

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ REGULAR MEETING*

Thursday, November 21, 2013 at 6:30 p.m.

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

**PRESENT:** President Stango, Commissioners Awwad, Brown, Harvey, Hayes, McEntee, Rodriguez, Sweeney, and Van Stone.

**ABSENT:** Commissioner Morales.

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

STANGO: I'd like to note that our new Board member sworn in last week, Cathy Awwad, is joining us tonight. We welcome her.

### **1. SILENT PRAYER**

President Stango called the meeting to order at 6:40 p.m. with a moment of silence.

### **2. PLEDGE OF ALLEGIANCE TO THE FLAG**

Teacher of the Year, Nina Smith, led everyone in the Pledge of Allegiance to the Flag.

### **3. ROLL CALL**

CLERK: Commissioner Awwad.

AWWAD: Here.

CLERK: Commissioner Brown.

BROWN: Present.

CLERK: Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hayes.

HAYES: Present.

CLERK: Commissioner McEntee.

McENTEE: Present

CLERK: Commissioner Morales (absent). Commissioner Rodriguez.

RODRIGUEZ: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Van Stone.

VAN STONE: Present.

CLERK: President Stango.

STANGO: Here.

#### **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 November 5, 2013 from Civil Service certifying Amanda Teal for the position of Paraprofessional.
2. Communication dated November 6, 2013 from Joanne D'Amelio regarding her resignation effective November 6, 2013.
3. Email communication dated November 8, 2013 from Tony Santora regarding nominating the name of Roberto Clemente.
4. Copy of communication dated November 12, 2013 from Civil Service certifying Lori Accetura for the position of Food Service Help.

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 Hayes, it was voted, with Commissioners Awwad and McEntee "abstaining, to approve the minutes of the Committee Meeting of October 10, 2013 and Regular Meeting of October 17, 2013.**

STANGO: Motion has been made and seconded. All in favor...

AWWAD: Abstain.

McENTEE: Abstain.

STANGO: Two abstentions. Any opposed? Motion carries.

#### **6. PUBLIC ADDRESSES THE BOARD**

**Upon a motion by Commissioner Hayes 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 6:44 p.m.**

STANGO: Motion has been made and seconded. All in favor, opposed, motion carries. One speaker, the Mayor. I don't think I need to read the disclaimer.

**Mayor O'Leary had the following comments:** Thank you. Good evening everyone. Mr. President, other Board members, I am here tonight to speak on a couple of issues. Number one – I would like to publically take a moment to commend the fine service of Commissioner Ann Sweeney and Commissioner Joanne D'Amelio who are leaving the Board. Quite frankly I didn't know tonight was the last meeting, I thought I had one

more crack at you guys. But, in any event, starting with Ann, a Board member for the past eight years, certainly very diligent, committed, and passionate about public school education here in the City of Waterbury; the person we rely on most for legislative action and legislative affairs and my three years on the Board I can tell you that I probably learned more from you Ann than many others. I personally want to thank you on behalf of the City of Waterbury and I'm sure the Board members here, for your fine years of service, I think this may be just a little sabbatical and hopefully we'll figure out a way to get you back on this Board in the near future.

To Commissioner Joanne D'Amelio, it's been one year of service here. Joanne, obviously I'm dear friends of Joanne's husband, Tony and I go way back. I had the pleasure to get to know Joanne over the last year a little bit better and very deserving of recognition and understanding your personal commitment; a loss to the Board as well, but we know that you'll keep an eye on the on-goings here and we thank you for that great service.

Having said that, I want to welcome our new Commissioners, as well, that are here tonight. Catherine Awwad I don't think needs much of an introduction, most of us know her and the fine work she has done for the last several, I won't tell anybody how old we are but for the last couple of decades. Certainly her presence on the Workforce Investment Board and all the other things she has done in this community and we're very honored to have you on this Board, Cathy, and certainly proud and honored to have brand new Commissioner as well, Bryan McEntee. I'm looking forward to working with you. I watched you very closely during the campaign, your professional and a good guy, I think you're gonna fit in very nicely with this Board. So welcome to both of you. And obviously it goes without saying I appreciate all the fine work all of you are doing here sitting on this School Board.

Secondly, I'd like to talk about the event today at the Coco Key, there was a STEM Conference today and I have to tell ya, it was one of the best days I had in a long time – 1,600 children, or students, were there from the middle and high schools as well as Kaynor Technical. There were companies represented from all over Waterbury and the greater Waterbury area. And what I found to be most interesting this year in talking to all the vendors was the tremendous interest that the students had shown this year in the companies and the manufacturers and all the vendors that were there. As a matter of fact every single vendor I spoke to said you know Neil, it's a different year this year, the students seem to be more focused on what their futures can be for them and I think that's a credit to this Board and the emphasis that we've been putting, not only through the GEAR UP Program but to the Career Academy, working closely with Kaynor and Naugatuck Valley Community College, and exposing our middle and high school students to life after high school and emphasizing how important it is for their futures to understand what education means. And really, to me, I felt really good today watching students stand in line to talk to vendors. I didn't see that last year, last year was a great event, don't get me wrong, there were 1,000 students there last year, 1,600 there this year, but the level of enthusiasm was remarkable, it really was. And the coverage with WATR Radio being there live brought manufacturers in. I know Bob Garthwait, Jr. heard it on the radio at Cly-Del and drove up to the Coco Key. I know the Strobel Family heard it and sent Richie Strobel up and others. It was really great to see these people because they've been so, and Cathy Awwad knows this better than anyone, those manufacturers have been a key component of designing the curriculum, not only

at the Career Academy but also at Naugatuck Valley Community College and to see that kind of participation from our really, our biggest stakeholders in the community – Cly-Del being around for 75 years, Platt Manufacturing 100 years, H & T, Truelove Maclean 72 years, Trevor Electric 75 years, I mean this is the community and to see them all there and excited to be part of our public school system is very good news for all of us. And in furtherance of the STEM Conference today you'll notice on your agenda, item 9.1, is the approval for the STEM Academy that I'm very, very proud of. I want to publically thank Dr. Ouellette, Dr. Paul Sequeira, our Chief Academic Officer Anne Marie Cullinan, and of course Chief of Staff Paul Guidone, for making this happen. It was kind of a directive that came kind of quick, it actually was born out of a conference I was at in Park City, Utah and speaking with some Mayors from all over the country, we talked about our problems with our children leaving high school and not being ready to go to work; it's not unique to Waterbury or Connecticut, it's a challenge throughout the country. For me, personally, we have that beautiful Career Academy up there and I can't think of a better way to bring our youth into the Career Academy and to offer this STEM Academy afterschool program for those students who want to learn and do better. And so, as you know, it's a pilot program, I believe it's going to be enormously successful. I plan to support it in any way that we need to to make sure it's successful. We will start with the number of students that you're aware of but it's my hope that in a very short period of time any child who wants to participate in this program will be welcomed into it and furtherance, we have the ability and the room and the teachers to make sure we can make this be a program that others will envy and most importantly it will be very, very exciting to see these students interning and partnering with manufacturers and all Allied Health, Human Resources, so I'm really excited because for those who are falling a little bit behind in maybe a little bit of math or science and technology certainly we will give them the opportunity and the mentorship to make sure that when they walk across that stage no matter what high school they graduate from they will have the opportunity to be ready. And that's the whole idea behind the STEM Academy and I thank you all for supporting it.

