Stone.

VAN STONE: Thank you Mr. President, through you. Dr. Tucker, I just had one question, I'm looking through the teacher packet and it points to the appendix, looking

under the performance and practice which is 40% of the bulk on page 11 and it refers to a Common Core of Teaching Standards Rubric which can be found in the appendix. Mine doesn't have one can I just get a copy of that rubric.

STANGO: Commissioner Sweeney.

SWEENEY: Dr. Tucker, I know this, the changes came through quite rapidly, were teachers and administrators advised of the changes? Have they seen this yet?

TUCKER: This has been shared with the PDEC committee which is comprised of administrators, teachers, union representation from both WTA and SAW, as well as district administrators.

SUPERINTENDENT: President Egan is also here to answer any questions on behalf of the Committee as well.

STANGO: Any questions for the President of the WTA while he's here?

BROWN: Kevin, if you can just comment on what your thoughts are on the changes are we moving in the right direction?

EGAN: Yes, Commissioner Brown, just to address what you said specifically about the test scores. As we know Governor Malloy put in for the waiver not to include the test scores into this particular year's evaluation. We don't know where that's gonna go next year but certainly this year we feel pretty confident that the waiver is going to go through and that the standardized test scores will not play a part in the teachers or administrators evaluation. That has now been put upon, as you said, student improvement, so it could be a test students take during class, but the standardized test as know – CMT scores and that such will not play a part this year in the evaluation.

BROWN: Thanks a lot.

STANGO: Further discussion or questions. Thank you. The motion has been made, it's been seconded, we had our discussion, now we will vote on it. All in favor, opposed, motion carries. Thank you very much.

12. COMMITTEE ON CURRICULUM

12.1 Upon a motion by Commissioner Brown and duly seconded by Commissioner Sweeney, it was voted unanimously to approve that permission be granted to M. Aftowski, KHS, and four chaperones to take 50 students to Boston, MA on November 6, 2013 to visit The Freedom Trail.

STANGO: Any discussion? Commissioner Van Stone.

VAN STONE: I was just wondering why this wasn't on the Workshop.

CLERK: Because there is a gap. They met the deadline but because we skip next week.

VAN STONE: So it's our fault.

CLERK: Yes.

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

13. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file items 13.1 through 13.7, as listed:

13.1 Athletic appointments effective immediately:

Crane, Richard – Fall Strength and Conditioning Coach, CHS.
Erdmann, Michael – Assistant Football Coach, WHS.
Salemme, Cassandra – Tennis Coordinator/Coach, Duggan.
Todd, Gregory – Freshmen Football Coach, CHS.

13.2 Grant funded appointments effective immediately:

Alvarado, Melanie – Truancy Prevention Specialist, Enlightenment, 10 months, 35 hours p/week, \$30,000 annually, non-union position with benefits governed by the SEIU Agreement, funded by Consolidated Grants.

Liguz, Anna – Elementary Instructional Tutor, Sprague, 10 months p/year, 18 hours p/week \$32 p/hour, non-union and without benefits, funded by Title I.

Matos, Anna – Substitute Pre-k Bus Driver, on-call @ \$13.01 per hour, funded by Title I grant.

McWeeney, Linda – Career Technology Educational Liaison, WHS, 35 weeks, 15 hours p/week @ \$30 p/hour, non-union and without benefits, funded by Carl Perkins grant.

Morikis, Grammato Tzepos – Elementary Instructional Tutor, Duggan, 10 months p/year, 18 hours p/week @ \$32 p/hour, non-union and without benefits, funded by Title I.

Steffero, Melissa – Positive Youth Development Leader, Reed School, 10 months, 15 hours p/week @ \$15.00 p/hour, non-union and without benefits, funded by the Reed Family Resource Center Grant.

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

<u>SCHOOL</u>	<u>NAME</u>	<u>ASSIGNMENT</u>
Chase	Razza, Angela	Administrator
	Calabrese, Matthew	Administrator
	Salvia, Carol	Clerical
	Matthews, Steven	Teacher
	Silva, Nancy	Teacher
	Cavallo, Angelica	Teacher
	Argenta, Lauren	Teacher-Substitute
	Holmes, Heather	Teacher
	Moffo, Laurie	Teacher

