

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Thursday, December 19, 2013 at 6:30 p.m.

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

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

ABSENT: Commissioners Awwad and Hayes.

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.

1. SILENT PRAYER

President Stango called the meeting to order at 6:35 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 (absent). Commissioner Brown.

BROWN: Present.

CLERK: Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hayes (absent). Commissioner Hernandez.

HERNANDEZ: Here.

CLERK: Commissioner McEntee.

McENTEE: Present.

CLERK: Commissioner Rodriguez.

RODRIGUEZ: Here.

CLERK: Commissioner Jason Van Stone.

JASON VAN STONE: Present.

CLERK: Commissioner Thomas Van Stone.

THOMAS VAN STONE: Here.

CLERK: President Stango.

STANGO: Here.

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 December 3, 2013 from James Uriano to Mayor O'Leary regarding building a new school in the East End.
2. Communication dated December 10, 2013 from William Santarsiero regarding Security and School Safety Coordinator position.
3. Email communication dated December 14, 2013 from Ann Sweeney copying her communication to Representative Noujaim and Senator Markley regarding the proposed methadone clinic.
4. Communication dated December 16, 2013 from John Theriault regarding tutors.

STANGO: Motion has been made and seconded. Any discussion? Hearing none - all in favor, opposed, motion passes unanimously.

5. CAPT RECOGNITION

The following students were presented with a letter of congratulations from Commissioner of Education Stefan Pryor and a Certificate of Excellence from the Board of Education:

Filomena Stabile
Sarah Namazi
Eric Beltrami
Kristina Roaix

Crosby High School
Kennedy High School
Waterbury Arts Magnet School
Waterbury Arts Magnet School

(applause)

STANGO: Thank you parents, kids, and teachers. I always say it's one of the best parts of the job is when we present awards of achievement to our best and brightest. Thank you very much.

6. PUBLIC ADDRESSES THE BOARD

Upon a motion by Commissioner J. Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:49 p.m.

STANGO: Motion made and seconded. All speakers are encouraged to submit prepared written statements to the Commissioners. Comments shall be limited to a maximum of three minutes. There will be no responses this evening to any questions or concerns raised; they will be referred to the Administration for review and response.

Ryan Mulcahy, 119 Birchfield Drive, had the following comments: Honorable Mayor O'Leary, from the Mayor's Office Monroe Webster, Corporation Counsel Linda Wihbey, Mr. Paul Guidone, Dr. Ouellette, President Stango, and of course my favorite Vice President Karen Harvey, and esteemed colleagues and Commissioners of the City of Waterbury Board of Education – this is my first time addressing this Board, I've never felt so strongly to get down here on an issue in the City of Waterbury unlike tonight. As

you all know there's a proposal being made to have a methadone clinic, the second in the East End of Waterbury open for business right next door to Chase School. I believe this is wrong for a number of reasons. I wanted to gather up some research and some data as to why this is wrong, I know it's only three minutes so I'm only going to get a few things across but I'd like to get it out to the public as to why this is wrong. As a life-long member of the East End of Waterbury I have to tell you having the one methadone clinic has been troubling and I think it would be terrible for the City students to have to see this. The parents of the students of the City of Waterbury try to guard the students from things like this, monitor what they're watching on television, monitor who they're talking to online – why would we do something like this and expose them to something that people, that they shouldn't have to? We should guard them from this. I urge members of the public, I urge all elected officials in the City of Waterbury, the State of Connecticut and the State Delegation to speak out against this methadone clinic being opened. The relapse rates are very high – 70 to 90% of people on methadone have a relapse. Some patients on methadone will use methadone for the rest of their lives. This passed the hurdle on December 4 through Healthcare Access. This is very troubling to me, if we don't fight this methadone clinic right away Bridgeport has three clinics, Hartford has three clinics, New Haven has eight clinics. So if we let this one go without a fight what are we going to have, we're gonna get piled on, we're a large city in the City of Waterbury, we have to fight this, we have to guard the students, we have to guard the children. They shouldn't have to see people with these kind of ailments at such a young, delicate age. Dr. Kolade, who is the head of the New Era Rehabilitation Center, said that they are expecting to serve 465 patients and the majority will be from the City of Waterbury. Well we know what majority means, that means we're gonna have people coming from Litchfield, we're gonna have people coming from all over. I would love to help people with addictions in the City of Waterbury and give them the tools they need to overcome their demons and to conquer these type of things but not next to Chase School, not so close next to a school. Why would we do this? What are we gonna do? We're looking to have a Safety School Coordinator hired in the City of Waterbury, is he going to have his office right outside of Chase School? Are we going to have to put barbed wire out at Chase School? What are we gonna do? I ask that all of you, I will be coordinating many movements, my union back ground, I'm gonna get signs together and we're gonna have demonstration against this. Thank you.