Other than that, I'm done; I am going to my Bunker Hill Neighborhood Association Meeting if anyone would like to join me. Again, I just want to thank all of you and congratulate the outgoing Commissioners, welcome the new, incoming Commissioners, and thank all of you once again for your service. Very few people in the general public know the commitment that Board of Education Commissioners give of their time and their energy and their passion – I know and I thank you. Good night.

**Upon a motion by Commissioner Hayes and duly seconded by Commissioner Sweeney, it was voted unanimously to return to the regular order of business at 6:54 p.m.**

STANGO: Motion has been made and seconded. All in favor, opposed, motion carries. I'd just like to note the honored presence tonight, we have former Commissioners John Theriault and Jimmy Uriano coming back to pay a visit and giving regards to Commissioner Sweeney.

## **7. SUPERINTENDENT'S ANNOUNCEMENTS/SPECIAL RECOGNITION**

SUPERINTENDENT: It gives me great pleasure to ask Chief Academic Officer Cullinan to assist me with this as well as members of the Board of Education. At this time I'd like

Mrs. Nina Agostine Smith to come forward. And it gives me great opportunity of recognizing Waterbury's Teacher of the Year. I had the opportunity to recognize her as well as the many other teachers of the year in Connecticut this past Tuesday night. Knowing the high standards we hold for faculty and the professionalism and the exemplary practice that exists throughout the district, to be recognized by one's peers is an honor that defies words and tonight I struggle to put into words the talents of Mrs. Smith.

She has been serving the district as a Theater Arts teacher for a decade. She is talented, intelligent, ethical and a comprehensive educator. She designs, implements and shares her study guides with fellow teachers. By providing these guides which include lesson plans, text analysis and potential student research opportunities, she ensures that the theater studies enhance the current curricula and she is able to expand her work with students beyond the 105 children assigned to her. Nina subscribes to the philosophy that all children come to school ready to learn, wanting to learn and needing to learn and the arts are a way to reach children and expand their horizons.

She is a graduate of the University of Scranton and Chapman University; she lends many talents to the school and to the community without reservation. She's a visionary educator and she remains acutely aware of current best practice in education. She has the patience and wisdom to guide our children and adults in a comforting and nurturing manner without ever once losing sight of the needs of our children. She is remarkable in her ability to be a reflective practitioner. Her comments to colleagues are always measured, sound and always reflect the depth of intellect that she brings to her work. Most significantly, Nina is an educator who has the capacity to embrace both tradition and change and interweave them to create educational challenges for children that address their diverse needs. She's an extraordinary educator. She has the capacity to develop a conceptual framework designed to meet the specific needs of children and their families and has the ability to guide all the stakeholders when implementing her plans. Ladies and gentlemen, it gives me great pleasure to recognize the Waterbury 2013 Teacher of the Year Mrs. Nina Agostine Smith.

*(applause)*

On behalf of the District, we would like to present her with an iPad.

AGOSTINE-SMITH: I'm a teacher here at the Waterbury Arts Magnet School. I'm very proud to be a Theater Arts educator for our children in grades six through twelve. I would just like to say thank you very much to the outgoing Commissioners and your service here to the Waterbury Public Schools as well as the incoming Commissioners on behalf of the teachers of Waterbury, welcome, and thank you very much for your continued service.

I believe that teaching is a calling, not everyone is able to uphold the calling, I will, and I challenge you to let me and let other teachers in the City of Waterbury rise to the occasion and the calling to teach our children, they are wonderful. We have wonderful, wonderful children here in the City of Waterbury and through our teaching and through our students we're able to learn not only for ourselves but what we see for our future.

I've gone through about seven speeches tonight. Dr. Ouellette and I had the wonderful experience the other night at the Bushnell and I was so very humbled, there are so many wonderful teachers out in the world and right here in the City of Waterbury and we really appreciate your support, we really appreciate the opportunity to be heard, we really appreciate the opportunity to create an opportunity for these children; not just for their own education but for what they can give back for themselves, their families, and this community. So I thank you very much, again, for allowing us the strength, the passion, the drive to educate these youngsters from an early age onto when they leave us, hopefully will come back. We have wonderful community leaders here that are bringing back so many great resources that I saw as a child that my parents saw when they were young. The Brass Capital of the World and we have the opportunity to bring that Brass Capital of the World or something else of the world back here to the City of Waterbury. I taught in the City of San Diego and I never shied away from the opportunity to work with a community that was on the brink of greatness and through that experience I never shied away from the opportunity to learn from those students, those students are remarkable, our students are remarkable, they bring so much to the table and for a teacher to be able to learn from a student every day drives us. Regardless of what's going on we have a lot of new initiatives going on, we have a lot of new things, but if we embrace them and we're supported by our community leaders, we're going to be able to raise them to the top. I had a student say to me I can't do that, there's no way Mrs. Smith, I can't do that; yes you can, yes you can, you can do this. Let's look at it a different way and you allow us the opportunity to help these students look at it a different way. When we get frustrated in the classroom, why isn't this working, yes you can, they're not finding it yet, I can turn to a colleague and say what are you doing, please, let's share. And I'm in the position where I have a great opportunity here at the Waterbury Arts Magnet School to really collaborate with my colleagues. They say try this and when you try it something else sparks, they say oh, well you don't know this about this student, let me share this information with you. And it's about sharing of the information to reach every student. It's like a grapevine where we say okay, I did this, I did this, I did this, well if we keep spreading that information about our students and about the way they learn we're going to be able to rise not only to what the State holds us but in the City of Waterbury and the State of Connecticut we can rise above it. We've always been a leader in education, the State of Connecticut has always been at the highest level of teacher expectation and we're there and we just have to continue the communication. And I appreciate everything that you do here on the Board to support us in that communication. So I demand the best from myself every day; you should demand the best of me every single day, you should demand the best of our teachers and the best of our students, our parents, and our community leaders to support this new generation that's coming up. So thank you very much for giving me this opportunity. Thank you very much for demanding the best in me and my colleagues and our students. And I am here to help whatever initiative, whatever I can do to help this Board support our students in the City of Waterbury, to make our community grow and be strong and be leaders and innovators. Thank you very much, I really appreciate it.

*(applause)*

SUPERINTENDENT: I'll move to the second part of the recognition, with great sadness. President Stango, if you could assist me with this. Public service is a gift to a community and tonight I would like to recognize three members of the Board who have

shared their talents with our educational community, Commissioner Ann Sweeney, Commissioner Jose Morales and Commissioner Joanne D'Amelio. Together, they have contributed fourteen years of service to ensure that students of Waterbury have unlimited opportunities for success. They have served the community with the capacity to understand the viewpoint of all of the stakeholders and have made informed decisions on the issues that came before them. To each of you, I convey my gratitude and that of the community for your dedication and commitment.

