

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

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

West Side Middle School, 483 Chase Parkway, Waterbury, Connecticut

PRESENT: President Stango, Commissioners Awwad, Brown, Harvey, Hernandez, McEntee, Jason Van Stone, and Thomas Van Stone.

ABSENT: Commissioners Hayes and Rodriguez.

ALSO PRESENT: Superintendent Kathleen Ouellette, Special Advisor to Superintendent Paul Sequeira, and Chief Operating Officer & Chief of Staff Paul Guidone.

STANGO: In our silent prayer tonight I ask that we all remember Robert Crane who died after a tragic accident early this week. Mr. Crane was a retired teacher in Waterbury and served our district well. Bob was a teacher at both Hopeville and North End Middle Schools. He served the children and families of Waterbury for 37 years and he retired in 2009. Parents and students will always value his compassionate nature, his commitment to student learning, and his unique sense of humor. We remember him, his family, and his friends in our prayer tonight.

HARVEY: President Stango, if I may add, Nelson Mandela, former President of South Africa, also in our prayers.

1. SILENT PRAYER

President Stango called the meeting to order at 6:32 p.m. with a moment of silence.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

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

3. ROLL CALL

CLERK: Commissioner Awwad.

AWWAD: Here.

CLERK: Commissioner Brown.

BROWN: Here.

CLERK: Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hayes (absent). Commissioner Hernandez.

HERNANDEZ: Here.

CLERK: Commissioner McEntee.

McENTEE: Here.

CLERK: Commissioner Rodriguez (absent). Commissioner Jason Van Stone.

JASON VAN STONE: Present.

CLERK: Commissioner Tom Van Stone.

THOMAS VAN STONE: Here.

CLERK: President Stango.

STANGO: Here.

HARVEY: President Stango, if I may, Commissioner Rodriguez called and said he is not feeling well and he will not be making it.

STANGO: Thank you.

4. COMMUNICATIONS

Upon a motion by Commissioner Harvey and duly seconded by Commissioner J. Van Stone, it was voted unanimously to receive and place on file the following communications:

1. Copy of communication dated November 27, 2013 from Civil Service certifying Rita Clifford for the position of Administrative Support Specialist.
2. Copy of communication dated November 27, 2013 from Civil Service certifying Christopher Harmon for the position of Carpenter Foreman.

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

5. PUBLIC ADDRESSES THE BOARD

STANGO: I don't see anyone that signed up. We'll move on to number six on the Agenda – Superintendent's Announcements.

6. SUPERINTENDENT'S ANNOUNCEMENTS

Congratulations to our newly elected and appointed Board of Education members. A special thank you to our students who helped make this year's inauguration memorable, especially the Culinary Arts students from Crosby and Wilby who prepared food for the event, and Kennedy High School student Alijah Gonzalez who sang the national anthem.

Today was an early dismissal day for our schools. Our elementary and high schools will be holding Parent Conferences this evening as part of our new Open House schedule. Our teachers and administrators are looking forward to this new opportunity to meet with parents and discuss individual student progress. Our middle schools will hold Open House next week, December 12th, with the same program.

Our Title I District Parent Advisory Council, or DPAC, will meet on Tuesday, December 10th, from 6:00 to 7:30 p.m. at Girls, Inc., 35 Park Place.

Next Wednesday, December 11th, we will conduct training for our new School Governance Council members, from 4 to 6 p.m. at Wilby High School. Representatives from CABE will assist in this presentation. Child care for participants will be provided by Wilby High School ATOMS students.

Kennedy High School's annual DECA Toy Drive will take place on Saturday, December 14th, from 9:00 a.m. to 1:00 p.m. in the school's parking lot. Residents and Kennedy High School families and friends are urged to help fill a school bus with donated toys and games for children.

Waterbury Youth Services has launched a new after school leadership program, Peace Jammers. Youth are given an opportunity to practice leadership skills by participating in community service projects. The program is open to all Waterbury youth in middle or high school. Peace Jammers meet Mondays from 2:30 to 5:00 p.m. at Waterbury Youth Services. Contact Kathy Patricks or Glenis Vialva if you are interested in joining.

STANGO: Thank you Superintendent. Any questions for Dr. Ouellette.