Generali	Francisco, Roxann	Paraprofessional
	Dunlap, Laura	Paraprofessional
	Walling, Magaret	Paraprofessional-Substitute
	Verrier, Marie	Paraprofessional-Substitute
Hopeville	Ascencao, Sue	Clerical
Kingsbury	Signore, Nicole	Lead Teacher
	Bisaillon, Bret	Teacher
	Galanti, Laura	Teacher
	Rizzo, Lisa	Teacher
	Frascatore, Cassandra	Teacher-Substitute
	Capaldo, Christine	Teacher-Substitute
	Guedelha, Norma	Clerical
Walsh	Paris, Ana	Lead Teacher

13.4 Teacher new hires:

Name		Location	Assignment	Effective	Grade/Step
Bachman	Jennifer	Bunker Hill	Spec. Ed.	9/12/13	BA/1
Biolo	Erica	Rotella	Grade 1	9/26/13	MA/1
Gonzalez Casanova	Ilea	Crosby	Spanish	8/27/13	BA+15/2
Passarella	Jennifer	Chase	Spec. Ed.	10/7/13	MA/3
Rizzo	Lisa	Kingsbury	Grade 3	9/30/13	MA/1
Rosser	Amy	Carrington	Music	8/27/13	MA/3
Summerfield	Veronica	Rotella	Grade 4	9/30/13	BA/3
Hill	Samantha	Bunker Hill	(correction)		

13.5 Teacher transfers:

Sweeney, Betsey – from Kingsbury Grade 5 to Hopeville Reading, effective immediately.

13.6 Retirements:

Howes, Thomas R. – Enlightenment, effective 12/01/13.

McGrath, Carol G. – Carrington ESL K-3, effective 10/01/13.

13.7 Resignations:

Cremins, Alison – KHS English/LA, effective 10/11/13.

Jenkins, Keeley – Washington Grade 4, effective 10/18/13.

Medina, Robyn – Generali Grade 1, effective 10/03/13.

STANGO: Motion has been made and seconded. All in favor, opposed, motion carries. Item #14 on the Agenda – Unfinished Business of the Preceding Meeting Only. Item #15 on the Agenda – Other Unfinished, New, and Miscellaneous Business. Commissioner Brown.

BROWN: Just for the record, I'm the representative of the Waterbury Board of Education to our Regional RESC which is ACES and I just wanted to raise the issue of the ongoing work via legislation that was passed to establish a regional calendar. I think it's important for the Board to be apprised of that ongoing work because it will impact our region. I think it's scheduled, there's conversations going on, there was a

task force established, and I think it's scheduled to really kick in in 2015 if I'm not mistaken. So I just think we should be kept abreast of it and wondered who from our district is gonna be the lead on that.

SUPERINTENDENT: I'm aware of the Task Force. Certainly we can reach out to ACES.

BROWN: The first phase-in of the legislation was a Task Force that was established to set up the criteria to give guidance to the regions. The regions aren't really meeting yet; this Task Force is meeting in order to set the guidelines. But it's pretty specific in the legislation and it will impact our school year. So I just think we need to be aware of it.

STANGO: Further, yes, Vice President Harvey.

HARVEY: Just a few things. One is I want to congratulate the DPAC Annual Title I meeting that was held, we had 63 families represented and 23 Title I schools. I thought it was a fantastic evening and was planned very well. I want to thank Mary Ann Marold, Nancy Vaughan, and Gladys Wright for all their planning as well as the Committee and all the work that they did, just fantastic, and I always like to see parents involved and taking charge.

Next, Paul, just a question I had and if I've missed this then I apologize. I am hearing that we are going to use two of our new schools – Carrington and Reed School as polling places. Our Lady of Loretta is changing I believe to Carrington School and the WOW community will vote at the Reed School. I have not seen any request for that so I'm just wondering if that's something I missed, are we going to get a request for these schools, use of these schools? I'm just wondering where the paperwork is on it.

GUIDONE: Those changes, you're correct, were requested by the Registrar of Voters. I handle that administratively. If you would like to have that obviously you can. I thought that it made sense based on the particular needs.

HARVEY: Okay, so are we going to see that paperwork or we're not?

GUIDONE: I handled it administratively; I approved it at the request of the Registrar of Voters.

HARVEY: I just wanted to make sure that the Commissioner knew that this was happening and also that the public, because this change occurred at the last minute. I know provisions are in place to send notification but I just wanted to make sure that we knew as a Board of Ed and that the public knew.

GUIDONE: My understanding is the City is making arrangements at the two previous polling places to make sure that police officers are there to redirect anyone that goes to the old places.