Paying tribute to those who choose public service is a time honored tradition because those who choose public service live by a credo for which I have great respect: others first. While the public has the opportunity to observe the Board meetings, they do not see the countless hours spent on committee work and other aspects of the responsibilities that the position demands. Each of you has given up countless hours with your families to make our school system better and stronger. Each of you subscribed to that noble calling of serving the public – putting the needs of the community above your own and working tirelessly to make our community a better place with the understanding that sometimes it is done meeting one need at a time.

On behalf of all of the Waterbury professional learning communities, I thank you for your service, for making all of our lives better and easier. I want to borrow a few words from Winston Churchill that seem applicable this evening. He said, "We make a living by what we get, but we make a life by what we give." May you find that your life has been has graced by what you gave as much as ours has by what we received. Thank you for your service.

STANGO: I'll start with Jose Morales. He was unable to be with us tonight. Jose is a gentleman, he's soft-spoken, he's patient, he's conscientious, he's trustworthy, he's a role model, and he's polite. Jose has served well on the Board; he has been here long enough that we know him well. His quiet ways and his insight into the communities of Waterbury will be missed. We will thank him for his service to the Board and to the children of Waterbury. I'll put this aside for now. Let's give a round of applause for Jose in his absence.

*(applause)*

STANGO: The next person we're going to talk about is Joanne D'Amelio. Joanne has been on the Board for two years, it's a short time, but she had must concern for our students in that time. She had concern for our teachers and for our public. We thank you for your public service. I understand your decision to leave; this should resonate with the community because it's in realization of the time it takes to do a good job as a Board of Education Commissioner. Joanne is child-centered, sincere, courteous, meticulous, determined, caring, principled, and resolute and we thank you Joanne D'Amelio for your service to the Board, please come forward.

*(applause)*

SUPERINTENDENT: And the plaque says "Joanne D'Amelio, Commissioner, Waterbury Board of Education, December, 2011 through November, 2013, in recognition of your loyal service to the students, parents, and community of the City of Waterbury, presented November, 2013".

STANGO: Next we have Ann Sweeney. Ann is focused, knowledgeable, hardworking, dedicated, committed, passionate, loyal, thoughtful, clear minded, and thorough. Ann, you have done much work on this Board on the Policy, School Reform, Legislation, and Building Committees. As Chair of the Policy you have set us on the right path with much work you made sure that this Board had all things that the State required of us in place. As Chair of Legislation you monitored the legislature and kept us abreast of laws affecting education. You also made certain that our legislators knew what we wanted them to do. They listened to you; you were relentless in making them understand. As Chair of School Reform Committee you researched the latest reform efforts of other states and districts and began the important discussion of reform in Waterbury. We shared many long reform meetings together. Your efforts there helped ease us into the State reforms which we saw take place last year, begin to take place. On the Building Committee you were a strong advocate for Pre-k through eight model. You were on the Board for building all four of our new schools using that model. But perhaps your best accomplished was to be the biggest proponent of the Waterbury Career Academy. You were one of the earliest and arguably the best support of that school. Your legacy will continue as that school continues to grow and prosper.

Ann was not political, she only wanted to serve, only wanted to be available. Ann never defined herself with a party affiliation; she was all about what is best for the children of Waterbury with no strings attached. Ann, your true happiness will come when you have realized the service that did and help that you gave. I'd like to believe that this Board was an avenue for you to share your gifts. Your hiatus now will be felt for a long time however the benefits that you brought to our district will be felt even for a longer time. This district is much better as a result of the efforts of Ann Sweeney. We still have much to accomplish and Ann, I welcome your input always. You're a true friend of public education. The children of Waterbury are better because of you and I am better for you because you are my friend. I wish only good for the future. I wish to see you again.

*(applause)*

SUPERINTENDENT: And the plaque reads "Ann M. Sweeney, Commissioner, Waterbury Board of Education, December, 2011 through November, 2013, in recognition of your loyal service to the students, parents, and community of the City of Waterbury, presented November, 2013".

STANGO: Okay, that was very rewarding, but depressing but enlightening and we're looking forward to the future. The next part of the Superintendent's Report, Superintendent's Announcements coming up.

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

The 3rd Annual STEM/ADVANCED Manufacturing and Technology Expo was held today at Coco Key Water Resort, Hotel and Convention Center. More than 750 middle and high school students visited the Expo to directly engage with local manufacturers and learn about career opportunities from local manufactures.

Reed School just unveiled their participation in the Mega Education program last week during the school's Student of the Month program. Students who had perfect attendance, no discipline notes, and completed all of their homework and classroom work were eligible to receive a four-pack of tickets to Coco Key Resort. Students will also receive blue, red, or yellow wristbands depending on the amount of books they read. Mega Education has been working with schools in Hartford and a few other districts around the capitol city. This is their first expansion into Waterbury, brought about in part because Reed Principal Juan Mendoza had worked with them previously. Students, staff and families are excited about the new program.

Three students representing Crosby High School won the Iron Chef competition held at Naugatuck Valley Community College on Friday, November 8, 2013. The three seniors, John-Paul Ortiz, Zachary Quigley, and Andi Seittlari, will each receive a \$100 gift certificate to Warehouse Store Fixture in Waterbury, which features high-end restaurant quality chef's tools. They also received a chef's coat which Culinary Arts teacher Kirk Palladino will have embroidered with their names and the Crosby Bulldog. The school's Culinary Arts program will receive a \$500 cash award. Crosby's Culinary Arts students will be catering the Mayor's inauguration on December 1st.

The Waterbury Career Academy will be hosting an Open House on Tuesday, November 26th at 6:00 p.m. for prospective 9th grade students and families interested in attending the school.

The December Parent Conference is a new opportunity for parents to meet individually with their children's teachers and discuss their child's academic performance. These are individual conferences and not the usual Open House format. Parents should receive information from their schools about how to make appointments for these conferences. Information may also be available on the school's website. Parent conferences will be held on Thursday, December 5<sup>th</sup>, from 5 to 7 pm in all elementary schools and from 7 to 9 pm in high schools, and on Thursday, December 12 from 5 pm - 7 pm for middle schools. The Waterbury Arts Magnet School will hold its parent conferences on Thursday, December 5, from 6 to 8 pm for all 6-12 Waterbury Arts Magnet School students. All schools will have early dismissal on both days. There will be teacher collaboration time in middle schools on December 5th, and teacher collaboration time in elementary and high schools on December 12th, as well as at Waterbury Arts Magnet School.

Our schools will dismiss early for the Thanksgiving break on Wednesday of next week. Schools will be closed on Thursday and Friday.

I wish for each of you a peaceful and plentiful Thanksgiving filled with happiness and spent in the company of family and friends.

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

We will have a short day of school on November 27, the day before Thanksgiving. I'd like to wish everybody with us tonight and all people that are watching a very Happy Thanksgiving. There will be no meeting of the Board of Education on Thanksgiving week. The Board of Education Organizational Meeting will be held as part of the Inauguration Ceremony on December 1 at Kennedy High School. There will be a Mass

first at 11:15 at the Immaculate and then the Organizational Meetings will take place at about 12:30 p.m. at Kennedy and that will include the swearing in and then we will have our Organizational Meeting.