7. PRESIDENT'S COMMENTS

STANGO: Briefly I want to recognize our new Board members tonight one more time. The Board is now operating full strength. We welcome them and thank them for their commitment and service. I also want to thank our returning Board members. All of us along with the Superintendent constitutes a team. We are a team who will work hard for our students. One more note about the Board's new seating plan. As President I made some changes to allow me to see the entire Board in front of me. Going forward I will be able to see everyone as they wish to be recognized to enter into our Board discussions. Hopefully this plan will aid in a smoother operation of the Board. And I thank you and that concludes my comments. And now for the Consent Calendar – does anyone wish to remove an item from the Consent Calendar?

HARVEY: Eight point two please.

STANGO: Is there anyone else who wishes to remove an item? Very well, I shall read the remainder of the Consent Calendar.

President Stango proceeded to read the Consent Calendar, Items 8.1 and 8.3 through 8.8.

8. CONSENT CALENDAR

Upon a motion by Commissioner Harvey and duly seconded by Commissioner J. Van Stone, it was voted unanimously to approve the Consent Calendar, items 8.1 and 8.3 through 8.8, as listed:

- 8.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval for Waterbury Public Schools to participate in Shoprite's "Young Consumer Program".

- 8.3 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Elisa D'Agostino, WAMS, and five chaperones to take 50 students to Philadelphia/ Hershey/ Lancaster, PA from May 13 through May 15, 2014 to visit various sites.
- 8.4 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Donna Mancuso, CHS, to take 10 students to Washington, DC from March 3 through 7, 2014 to attend the Close-Up Washington Program.
- 8.5 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Charlotte Sullivan, CHS, and four chaperones to take 50 students to Orlando, FL from April 9 through 15, 2014 to visit Universal Studios, Disney, Epcot, and Sea World.
- 8.6 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Michael Clark, KHS, and two chaperones to take 13 students to Boston, MA from January 30 through February 2, 2014 to attend the Harvard Model United Nations Conference.
- 8.7 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
D. Monti	Reed Café: Wed., Dec. 11 th , 5:00-6:30 pm (PTO meeting)
D. Graham	WAMS lib.: Thurs., Dec. 5 th , 4:00-6:00 pm (Testing prep workshop)
S. Petteway	Bucks Hill Auditorium/Gym: Tues., Dec. 10 th , 5:30-7:00 pm (Holiday festival/concert)
G. Calabrese	Walsh Media Center: Tues., Dec. 17 th , 5:00-7:00 pm (Special meeting of the School Governance Council)
Rosanne Augelli	Washington gym: Tues., Dec. 3 rd , 5:30-6:30 pm (Family Night)
Dawn Biolo	Rotella Auditorium: Mon., April 7, 2014 all day (school performance)
Julia Matthews	Chase café: Sat., Dec. 14 th , 7am-2pm (Breakfast with Santa)
Mary Ann Petrillo	Bunker Hill gym: Thurs., Dec. 12 th , 5:30-8:30 pm (Family Movie Night)
L. D'Averso	WAMS recital hall: Fri., Jan. 31 st , 3:15-8:00 pm (Color guard rehearsal & performance)
*Jade Gopie	Crosby aud., gym, café: Sat., Jan. 11, ROTC drill comp., 9 am - 3 pm
*D. Currier	Chase gym: Thurs., Dec. 19 th , Movie Night 5:00-8:00 pm
*L. Padua	Career Academy: Dec.-Apr. Tues., Wed., Thurs. 2:00-4:00 pm (Intramural sports program)
*FRC	Chase computer rm.: Dec. 12 th , 19 th & Jan. 10 th 3:30-7:30 pm (processing access applications)

- 8.8 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:

Town Plot Neighborhood Assoc.	Kennedy parking lot /café: Sat., Dec. 14th 9am-2pm	
Vincent Martinelli	(toy drive in parking lot and bake sale in café)	(\$492.)
P.A.L.	Career Academy gym: 12/2/13-4/18/14, Sat. or Sun.	
Officer F. Santopietro	(travel basketball program)	(\$1968.)

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

P.A.L.	Career Academy gym: 12/2/13-4/18/14	Mon. – Thurs.
Officer F. Santopietro	6:00 - 8:00 pm	(basketball program)
Girl Scouts of America	Wilby café: Fri., April 25, 2014	4:00-10:00 pm
Carol Roy	(special person or parent and child dance)	

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

9. ITEMS REMOVED FROM CONSENT

Committee on Finance

8.2 Upon a motion by Commissioner J. Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to approve that permission be granted to apply for grant funding through the Waterbury Environmental Health Fund.