HARVEY: Very good. Next, I just want to briefly, and I won't be long Commissioner, just the remark regarding the discussion on the magnet schools. I'm glad to hear that because I did have a comment on that. My take is not that it's crisis management, my take is that it's for clarification. If there is, information, I'm glad to hear that we're gonna

have that discussion, I'm glad to hear that the magnet schools, that the principals are going to be present, I think that's great. But there is a perception out there so I hope that this information will hopefully dispel that perception but nonetheless the perception exists. Next, Paul and Dr. Ouellette, I just wanted you to know that I had a discussion with Linda Riddick Barron in regards to a position that I'm just kind of waiting to see what we're gonna do with this position. The position is Liaison to the Homeless and I know Linda is working on this, I know that we have not filled this position. I think it needs to be filled but I know Linda is working on kind of a need's assessment, checking with the parent liaisons, I'm just concerned that we might have things slip through the cracks if there was no accountability. So I'm just wondering why we haven't filled it. In fact, I recall that we had not only the Liaison to the Homeless but we also were going to approve an evening and weekend person. I talked to Linda about this, again, she's working on this, but I'm just concerned when there is a report that stated there is an increase in poverty in Connecticut, the State of Connecticut, it didn't say directly for Waterbury but obviously that's a trickle down. So I want to make sure that all of our students that are in that predicament have the services that they need, that they don't slip through the cracks, and in addition, our Mayor has a plan that stated that he wants to eliminate homelessness in ten years. Seeing that he's focused on this I don't want our district to be the only district in the State that does not have a Liaison to the Homeless. It just seems like we may not be addressing those issues. So I just wanted you to know that I had that discussion and I wanted you to know I'm just kind of looking to see what we're going to do with this position.

GUIDONE: Yes, Linda did mention that conversation to me and she is conducting some research and will give a recommendation on that matter. On the second point you mentioned, the comment was made at that meeting by Linda regarding our Title I Grant application that poverty had increased in the City. I have done a report on that, I just completed it today; we'll send it out to you. I don't remember the exact figures in my head but yes there's been an approximate four percent increase in poverty over the past five years based on our free and reduced lunch reports. The summary, as I said, just was completed today and will be sent out to you.

HARVEY: Alright, thank you Paul, I appreciate that. And I think that is it and I will relinquish the floor.

STANGO: Any other further points? Yes, Commissioner Rodriguez.

RODRIGUEZ: Yes, just two brief light notes and then one very heavy one. The two brief ones are I attended the Kingsbury School Hispanic Heritage Month celebration. It was a very well turnout – families, children, having a great time. I want to thank Principal Baim, Vice Principal Brown, Parent Liaison Rubis Collado, and all the family and students that came out. It was a great festivity, great food, Victor was there, Geraldo Reyes, they gave us the big Mexican hats and we were the Three Amigos. It was a great time, we did have a lot of fun.

I also wanted to recognize Reed School, earlier this week they had a Salsa Dancing Night demonstration. Principal Mendoza, Vice Principal Tomasella, Alex Caldarone who was a Salsa instruction was having the students, the families, the kids were having a great time and I just want to acknowledge those. So thank you for that.

Now to the heavy stuff, I prepared a statement based on the renaming of Bucks Hill School. As many of you know this was not easy. What I found during this process is that you're allowed to share your thoughts and opinions and I fully respect them and there were some that were not so nice. And I thought about Hank Aaron and I thought about Jackie Robinson and I thought about Roberto Clemente who were pioneers and trail blazers of trying to make a difference in a community that did not recognize these folks because of their color, because of the language barriers. And during this process I only tasted a small bit of some of the nasty, nasty remarks and comments that folks had made. Some from Waterbury, some not from Waterbury – who knows where they're from. And it was sad. But the majority of them were very respectful and I was touched by those. So I prepared this statement for all of you and for those who were following this: Dear Honorable Board of Commissioners, it is with a heavy heart that I submit this request to withdraw my proposal to rename Bucks Hill School to Roberto Clemente Academy. While the outcome was not what I or many were hoping for I can honestly say that I am extremely proud to be a Bucks Hill resident. For more than ten years I have called the Bucks Hill section of Waterbury my side of town and I cannot ask for better neighbors. Even though we may not have agreed on this particular issue, I have deep respect and admiration for those who spoke or wrote letters of opposition to renaming the Bucks Hill School. I read each letter and found some to be quite compelling and heartfelt. When I was appointed to this Board I expected to be confronted with unpopular, controversial, and sensitive issues; this is a nature of a public servant. Let me be clear, the Mayor did not ask me to submit the withdrawal of my proposal; I'm doing so because my neighbors in Bucks Hill have spoken in opposition to it. While I admire and respect the Mayor whom I consider a good friend, we can respectfully disagree on issues, rare though that may be. I support his vision of a better Waterbury and as a Commissioner who serves the entire City, it's paramount to actively listen and respect the voices of those he serves. I was truly touched when I heard from my former neighbor Melvin Cooney speak of the historical significance of Bucks Hill School. When I viewed the vintage photo of the one-room school that was passed around at a previous Board of Education meeting, it was then that I began to realize I needed to withdraw my proposal. I do not look at this withdrawal as a defeat, I am a proud Latino, a proud Puerto Rican American who grew up poor as a father-absent child in the public housing projects but I refuse to let my past define my future. I was able to overcome many struggles and challenges because I believed in myself even when others didn't believe in me. I want our community to believe in our students. I want our community to celebrate the successes of our students rather than to dwell on their faults. I am proud to say that while I am withdrawing this renaming proposal, I was able to create healthy and frank discussions whether they were comfortable or not, regarding the City's increasing proud racial and ethnic populations. Let us be mindful that is what makes Waterbury unique and a great place to live and work. What I have learned from this experience is that the pride of Bucks Hill runs deep in the hearts and memories of those who have graduated from the school and have had the pleasure of calling it their side of town.