Immediately after that, the next day, we'll have a Workshop on Monday, December 2, and that will be at Wilby High School. It will be a Workshop, the first Workshop of the Board consisting of all newly appointed and elected members of the Board. A Regular Meeting will be followed on Thursday, December 5. However, this will not be held at WAMS because that's Parent/Teacher Night and also means that the parents will be in this building and the students will have a short day and also means that the Board will hold its regular meeting at West Side Middle School at 6:30 p.m. instead of here.

In conclusion, I also attended the STEM activity today at Coco Key and I won't repeat everything else that the other people said because I had it written down. However, there was one thing that was not mentioned and that was I happened to be able to observe Ms. Keisha Ashe give a presentation to groups of students; she gave it all morning long. She is a doctoral student at UConn, a very accomplished young lady and she's taking a doctorate in chemical engineering but she was giving a presentation to the students called Soft-skills and she was telling them how to react and how to apply for a job and how to interview for a job and how to relate with people and that's a very important, very important lesson to learn. And it's, again, something that's taught, something that needs to be taught, and it's not taught as much as it should because we're too busy doing our test prep. These are things people don't understand and think we have to look further into that test prep and learning is all well and good but you need to do the soft-skills too.

Once more thing I forgot, and I was talking to Mr. DiCarlo who works for the Chamber, and he couldn't say enough good things about Dr. Sequeira and Dr. Padua and Granville Academy who were very instrumental in planning this and executing this event. So we thank Dr. Padua and Dr. Sequeira and Granville Academy on their behalf. 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?

*President Stango proceeded to read the Consent Calendar, Items 9.1 through 9.16.*

## **9. CONSENT CALENDAR**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Hayes, it was voted unanimously to approve the Consent Calendar, items 9.1 through 9.16, as listed:**

- 9.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of Waterbury Career Academy's Afterschool STEM Program for seventh and eighth grade students.

- 9.2 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the Board of Education's 2014 Meeting Schedule, as attached.
- 9.3 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval for Maloney Magnet School to apply for and participate in the Japanese Language Education Assistants Program (J-LEAP) administered by the Japan Foundation and The Laurasian Institution.
- 9.4 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 and Connecticut Department of Public Health "Healthy School Communities for Successful Students Partnership – Component #1" grant.
- 9.5 With the approval of the Committee on Finance, the Superintendent of Schools recommends permission be granted to participate in the Connecticut State Department of Education "Math & Science Partnership" grant with Western Connecticut State University/applicant.
- 9.6 With the approval of the Committee on Finance, the Superintendent of Schools recommends permission be granted to participate in the Connecticut State Department of Education "Math & Science Partnership" grant with Connecticut Center for Advanced Technology/applicant.
- 9.7 With the approval of the Committee on Finance, the Superintendent of Schools recommends permission be granted to participate in the Connecticut State Department of Education "Teacher Quality Partnership" grant with Post University/applicant.
- 9.8 With the approval of the Committee on Finance, the Superintendent of Schools recommends permission be granted to participate in the Connecticut State Department of Education "Teacher Quality Partnership" grant with Western Connecticut State University/applicant.
- 9.9 With the approval of the Committee on Finance, the Superintendent of Schools recommends permission be granted to participate in the Connecticut State Department of Education "Teacher Quality Partnership" grant with Connecticut Center for Advanced Technology/applicant.
- 9.10 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to K Ondrush/N. Smith, WAMS, and two chaperones to take 27 students to Ireland and England from April 11 through 19, 2014.
- 9.11 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to A. Watkins/A. D'Agostino, WHS, to take 18 students to Rome, Italy from April 10 through 16, 2014.

- 9.12 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to R. Haxhi, WHS, and three chaperones to take 40 students to New York, NY on December 10, 2013 to visit the Metropolitan Museum of Art.
- 9.13 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to J. D'Angelo, WAMS, and two chaperones to take 25 students to Boston, MA on December 13, 2013 to visit the Isabella Gardner Museum.
- 9.14 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to H. Doolan, WHS, and five chaperones to take 46 students to New York, NY on December 11, 2013 to visit the Nederlander Theatre.
- 9.15 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>
M. Rocco	W. Cross gym: Fri., Jan. 31, 2014 5:00-9:00 pm (Reading Night) (snow date: 2/7/14)
S. Dionne	Rotella classrooms: Mon., Dec. 2 <sup>nd</sup> , 3:05-5:35 pm (workshops with the CT. Art Education Assoc.)
Human Resources	Kennedy Café: Thurs., Dec. 5 <sup>th</sup> , 1:00-5:00 pm (paraprofessional exam)
Cherrie Lamb	Wilby café: Fri., Nov. 29 <sup>th</sup> , 1:00-5:00 pm (Maintainer exam)
Joseph Silva	WSMS café & music rooms: Fri., Dec. 6 <sup>th</sup> , 3:00-7:30 pm (CAPT-ivating kids program)
Patricia Poulter	Regan all-purpose room: Wed., Dec. 4 <sup>th</sup> , 5:30-7:30 pm (Family Math Night)
Ana Bosman	WAMS café: Monday, Nov. 18 <sup>th</sup> , 3:15-5:00 pm (M/S student council social)
Park Dept.	Kennedy gym: Tues., Nov. 19 <sup>th</sup> , 5:30-9:00pm (park program boys playoff basketball game)
Ed. McCann	
R. Moffo	Generali gym: Tues., Dec. 3 <sup>rd</sup> , 3:00-7:00 pm (winter family night)
*Doreen Graham	WAMS library: Thurs. Dec. 12 <sup>th</sup> , 4:30-6:00 pm (parents workshop)
*Shirley Petteway	Bucks Hill gym/café: Fri., Dec. 6 <sup>th</sup> , 5:00-7:30pm (Movie Night)
*Tina St. Pierre	Duggan gym: Thurs., Nov. 21 <sup>st</sup> , 4:30-6:30pm (Fit Night)
*Kim Effes	Tinker gym: Wed., Nov. 20 <sup>th</sup> , 2:30-7:00 pm (fundraiser pick-up)
*Nick Albin	Kennedy aud. & café: Tues., Dec. 17 <sup>th</sup> 4:00-8:00pm (presentation by Johns-Hopkins University)
*Sgt. Violette	Wilby gym: Sat., Nov. 23 <sup>rd</sup> , 8am-2pm (ROTC drill practice)
*V. Vicenzi	Rotella café: Tues., Dec. 3 <sup>rd</sup> , 6-9pm (café workers union meeting)

- 9.16 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:

<u>GROUP</u>	<u>FACILITIES AND DATES/TIMES</u>
Dancers Inc.	Rotella Auditorium & Classroom: Fri. May 2 <sup>nd</sup> , 4-10 pm; Sat., May 3 <sup>rd</sup> , 8am-10pm
Dan Barris	and Sun., May 4 <sup>th</sup> , 8am-4pm (Dance Competition)

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

## **10. ITEMS REMOVED FROM CONSENT**

*There were no items removed from the Consent Calendar.*

## **11. COMMITTEE OF THE WHOLE**

**11.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the Connecticut State Department of Education “Year 2 Alliance District Plan Amendment”.**

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

SUPERINTENDENT: Mr. President, if I could ask the assistance of Chief of Staff Mr. Guidone and Chief Academic Officer Mrs. Cullinan to come forward as well I would like to present some of the background information for some of our new Board members and also to kind of lead them into some of the rationale. It's so important, there's so many revisions made to this grant that in order to streamline and provide you with the details. In the past we found that some school systems continue to make revisions and they keep coming back to the Board and coming back to the Board for revisions. So this is final review and acceptance from the State Department of Education and I want to actually outline those for you as well as having Mr. Guidone and Mrs. Cullinan assist with any questions you may have.