Mayor Neil M. O'Leary had the following comments: Good evening everyone. That was quite an impassionate speech Ryan. I have a couple of topics to discuss. First of all I'd like to thank all of you, veteran members of the School Board, for your year of service and, welcome again, the new members of the School Board and looking forward to working closely together. I want to congratulate the Superintendent and her staff for what's transpired over the last calendar year. Certainly the work with the State of Connecticut Education Commissioner Stefan Pryor and all of the new initiatives, the Blueprint for Change, the Alliance, the Turnaround, the this/the that. It was a tough year to be an administrator here in Central Office and the City of Waterbury because of the great initiatives that are being put forth from the State of Connecticut, particularly Governor Malloy's office. I know that there are anxious moments and I know that our staff is slightly nervous about some of these changes and certainly we feel very strongly that change is very difficult, we know this, but at the end of the day it's about the children. We can survive those anxious moments, unprecedented lines of communication between our teaching staff and our administrative staff will get us

through these difficult times. So thank you Superintendent for your work this year and looking forward to next year.

I also want to take a moment to thank you for the, Superintendent and the Board, for your support on the STEM Afterschool mentoring academy. We're going to start right after the Christmas break. I didn't give you a lot of time on that initiative but I didn't want to waste any more time either. So I thank you for your effort on that.

I also want to talk a little bit about, I'm gonna ask the School Board, I've already spoken to the Superintendent, to immediately take this opportunity to fill, or at least advertise, interview, and then fill the Vice Principal position at the Career Academy. I was recently in the White House and met with the Secretary of Commerce, Secretary of Transportation, the Deputy Secretary of Labor, we had great discussions about the Career Academy and we've got some initiatives, the President has put into the budget a billion dollar line item for opportunities for cities like Waterbury to apply for grants to support initiatives such as the After-school STEM Program, initiatives such as to continue to work closely with our manufacturers, to open up internship opportunities for our students both at the Career Academy and Naugatuck Valley Community College, and these are great opportunities and I urge this Board to get moving to fill that VP position up at the Career Academy because there's going to be a lot of grant writing that's gonna happen over the next 90 days and we need, Dr. Padua, I've been a frequent visitor of the Career Academy, he has demonstrated his absolute commitment to the mission statement of the Career Academy and he needs support quite frankly, he needs help, and we've got to give it to him. And so I'm proud to be a part of this initiative and I'm proud also at the progress the City of Waterbury has made in the area supporting the philosophical idea behind the Career Academy. I also am going to be asking you Superintendent publically tonight to reorganize the Adult Education Tech Center, it is severely underutilized, as we've spoken about for the last several months and as we've spoken we can tie the Adult Education Tech Center into the Career Academy. The Adult Education Tech Center for those of you who are new to this Board is up on Progress Lane, it is a manufacturing facility, NIM certified manufacturing facility, and it was set up I believe around 1995 and it was set up to provide students in Adult Education with skilled work opportunities in the area of manufacturing. It has been severely underutilized in my opinion and not only do I want to reorganize it but I also want to invite our Small Manufacturers Association to participate in the reorganization of the Tech Center just the way that they did in the design of the curriculum at the Career Academy and also the decision of the floor plan in the Career Academy's factory. Their input has been phenomenal and their stakeholdership has excited them to be a major player in those initiatives. My vision for the Adult Education Tech Center would be not only to encourage adult education students to participate but also I want to open it up to veterans, unemployed people looking for second careers and reentry individuals and I believe we can do this very easily, well nothing's easy let's face it, I believe we can do this by working together collaboratively with our Workforce Board, particularly Commissioner Awwad and our Department of Labor Commissioner Palmer, and quite frankly our Deputy Secretary of Labor down in Washington, DC is very excited about this initiative as well. It's about time we take advantage of the opportunities that we have here, right here, in the City of Waterbury.