Lastly, this withdrawal is not a defeat by any means and I quote "You lose nothing when fighting for a cause. In my mind the losers are those who don't have a cause they care about" – Muhammad Ali. Respectfully submitted, Felix Rodriguez, Commissioner.
Thank you.

STANGO: I thank you Commissioner Rodriguez. I know that you thought long and hard about this and it was not an easy decision for you to make. This has been a challenging issue for you and the Bucks Hill community both. You have been respectful and have been a gentleman throughout this process. As President of this Board I am pleased with how the process worked out. As I have often said – it's all about the process. This experience should be a model for this Board going forward. The public had an opportunity to speak to this Board at numerous meetings. Also they could, and they did, write to the Board with their input. Both sides of this proposal came forward with the concerns of each of their respected communities to voice their opinions, and there were frustration on both sides. This Board listened, that's what we're supposed to do. We read letters, that's what we're supposed to do. All the while listening, thinking, but never weighing in until the proposal was at the point where we had the opportunity to weigh in on that discussion. That is a very important point to make. I am proud of the way this Board followed the process set forth by our Policy Committee. I am sorry, truly sorry, for the blogs. These blogs are not the Board of Education. I am told by my wife all the time not to read the blogs – sometimes I listen to her and have to say sometimes I don't. And sometimes when I don't I wish I did. We note that 99.9% of the speakers and letters were respectful and I really appreciate that. There was no anger, there was no shouting, there was no accusations, there was no angst. There was emotion, there was intensity, and there was passion from both sides, as you would expect. However, all this was done in a professional and courteous manner. What your proposal did was to bring people out and for a long time this Board wants to bring people out – we want to see people in the chairs, we want to see people at the podium, and this had done that and for no other reason, if nothing else happens, you have done that. This is supposed to be what happens. Most of all it brought Waterbury people together. You might think that it would be divisive, but it's not. In the end it brought people together to share ideas. Bringing people together is always a good thing; that's the best we can ask for as a Board – bringing people together in a polite, respectful manner is always a good thing for this City. And I thank you for that and I thank you for that, Bucks Hill Community, and I thank everyone who took the time to write a letter, to write an email, to come to this meeting. Often times people sit at home and say "oh, I don't agree with what they did", well come on and tell us that in a polite and respectful way and we listen. We always listen, that's what we're supposed to do. I thank you, each of you for that, bringing that out. That's all I have to say on that.

Any further discussions on this topic? Commissioner Van Stone.

VAN STONE: Thank you Mr. President, through you. In Commissioner Rodriguez's short time here on the Board, I've had the opportunity to see how he conducts his way of business, he does everything in the most professional, astute manner and the way this played out did not change that in the least; I've grown to respect you even more for what you had to do to begin the fight, to continue the fight, and still, despite how close it was to you personally in your heart, understand that right now at this time at this school it might not be the best time and to understand that the fight isn't over necessarily. And I appreciate that. It's been a pleasure to watch you work. You're one of the good guys and I'm glad you're here on the Board, I'm glad you're bringing out the issues you are.