So just a reminder for the public and for some new Board members, the Alliance District program was part of Governor Malloy's plan to reform education from early childhood through college. The State Department of Education describes the Alliance District program as a unique and targeted investment in Connecticut's thirty lowest performing districts. This was a Public Act that was established, a process for identifying Alliance Districts and allocating increased educational cost sharing funding to support efforts in the districts to raise student performance and close achievement gaps through bold and innovative reform strategies. The receipt of this additional ECS funding is conditional upon the district submission and the Commissioner of Education approval of an Alliance District plan and annual amendments to the plan related to the district's strategy to improve academic achievement. And we had an approval of the 4.4 million last year and now we are sharing with you the year 2 of the Alliance District plan which the grant is budgeted in the amount of \$11,855,075.00. This time the at this Board of Education we ask that the approved Alliance District plan and budget is consistent with the Operating Budget plan adopted prior to entering into the 2013/14 school year. So to some of the initiatives and I think I believe I outlined this last week with you but I'll just quickly will run through this again. We are continually supporting our Central Office Transformation Model with the Blueprint for Change, similar as we did in the year one of

the Alliance District and this new grant covers the expanding leadership of the Supervisor of Turnaround and Director of Teaching, Learning, and Assessment. The additional new positions funded this year include the Security and Safety Coordinator that you recently approved, Math Coaches for the middle schools, the Behavior Technicians, Part-time Student Success Plan Coordinators, and the Art and Music Teacher staff for additional pre-k classrooms, and substitutes to facilitate online learning. And that is so important for our data team meetings and our common planning times for our elementary teachers. Year two funding also provides for the continuation of the Night School including staff, bussing, and related costs, Literacy Coach Model implementation, the continued curriculum revision and alignment for the Common Core State Standards/Smarter Balance Assessments which all of you are aware, you approved the assessments for that, for the English/Language Arts Curriculum, ninth to twelfth, and a lot of continued professional development.

Year two also provides for the additional hire of some of the initiatives for the professional development for the principals, Aspiring Leadership Program, and the new K – 8, as I indicated, English/Language Arts curriculum resources and more importantly some of the digital resources that we need to be state of the art and to be able to accommodate the new district assessment system. The carryover Alliance Funding in the amount of \$1,696,359.00 was also approved through that Alliance Year Two grant and will allow the district to continue consulting services related to ELL curriculum and assessment revisions and it will also assist with the Standard Based Report Cards and significant computer/laptop upgrades and computer tablets as well.

If you have detailed questions I'd be, we're here to answer those. It's so important that we move forward on it. I know there was a delay in approving this, it seemed to be statewide with regards to that but I look forward to your support this evening in supporting this. I have also sent out congratulatory notices to our new members, to our new aldermen as well, and to assist you in any way with some of the initiatives with reform in Waterbury. I know it's gonna take a couple hours, maybe days, maybe weeks, but I know I've reached out to some members already to sit with me and with the Cabinet to be able to assist you. Mr. Guidone, Mrs. Cullinan – any additional comments at this time? If not, I'll open it up to the Board for questions.

STANGO: Mr. Guidone.

GUIDONE: The Superintendent did a great job in describing what's now called Alliance Two – second year of the program. I think certainly Board members know, and for sake of the new Board members, ECS – Education Cost Sharing is the major grant that the State has traditionally provided to cities and towns throughout the state to support education. Those grants have traditionally been revenue grants to the cities or towns directly. In the case of Waterbury prior to last fiscal year ECS amount was \$113,000,000.00 but it's money that goes directly to the City revenue accounts, the City uses that in consideration of adopting or authorizing a budget for its Education Department each year. Last year that system changed, it changed significantly for what's referred to as the Alliance Districts, there are 30 of those in the State, lower performing districts. A major change is that instead of the increase in ECS going to the City as revenue, it was given to the Education Department as a grant. Very generous, however, it carried with it conditions that did not exist in the past. Major conditions are that the money had to be used for new reform or continuation of reform programs and

that the substantial majority of those dollars had to be used for that purpose and not necessarily to support regular, existing ongoing costs to the school system. We've been able to I think work with the State to address some of those issues on a going forward basis. There was a significant increase in year two which is current year from 4.4 million to 11.8 million. The Superintendent has identified generally the major programs either continued or initiated under year two. The Governor's biannual budget which it will announce beginning of the new calendar year but had been included in the budget at least proposed, carries with it another significant increase in Alliance Grant funding for next fiscal year. That is subject to, obviously, the Governor making a change in that and/or legislature changing that as it goes through the next legislative session. The Superintendent referred to carry over. Because the Alliance Grant was delayed last year in being awarded and with it carried the necessity of hiring a number of key staff people and that took some time so that built up some money from that awarded last year which is not spent at the end of this past June 30<sup>th</sup>. However, it's allowed to be carried over. We chose, and that number was approximately 1.7 million of the 4.4, we chose to project the majority of those dollars for IT and computer related costs because they were one-time costs that would not have to reoccur for money that wouldn't exist in future years. Most import, although there was some speculation and some skepticism regarding some of our assumptions in approving our current year operating budget, this plan, this grant provides the components necessary to proceed through this fiscal year under the exact same assumptions as presented to you at the end of June when the 13/14 budget was adopted. I haven't given you a budget status report yet this year, I normally start those in October, because we haven't had a budget. This is a key component of that. Our budget now quite honestly consists of three items – the General Fund authorized by the City of Waterbury's Board of Aldermen, a portion of our ongoing costs which are born by now the Alliance Grant, and there was the one time authorization of the non-lapsing half a million dollars that the City put aside for us last year that we did not use but we did project into, looking forward into our budget for this year. So this is good news, a lot of exciting initiatives, a number of new initiatives which are in place including Behavioral Specialists, hiring of Art and Music teachers, to provide for planning in our buildings, and obviously the hiring of the Security/School Safety Coordinator, those interviews are underway now, and of course the approval of the recent hiring of the Turnaround Supervisor Position which was critical to the State's approval of our Turnaround Grant. So that's an overview of where we are. I think that, as Commissioner Sweeney has well kept the legislators informed of, we appreciate the money, we appreciate the grant, we appreciate the initiatives, but loss of the flexibility of using ECS money for regular operating costs which 140 or so other cities in the State do receive and do have the option other than the Alliance, is something that we continue to take different of opinion on, we think that reform grants should in fact be reform grants and that the City, like other cities in the State, receive fair share of ECS for the continuation of normal operations of the district.