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

HARVEY: I just wanted to highlight this for our parents to let them know that we are working very hard to ensure that the environment, the air quality in the schools is good. So I just wanted to highlight this so that they know we're working very hard at this. Thank you.

STANGO: Thank you Vice President Harvey. Any further discussion? Hearing none – all in favor, opposed, motion carries.

10. COMMITTEE ON SCHOOL PERSONNEL

10.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Awwad, it was voted, by roll call vote, to approve the appointment of Dana F. Manning as Vice Principal, Waterbury Arts Magnet School, effective immediately.

STANGO: Motion has been made and seconded. Discussion? Superintendent.

SUPERINTENDENT: Thank you Mr. President. It gives me great pleasure this evening to recommend to the Board of Education the approval of Mrs. Dana Manning to the position of Vice Principal at Waterbury Arts Magnet School. Mrs. Manning began her career over 20 years ago in Naugatuck Public Schools. During her tenure there she served as elementary and middle school Art Teacher, a Unified Arts Director, and in 2007 she became the K-12 District Coordinator of Fine Arts and Physical Education in Stratford Public Schools. In addition, in 2010 she joined the Waterbury Public Schools as the Supervisor of Professional Development and Fine Arts at WAMS. She's

passionate about education and the arts and enjoys sharing that passion with students and colleagues. Her educational credentials include a Bachelors of Science in Industrial Technology, Graphic Design, Management from Central Connecticut, a Masters in Educational Leadership from Central, an 092 Administration Certification from the University of Bridgeport. In addition she also holds a Connecticut Certification in Pre-k – 12 Art Education.

There were over 80 applicants for this position and Mrs. Manning ranked in the top five during all three phases of the interview process. In her letters of reference colleagues defined her as a highly capable administrator who is always willing to do whatever it takes to provide a quality educational experience for students and their families. Mrs. Manning has extensive professional development and training in a variety of areas including the new teacher evaluation system, Common Core State Standards, and Smarter Balance Assessment. Once again I am very pleased to present Ms. Manning this evening and she is an excellent choice who will continue to move our district forward with regards to reform and educational excellence for all our students.

(applause)

STANGO: Any other further discussion? Hearing none – I would like a roll call vote please.

ROLL CALL VOTE:

Yeas: Commissioners Awwad, Brown, Harvey, Hernandez, McEntee, J. Van Stone, T. Van Stone, and President Stango – 8

(applause)

MANNING: I would just like to thank Dr. Ouellette and President Stango and all of the Board of Education Commissioners for giving me this opportunity. I appreciate you putting your trust in me and promise to work diligently to help our students, parents, teachers, staff, and administration to continually strengthen our learning community at WAMS and help our students to reach their potential and meet with success in school and in life. WAMS is a very special place, I feel very fortunate to work with our respectful and amazingly talented students in a school rich with many arts opportunities, rigorous academics, and a truly creative and dedicated teaching staff. I'm very excited to take on this new position as Vice Principal at WAMS and I thank you very much for your support.

11. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner J. Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file items 11.1 through 11.6, Superintendent's Notification to the Board, as listed:

- 11.1 Athletic appointments effective immediately:
Tiru, Eddie – Freshman Boys Basketball Coach, WHS.
- 11.2 Grant funded appointments effective immediately:
Coughlin, Tim – Teacher, Generali After-school Truancy Program.

Gagain, Lenore – Teacher, Generali After-school Truancy Program.
Murray, Paul – Maloney Magnet School's After School Program, Teacher, funded by Maloney's Operating Grant.
Stallings, Evelyn D. – Substitute Pre-k Classroom Assistant, ECEP, as needed @ \$10.15 per hour.

11.3 Teacher new hires:

Name		Location	Assignment	Grade/Step	Effective
Liberty	Jennifer	District-wide	Psychologist	6 th /3	11/18/13
Barone	Virginia	KHS	French	BA/3	11/18/13
Season	Tamresa	Walsh	Special Ed	MA/4	11/22/13

11.4 Leave of absence requests:

Morotto, Christine – requesting an unpaid childrearing leave of absence from February 4, 2014 through March 28, 2014.