To Mr. Lopez's point, I think that's a point well taken about selective hearing. Sometimes this Board and this kind of government in general gets the knock of not listening to the people. Sometimes we deserve that. I think in this instance, in this . . .

as President Stango said, we heard the people and we did the right thing at this time. So I'd like to thank all the people who came out, numerous times; all the people who wrote their letters. I don't consider the anonymous people on the Republican American website as voices, they are nothing. The important people who engaged in this discussion did it in the correct manner, did it in a way I think makes Waterbury proud. Anyone who is watching this on television or who will read about this will do so knowing that what could have been a very ugly and divisive issue didn't become one because smart, caring, thoughtful people were involved in a discussion. And I appreciate that. And I hope that every discussion we have going forward is carried in the same tradition. And if we can do that as a Board, as a society, I think we'll be in pretty good shape. So well done tonight Commissioner Rodriguez.

RODRIGUEZ: Thank you.

STANGO: Commissioner Brown.

BROWN: Yes, I'd like to echo the comments of Commissioner Stango and Commissioner Van Stone and just say that I think moving forward we have to recognize that we really have to move forward with a new heritage in the City of Waterbury and that we really do have to come together, all sections of Waterbury, and recognize that we do have to honor the heritage of our Latino members of our community and I stand with you Commissioner Rodriguez to make that happen. I'm not going to sit here and say this is the end tonight. I think the resolution tonight was a good one but I think we really, as a community, need to come together and say it's time, it is time to honor our Latino heritage in Waterbury and I want to help you do that.

RODRIGUEZ: Thank you.

STANGO: Commissioner Sweeney.

SWEENEY: Commissioner Rodriguez, I probably know better than most just how difficult this has been for you. I want to thank you because right from the very beginning you put your heart and soul into this; you were there with us to define the policy, that doesn't always happen. You helped us with the input, you were right there with the Policy Committee and defending the right for people to come forward and have a voice. I certainly agree with the rest of them that the anonymous people on the blogs are not the people that we are listening to. We did hear the Bucks Hill community loud and clear and we did hear the Latino community in the early days when they did come, I'm sorry that we didn't hear more of that. But you have been a gentleman through this whole process. You have risen above all the flack that goes underneath and this Board is lucky to have you here each and every day for every single child in this district and that's what defines you is that you are there for every single child in this district. So I thank you for your honor, for your dedication, your sincerity – it's rare, it's rare.

RODRIGUEZ: Thank you.

SWEENEY: To the Bucks Hill community – you have defined yourself as a force to be heard. I challenge you now to be the force that is heard within the walls of Bucks Hill School because they need you. Those children need you. I would challenge you to take some time, to sit with our Superintendent, with the staff at Bucks Hill School, and

offer your help in any way you can to help with the education of those children. There is a wealth of knowledge sitting right there that those kids could benefit from and I just know that you could be a force to bare up at that school on the hill. I encourage you to do that. I thank you for your participation; I thank you for being polite, caring individuals, for stating your support of Bucks Hill as you did and for not getting down in the trenches and getting the ugly. It was refreshing. Every single letter that we received form the Bucks Hill community was refreshing and I will not paint this group with what we saw on the blogs. That was not this group that did that and that is not what this Board chose to hear. You want to talk about selective hearing, we select to hear the words of the good people and you are the good people. So I thank you for your participation.

STANGO: Vice President Harvey.

HARVEY: Thank you. I just want to briefly echo the sentiments of what has been said here this evening. To my comrade, Commissioner Rodriguez, you have been a perfect gentleman throughout this and I know we've talked a few times about your plans and I think everyone should really watch and look at how you modeled yourself throughout this. I want to thank the Bucks Hill community for coming out. There's a personal friend that I have out there, we talked, I've known him for years. But I also want to thank the Latino community for coming out. You conducted yourselves as gentlemen and ladies and I listened. And I just hope that, Commissioner Rodriguez, and the Latino community, that you don't give up. I know, I know this fight; I've been through this fight so I know what you're going through. We have another school now, hopefully, that we're looking at in the East End so I encourage you to continue this fight. I will stand with you throughout this fight and just stay encouraged, hold your head up, it is not a defeat, it's just moving forward. That's all. Thank you.

RODRIGUEZ: Thank you.

ADJOURNMENT

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey it was voted unanimously to adjourn at 7:36 p.m. into Executive Session for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.

Present: President Stango, Commissioners Brown, Harvey, Morales, Rodriguez, Sweeney, and Van Stone. Also present were Dr. Ouellette, Dr. Sequeira, Mr. Guidone, and Dr. Tucker.

The Executive Session ended at 7:50 p.m. with no votes taken.

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