SUPERINTENDENT: I would just like Mrs. Cullinan, not to put her on the spot, but one area just to highlight too that we're struggling with a little bit, we might need to make some adjustments just because of the capacity within our buildings with our preschool, we are always looking to increase preschool slots, we had an influx of enrollment this year, we continue to look for space for that, that is a high priority for us and the State of Connecticut, I know for the Commissioner and the Governor. We do have it in there but we might in the future have to make an adjustment just because of the facility capacity. Mrs. Cullinan, did you want to...

CULLINAN: We had written in five new pre-k programs, we did open up one up at Waterbury Career Academy this year. That still gives us the ability, under this grant, to open up four more. We are extremely tight on space, we had looked at several of our elementary schools and each time we were ready to open up a pre-k program we had to open up another kindergarten, and we did that at least two or three times last year. So right now we have some possibilities, we are looking at some off-site facilities to see if we can open up, these are not Readiness slots, these are funded under Alliance. All of our Readiness slots are filled but, again, we have some open Readiness slots also that we can fill about 81 more slots thereto. So we recognize that our preschoolers, our three and four year olds, definitely need this experience to come into our kindergartens ready to learn. So it is, it is an area of concern for us and we are still looking at it. If we cannot fill it we will need to adjust the grant.

SUPERINTENDENT: Thank you Mrs. Cullinan. I just want to add to that that we do have the ELL component in part of that preschool also to transition our students in as well. Thank you.

STANGO: Questions? Commissioner Brown.

BROWN: Thank you very much for this very comprehensive report and update and I was particularly interested in the progress metrics, if you could just touch upon them because I haven't seen these before in the report. Just to clarify, the progress metrics are those something that you reported already to the State or are these gonna be something that you're tracking this year?

SUPERINTENDENT: We will be tracking, we have tracked last year's, we have a monitoring report that we submitted to the State for last year, we have an update monitoring report...

CULLINAN: It's due November 27.

BROWN: I'm very happy to see it because I think sometimes we don't, there's a lot in the frontend and the systems changing, so I'm very happy to see the indicators, that we'll be able to monitor progress.

SUPERINTENDENT: We also have a consultant from the State Department, Michelle Rosado, who I think some of you have met before either through the Turnaround process or through some of the reforms. She is our contact person, she assists us with the monitoring process as well, and she will be entering that data for the State Department.

CULLINAN: Our report is due on the 27<sup>th</sup>, we're meeting with Michelle on December 12 and then we will be coming in front of you with the report.

BROWN: And just one other question, Superintendent, as we move forward I know that we, I guess that I'm sensitive to it just because I go to the School Climate meetings and I see a need for social workers and behavioral people. The social/emotional component, and I know, I'm just wondering down the road do you see any augmentation of that kind of support system?

SUPERINTENDENT: I do believe so as well with the data that we're collecting through the Climate Committee as well. In speaking with principals I think it's ongoing with some of the challenging issues that we face. It's so important to be proactive in those elementary, so if we even can begin that in our preschool, in our primary grades, it's so important. So absolutely we are looking, in fact, I did ask principals to put a needs assessment together for me as we're building our 2014/15 budget, to put those needs in place with regards to personnel. So absolutely.

BROWN: Thank you very much because I think it's really a need in terms of serving the whole child and a lot of our children are coming severe behavioral outbursts and I think we really have to be able to help our teachers first of all deal with the situations but be proactive and preventive. So I'm very happy to hear that. Thank you.

STANGO: Any other questions? Commissioner Hayes.

HAYES: Certainly I support this going forward but, as Commissioner Brown said, I see that they're tracking but there's not a lot of saying what happens if it doesn't work, where the adjustment comes. We're talking about now an additional 12 million dollars and yet we still talk about how we have space needs. I would prefer to have this money put into smaller classrooms and longer school days and also investment in early childhood education. We're putting all this money into salaries with no real accountability as to what's gonna happen. All these salaries are being added to our payroll and if this doesn't work, I'm not even sure what's supposed to work because there really aren't any identified goals just improvement. As I've said before, we've been kicking away at that for years and we keep hearing about incremental, incremental, but we're spending a lot more and more for those small increments. So I'm hoping that since they think that this is the way to spend the money that they're gonna help is if it doesn't work. Because, like I've said, I've said it before, we have gotten by for years with a lot less money and the results that we had were better than the other cities. The other cities have been getting these additional dollars for years and years without any kind of identifiable improvements and I'm just hoping that we're not following down that path because they've taken us, put the carrot on the stick, given us the money and say this is how we want it done and then we don't get the results that we all strive for which is basically, like I said, to get our kids to learn more. They need to read by third grade, they need smaller classrooms, they need a longer school day, and I don't see that in here. I just see salaries on top of salaries and goals that aren't really spelled out other than, again, incremental improvement. We're going to, as it says, "the District Data Team will collect and review evidence of student achievement on an ongoing basis" – we've been doing that forever.

BROWN: No we haven't Pat, that's the problem.

HAYES: We have, honestly, we have. We may not have been doing it the way they want us to do it but we've tracked, I think that's what all the teachers tell, they've been telling us for years, all we do is track this data and we're still tracking the data. And "as part of that process team members will scrutinize relationship between professional development provided for teachers and administrators and student outcomes". Again, that's the key, student outcome. So I'm hopeful that this idea, the idea of the 16<sup>th</sup> different one I've heard in 14 years or so, that this is gonna work, but it is coming at a

high cost and I'm hoping we're gonna reap benefits from it. So, like I said, I'll support this going forward because there's not much we can do.

GUIDONE: Pat, we certainly agree but, and I think if anything we all wanted smaller classroom size but you're not going to get it out of here; we're gonna need to build a few more buildings and . . . before we're able to achieve that and then hopefully be able to use future money of this sort to staff those activities.

HAYES: That's what I was hoping. Like I said, if we're gonna get this additional money it would be nice to let us put it where we think it's best needed. But if they're giving us this money and this is the way they want it to be spent, certainly we have to do it and hope that it gets the desired results which is again, better student outcome.

STANGO: Superintendent.

SUPERINTENDENT: Mr. President, to Commissioner Hayes' point, the State has been very generous with Waterbury through the Alliance and also through the Technology Grant. We just received the Security Grant, we just received the Turnaround Capital Improvements for Walsh, we're pending the Crosby one. So I'm hopeful as well. Your point is well taken, I would love to see smaller class sizes; we just don't have the capacity. Maybe they'll put in to build a new school for that but I agree, as well, I just wanted to point out some of the other grants that we will be receiving.

HAYES: Thank you.

STANGO: Any other questions?