11.5 Retirements:

Howes, Thomas R. – Enlightenment, effective 02/03/14 (date change).
Lyon, Maureen – Bunker Hill Speech/Language Pathologist, effective 01/01/14.
Vignali, Donna – CHS Media Library Media Specialist, effective 02/01/14.

11.6 Resignations/Terminations:

Fitch, George – Enlightenment MS Math, terminated effective 11/15/13.
Phelan, Kyle – Gilmartin MS Math, effective 11/27/13.

STANGO: Motion made and seconded. All in favor, opposed, motion carries. The next item on the Agenda is Item #12 – Unfinished Business of the Preceding Meeting Only. Item #13 – Other Unfinished, New, and Miscellaneous Business. Vice President Harvey.

HARVEY: First, I want to thank Commissioner Hernandez and Commissioner Tom Van Stone, Sr. for joining me last evening meeting with the Title I Parents and the District Action Team. I thought that was a really, it gave a strong message to these parents that they are important and I think other Commissioners, if you can, schedule permits, that you should join us as well, they meet on a monthly basis. I just want to thank you for joining, usually I'm out there alone and it was really good to have the both of you there.

Just a few things quickly, some things that I wanted to mention at the last meeting but I didn't want them to get lost in the shuffle. Reverend Larry Green, the minister, well actually retired minister of Grace Baptist Church, retired, last sermon was December 1. Now what does this have to do with education? Reverend Green was a friend to the district, he allowed us to have meetings at the church, under his leadership, have meetings at the church, never refused anything dealing with education, never charged us, was very open. It is indeed a loss to the community, loss to us here in the Education Department. He was definitely a champion for education and I just want to wish him well, publically, on his retirement.

Next, we had our STEM Expo a few weeks ago and I wanted to just mention that Mr. John Russell was in attendance and the significance here is that he, I think it was four

days after he buried his wife, he was there volunteering at the STEM Expo. His wife was Frida Owen Russell and he was there from, I believe, Dr. Ouellette, you were standing next to him, and he was there all day long, interviewed with WATR and I just thanked him because he didn't have to do it. So I just wanted to recognize that that he was there. He has to unfortunately, him and his wife built a new house and he had to go back and I think he's kind of delaying that process. I just want to thank him for helping us and volunteering.

Last but not least, I know that we are in the throws right now deciding what committees we are going to, we would like to be on and I would just hope, if I had a Christmas wish list, that the Policy Committee would meet as soon as possible so that we can go through our by-laws. I was very pleased that we didn't have our meeting on stage like some of our other comrades, elected officials, but nonetheless I think we need to go through our by-laws. One of the recommendations that I will be making is that I think in light of everything that's happening recently that we should increase our public address time from three minutes to five minutes. I think we should definitely look at doing that. I also believe that we should have a parliamentarian, a parliamentarian here, at the meetings. We did at one point, we stopped that, I don't think that this parliamentarian should be part, any one of us, it should be someone from the outside or someone within the cabinet, I don't know. I hope that we can do that just to ensure that the meetings are run properly. I'm not saying that they aren't now but I just think there are some things we need to look at. And with that I thank you.

STANGO: Anyone else? Commissioner Awwad.

AWWAD: To pick up where Vice President Harvey was discussing the policy with regards to Robert's Rules of Order, I did look at the by-laws and actually took it upon myself just to get a little more information and do some research and I would suggest that we do review the bylaws and perhaps incorporate the Robert's Rules of Order for the manner in which we would conduct the meetings and that would actually would relieve the need for a parliamentarian because it's just simple to follow Robert's Rules and then it doesn't become a question where we have to resort to a parliamentarian. So I would advocate as well that we review the by-laws, run them according to the Robert's Rules of Order which would structure the meeting and provide, really remove all doubt in the manner in which we'd be making committee meetings, votes, and recording of such for the Clerk.

STANGO: Thank you Commissioner Awwad. Commissioner Brown.

BROWN: Thank you President Stango. I just wondered if the Superintendent, at some point, we've come to the end of a marking period and we're starting a second marking period, we're on the road to the Smarter Balance Testing and I'm very concerned that our students have the skills to take that test. We are undermanned in terms of computer access. I've spoken to several principals and there is concern that the keyboard, the issue of really using the keyboard and access to computers and just technical ability is something that we really have to work on. So I think if we can get a handle on it and see if there's anything that we need to do as a district to ensure that, if there's extra resources, mentors, if there's something that we can do because I really do believe our students are at a disadvantage and facing an uphill battle. Some of them have literally no experience on the computer in that way. So I would love to have us,

take a look at where we are and to see what's necessary and I'm sure, I know I've talked to Anne Marie Cullinan and they are working diligently to try to do everything possible to get our students but I still am concerned and if there's anything that we can do to make that happen I think the Board, it's part of our responsibility to make that happen.