AWWAD: If I may, I was one of the, maybe I was the only one, that emailed the Superintendent this morning. I received this the other day and took the time to go through it with the benefit of 48 hours. I do have a number of questions and you've been kind enough to offer the opportunity to discuss them with yourself and the Cabinet which I plan to take you up on so I have a lot of questions. But, at the risk of stunning the public, I agree with Commissioner Hayes and I think that we should really take a look at is this where the investment should be and not making an impact in the classroom and see Pat laughing so that was good. But, again, those are some of my questions that aren't germane for tonight but perhaps at a later time when they can delve a little deeper into the concerns. Thank you.

STANGO: Anyone else? Seeing none – all in favor, opposed, motion carries.

## **12. COMMITTEE ON GRIEVANCES**

### **12.1 Upon a motion by Commissioner Hayes and duly seconded by Commissioner Awwad, it was voted unanimously to postpone the vote on WTA Grievance 12-13-31.**

HAYES: We met this evening and decided we had to reschedule so we'll have to work that out. The first time we did this we had one side that wasn't there, this night we had the other side. We're hoping to schedule it where we can have both sides there so we can get a resolution to that.

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

**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 Superintendent’s Notification to the Board, items 13.1 through 13.6, as listed:**

13.1 Grant funded appointments effective immediately:

- Bousaada, Michelle – Substitute Pre-k Classroom Assistant, ECEP, as needed at \$10.15 p/hour, funded by Title I.
- Ciccarelli-Rosa, Elizabeth – Substitute Pre-k Classroom Assistant, ECEP, as needed at \$10.15 p/hour, funded by Title I.
- Cipriano, Jillian – Substitute, SDE After-school Program, Driggs, salary according to contract.
- Mineo, Cassandra – Substitute Pre-k Classroom Assistant, ECEP, as needed at \$10.15 p/hour, funded by Title I.
- Racine, Ernst – Family Resource Center Coordinator, Reed, 12 months per year, 35 hours per week, \$45,000 annually with benefits governed by the SEIU Agreement, funded by the FRC Grant.
- Smyth, Eileen – Pre-k Classroom Assistant, ECEP, Rotella Magnet School, salary & benefits governed by the SEIU Agreement, funded by the RMS Operating Grant.
- Tytmce, Yilke – Substitute Pre-k Classroom Assistant, ECEP, as needed at \$10.15 p/hour, funded by Title I.
- Zaghloul, Samar – Substitute Pre-k Classroom Assistant, ECEP, as needed at \$10.15 p/hour, funded by Title I.

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

<u>SCHOOL</u>	<u>NAME</u>	<u>ASSIGNMENT</u>
<b>W. Cross</b>	Danziger, Byron	Teacher
	Dwyer, Cathy	Teacher
<b>Chase</b>	Phoenix, Donna	Teacher

13.3 Teacher new hires:

<b>Name</b>		<b>Location</b>	<b>Assignment</b>	<b>Grade/Step</b>	<b>Effective</b>
Demers	Heather	Washington	Grade 4	MA/1	10/21/13
Kitney	Dawn	Kingsbury	Grade 5	MA/1	10/28/13
Meyer	Sara	Bucks Hill	Kinder.	BA/2	10/21/13
Monfredo	Teresa	Kingsbury	Spec. Ed.	MA/2	10/28/13
Pezo	Jorge	Middle School	Math Coach	6 <sup>th</sup> /9	12/9/13
Scozzari	Dane	District Wide	Music	BA+15/1	10/1/13

13.4 Adult Education appointments effective immediately:

Perugini, Maryann –Sign Language Interpreter, as needed at \$32.00 per hour.

13.5 Retirements:

Howes, Thomas R. – Enlightenment, effective 01/31/14 (correction).

Taylor, Shretta – Bunker Hill SVP, effective January 1, 2014.

13.6 Resignations:

Santoni-Cardona, Nereida – CHS Spanish, effective 11/4/13.

STANGO: Motion has been made and seconded. All in favor, opposed, motion carries. Item number 14 on the Agenda – Unfinished Business of the Preceding Meeting only. Seeing none – Item number 15 on the Agenda – Other Unfinished, New, and Miscellaneous Business. Vice President Harvey.

HARVEY: Thank you. First of all I want to recognize Commissioner-elect Juanita Hernandez in the audience and also Alderman Hadley who is in the audience. They weren't recognized earlier so I just want to make sure that you were recognized.

Second, I, too, attended the STEM Manufacturing Expo largely because I wanted to see how the Planning Committee did in terms of planning this and there were a few other people, I know we can't mention everyone, but we mentioned Dr. Sequeira and Dr. Padua; Jerry Pool and Ernest Mosley from Granville Academy. We also neglected to mention the principals also participated in the planning process and this is what I'm saying, planning, talking about planning in terms of getting the students there. We tried a different approach and we set goals and we exceeded those goals. We had from last year, I believe, I know the Mayor quoted 1,000; I think from the Chamber of Commerce they said 750. We wanted to double the amount of students that attended this year so 1,600 sounds pretty good, I'm waiting to get the final stats but it was just a wonderful, wonderful experience. I thank all of the manufacturers that were there. I tried to go around and thank all of the manufacturers who were there, shake their hands, thank them for coming out and taking the time. I want to thank the students who were polite, well-mannered, very enthusiastic. I want to thank the teachers that took the time to chaperone the kids and also the community members that came out and helped organize and helped direct the students. Again, I believe that we exceeded expectations. I also want to thank Ms. Ashe, she is a friend to Granville Academy, we know her very well. She is a very good mentor, we are very proud of her, and she is a definite role model to our kids. So I look forward to a follow-up meeting, I did speak to Lynn and I said I think a follow-up meeting is in order just to see what went well, what didn't go well, but all in all it was a wonderful, wonderful day. I was there from 9:00 until about 12:30 and couldn't leave earlier because my car was blocked in by buses so that was a good thing. I didn't complain, I just sat there and just waited. But it was a very, very good day; I heard very, very good comments particularly from the students, particularly from the manufacturers who complimented how our children behaved. So it was just a good day in all. So I thank you for that.

Also, lastly, I just want to wish our departing Commissioners good luck on your new endeavors, we will miss you, but you know where we'll be, so we hope that you will come and visit some time. Thank you.

STANGO: Commissioner Hayes.

HAYES: I'd also like to, I see Commissioner-elect, the other Van Stone is here as well, and I'd like to welcome Ms. Awwad and Mr. McEntee. I look forward to working with you all. I'd also like to wish the best to Commissioner D'Amelio and Morales, but I can't let this go without thanking Ann personally. I think we all should be thanking her for what she's done over the years. I've been around this a long time, I've attended Board meetings for about five or six years before I got on this Board and there is no one that's ever served with the veracity, the passion, the concern for our kids, as Ann did; it's really been an honor for me to serve with you Ann. I know I get a little crazy once in a while, at least that's what people tell me, but you've always been able to sort of ground me sometimes. You came in, again, Pre-k to eight, you presented me with all kinds of different literature and information and background that you had done prior to getting on the Board, convinced me, and I think it helped convince this community because I think the pre-k to eight design is what helped us get that referendum passed. That's what people bought into. Not necessarily the cost of it but the fact that it was pre-k to eight. And the legislative is another one that I tried as President, tried to get people interested in it, you were interested in it, you took it and ran with it. Others I had appointed to and no one really did anything with it. Anything you did you gave it your all and I think we all benefited from that. And, there's no one that's gonna replace you, they're all going to come in and bring what they have but no one will replace what you brought to us. I'm really gonna miss you; hopefully there's a chance where you can get back here but please stay in touch with us. I don't think I need to ask you that, I anticipate that. But, again, it's really been an honor for me to serve with you and I thank you for your service.

STANGO: Commissioner Rodriguez.

RODRIGUEZ: Thank you President Stango. I, too, want to recognize Commissioner-elect Juanita Hernandez. I look forward to working with you Juanita. Commissioner-elect Tom Van Stone, Sr., I look forward to working with you as well. You know it's bittersweet and I'm saddened to see Joanne depart and Jose Morales end his term, but I am extremely saddened for the loss of our colleague Ann Sweeney. And I'll tell you that one of the things that I take great pride in on serving on this Board of Education is if you look at our name plaque cards, there's not a "D" at the last name, there's not an "R" for Republican, there's not an "I", for Independent – we're all in here for the students and the City of Waterbury and to make sure we give these kids the best quality education possible. And I take great pride in that because we leave politics to the side. Some folks may try to bring that in but many of you remind us that we're really here for the kids and that's why we serve. And I can tell you that when I first was appointed last year, the first person that I made a phone call to was Ann Sweeney and she responded immediately, gave me a wealth of information and I can honestly say I became an extremely better Commissioner because of her knowledge, because of her wisdom, because of her ability to share and understand that as a new Commissioner I needed guidance and I am a better person because of you Commissioner Sweeney, I think you set the standards quite high on what it is to be a Commissioner on the Board of Education and you will be sorely missed, deeply missed. You are, in the sports analogy, you are an all-star, and so I thank you for your service. I said to her when I hugged her earlier that she's not gonna be far because I'm gonna harass her over the phone quite frequently and I hope she calls me back. Ann, thank you, you have definitely left your mark here and we thank you for your service.

STANGO: Thank you Commissioner Rodriguez. Anyone else? Commissioner Van Stone.

VAN STONE: Thank you Mr. President, through you. I'd like to recognize our Commissioner-elects, thank you. Also, Alderman-elect Larry DePillo, thanks for spending your evening with us, former Commissioners Uriano and Theriault, always a pleasure to see you guys. A little housekeeping – first of all I went up to the CABE Convention with a number of you over the weekend. There were four Commissioners plus one elect up there, it was noted by many of the people running it how well Waterbury was represented up at CABE. We had the opportunity, a number of us, to take a number of the classes up there, learned a little bit, pleasantly, learned a lot of things up there, had some time to spend with the Superintendent who joined us up there on Friday as well, and overall it was a worthwhile time. I know Pat was trying to make it and some things popped up and you couldn't make it last second. I think CABE is a resource that we can utilize and I think the more we utilize it the more they will start to cater towards urban districts which is something we desperately need them to do. So that was worthwhile.

Now to the sad part of tonight, I had a huge pleasure of working with Jose over the past couple of years. A very thoughtful yet soft-spoken man but always had good ideas and always had his heart in the right place. Joanne D'Amelio did an enormous job in just the two years she was here with us. But as an educator herself she always came from the right place, wanted to make sure that the children were taken care of and that was always her highest priority, and then Annie, who, when I was appointed almost four years ago now quickly became a mentor, a sounding board, often times a voice of reason when I was searching for one. And this City is less for you leaving. I can't say much more than Commissioner Rodriguez did, I might trump you on All-star and put her into the Hall of Fame. But you are the Commissioner that we all inspire to be. Thank you.

STANGO: Thank you Commissioner Van Stone. Commissioner Brown.

BROWN: I would be remiss if I didn't make some comments about my friend Ann. I came on this Board two years ago and like many of you, and our congratulations to the newly elected Board members, there's an awful lot to learn and Ann has always been a mentor and I served with her on many committees and learned so much from you and I agree with all the comments that were said. But you should know that at the CABE Conference, Charles and I were delegates on Thursday night, and the three resolutions that you helped moved forward, did pass unanimously at the CABE Convention and everybody was very excited about the, as Commissioner Van Stone said, we are one of the few active urban districts now at the CABE Convention and I think we were well represented and well received. So this is just the beginning, maybe you're going to go onto the legislature next. But I did want to tell you that because of your leadership on those resolutions they were passed. So congratulations.

STANGO: I'm going to make one more comment here and then I'm going to leave the last statement for Commissioner Sweeney. This is a letter, I think it's fitting, the way we should end this meeting, other than Commissioner Sweeney's statement, from Mr. James Sanders. He is a friend of this Board, many of us know him, talked with him,

worked with him, and he is a friend of Ann Sweeney and he sent this and I think, like I say, I think it's very fitting. It goes as follows: "Commissioner Mrs. Sweeney, As Christians we know that God is always in charge. He knows and loves everything he has created. He makes no mistakes and everything he does is good. You are one of his children whom he loves more than you love yourself. We have to believe deep down in our souls that he is not done with you yet. The task he has for you may not yet be revealed to you or anyone yet because he works at his own discretion. So my good friend, my prayer is that you stand tall with the knowledge of knowing that many of changes has been put in place for the betterment of our children and their education are there because of your input and concerns. May the City of Waterbury recognize your contributions and remember you always, as I will – James R. Sanders." Commissioner Sweeney, would you like a moment?

SWEENEY: I will keep it very brief. I will tell you all that I am extremely overwhelmed with the response tonight. I thank you all for your heartfelt comments and I will carry them with me always. So thank you very much. My thanks to my friends Commissioner Theriault, Commissioner Uriano – that's what you'll always be to me, my friend Larry DePillo – they got me started, they sent me on that political road and I fought them every step of the way. But, thank you, because I, you gave me the opportunity to be the great Commissioner that you're all telling me that I have been for the last eight years. My thanks go to my family, to my poor husband who has sacrificed these last eight years, we all talk about what a difficult job this is and how much time we as Commissioners commit but people don't realize that there are people behind the scenes – there are husbands, there are wives, there are children, who allow us to do the job that we do as well as we do and nothing goes by without great thanks to them. I thank the voters of this City who gave me these eight years; I hope I have done them proud, I hope I have done the work that they wanted me to do. I thank the voters who came out this last election –every vote counts and your vote mattered to me. I wish you all well. I will always be here for any one of you, I promise to answer your phone calls Felix, or anyone else's calls. And, no, I'm not going far, this City, this district, its students, its staff, they are in my heart and I carry them with me for the rest of my life and I cannot abandon you and I will not abandon you. So I will be here for you all. Thank you so much for all your words and your heartfelt wishes and all your support. Thank you very much.

*(applause)*

## **ADJOURNMENT**

**Upon a motion by Commissioner Hayes and duly seconded by Commissioner Van Stone, it was voted unanimously to adjourn at 8:07 p.m.**

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