SUPERINTENDENT: I certainly can do that. Perhaps we can look into our texting program for cell phones. Don't laugh, but some school systems are looking into that because they're so effective. But we certainly can do that, we do have plans in place, we do have a program in place, and I would be happy to update you, I know Will Zhuta has done tremendous work in giving us capacity to make sure we're on-line. We just received our technology grant; we have all that in place. I think we're in very good shape and I'd be happy to share that with the public.

BROWN: I would welcome that because I don't want to, I think we just need to be on top of it. And the second thing, as I said, we ended a marking period, I would like to get a handle on where our students are, where we think our students are in terms of, the number on grade level, where we are as a district.

SUPERINTENDENT: I'd be happy to do that.

STANGO: Okay. Commissioner Tom Van Stone.

T. VAN STONE: Thank you Mr. President. I just want to second a little bit on what Commissioner Brown said. We were at the middle school the other day with Congresswoman Esty and a NASA Astronaut. First off, the students were tremendous, they asked incredible questions I thought, I kept nudging the Commissioner and asking when's the silly one coming and it never did, so I was very impressed. Secondly, to the technology, I believe roughly the number was almost 5 to 6 students per computer available and to take an electronic test obviously that's just not gonna work. I asked the principal what he thought roughly the number of students at home that actually had a computer and he would be surprised if it was 50%, which very much surprised me. So I do think the skills will be lacking and the challenge to take an electronic test will be next to impossible. It's something, I second the Commissioner, that we must look into.

SUPERINTENDENT: Just a reminder, I'll just put it out there, on my arrival since we're talking about policy, just a remind that I did mention to the Board about a 35/10 account, to take a certain percentage for facility upgrades and a 35/11 account that I used to work with, taking a certain percentage of the budget for technology upgrades, it's always in there every year. So just a reminder, my prior school system, that makes sure we buy in bulk and that we're upgrading all the time. It's just something to look at, something to consider.

STANGO: Commissioner Brown.

BROWN: If I may, I think that's an excellent idea and my understanding is at the end of the year there's some surplus dollars that goes into the municipal budget so maybe there's an opportunity to make sure that all the education dollars are spent on education. Maybe that type of investment in technology or capital improvement is something we can look forward to. And I think we really need a Finance Committee

meeting when we get going to really look at the personnel needs going on, we really need to get a handle on some long-term issues here. I think we've been doing a really good job but I think going forward we really need to be much more strategic.

STANGO: Is there anyone else? Vice President Harvey.

HARVEY: One last thing, I think, I suggest that we look at a format for presentations. I was just blown away I'm sure, like everyone else, with Robyn Apicella's presentation at Wilby, it was just, and she always does that, but it was just, that type of format was really, really good. We did have a format, I believe, a few years ago so I'd like for us to look at that again so that the schools know when we come out what we're looking for in terms of information. Just a suggestion.

STANGO: Anyone else. Alright then, Superintendent, then next time we meet, maybe in your report, you can clarify some of Commissioner Brown's concerns.

SUPERINTENDENT: Actually, I would prefer a Workshop presentation, with Will Zhuta there, because I had the same concerns in sharing this over the year and there have been tremendous upgrades, tremendous capacity over the summer. I don't do it justice speaking to it tonight but I really feel you should hear it from him as far as some of the purchases and how we're getting our staff up to, I mean keyboarding skills are going to be an issue, we are looking at kindergarten, preschool/kindergarten program for keyboarding, that program has been identified, will be going to the Curriculum Committee, those types of things. We have it planned out, probably just haven't shared it. In fact you're Gonna have one wallop type Agenda for Curriculum, it's gonna be a marathon.

STANGO: As far as the committees are concerned an email out for you to send your choices or your preferences to the Clerk of the Board and some of you have done it already and I appreciate that. So if we get that in by Monday then pretty soon after that we'll have our committees.

ADJOURNMENT

Upon a motion by Commissioner Brown and duly seconded by Commissioner Awwad, it was voted unanimously to adjourn at 7:01 p.m.

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