I'd also like to take a moment to talk about the methadone clinic that's been proposed next to Chase School. I am very much opposed to the methadone clinic being located

next to Chase School. I am not necessarily opposed to methadone clinics having worked 32 years in law enforcement I have seen that, although I am not crazy about the idea that we're using methadone to wean opiate dependent people off of their substance issue whether it's prescription pills, whether it's heroin, methadone seems to work and if it's working that means it's curing and if it's curing that means it's changing lives and if it's changing lives that means it's better for the people of Waterbury. Now I am diligently trying to research some of the issues that have come up since the methadone clinic passed through the latest hurdle, if you will. As you know the methadone clinic was proposed I believe back in October and most of us were under the impression that it probably would not make it through the last hurdle through the State of Connecticut. It doesn't mean it's a done deal, as you all know, there's got to be a public hearing and a lot of input. Methadone, because it does work and because we have drug dependent people here in the City of Waterbury and the region, I believe is something that should be distributed. However, having said that, we're not even clear quite honestly as I stand before you here today how many facilities in Waterbury have a license to dispense methadone. I thought, before very recently, that the main clinic was on East Main and Midland which, for most of you that are familiar with that side of town, it's a very busy place every day. And, as I said, I did find out recently that there are other facilities, some of them medical facilities, here in the City of Waterbury that have the authorization and the necessary licensing to distribute methadone. And it is my understanding that there are several more that do dispense methadone. We will be doing research on that very, very soon so we can report back to all of you on that issue as I think it's important for all of us to know, I think it's important for the people of Waterbury to know. The fact is, the reason why I'm opposed to the methadone clinic is because of its proximity to Chase School. Now for those of you that are familiar with Chase School it's got almost 800 students. The last time when I sat on this Board it was recognized as the second largest pre-k to five grammar school in the State of Connecticut. For those of you that have been around Chase School in the morning when school starts and in the afternoon when school gets out, it's complete and total chaos. Chase School was built as a neighborhood school, not as a school to house 800 students. That area is congested enough, to add anything that would add to the congestion of that area – both pedestrian traffic and vehicular traffic, would be a huge mistake. So while I do support methadone as a treatment for people addicted to opiate drugs, it's the wrong location and it sets the wrong perception for the parents who are dropping children off, for the children who are walkers, and don't get me wrong, I am not stereotyping anyone, I'm not gonna go down that road because I do believe as I said to you before, in methadone as a treatment for people addicted to opiate drugs. But what I am saying is that for a multiple of reasons this is the wrong location. So, as the Mayor of the City of Waterbury, our staff will be working very, very hard with our Corporation Counsel who is here to answer questions tonight when this comes up on the Agenda as to what our options are. We're exploring them all and as I said we're also researching whether or not there really is a need for an additional methadone clinic here within the City of Waterbury. So stay tuned on that.

Lastly, I just want to check my notes to make sure I covered everything that I wanted to, I just want to take another moment to wish all of you a very, very Merry Christmas, happy holidays, a happy, safe, healthy New Year and thank you once again for your service to the City of Waterbury.

Upon a motion by Commissioner J. Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business at 7:05 p.m.

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

Upon a motion by Commissioner J. Van Stone and duly seconded by Commissioner McEntee, it was voted unanimously to move Item #12.1 up on the Agenda to be addressed next prior to Item #7.

STANGO: Any discussion? All in favor, opposed, motion carries. We will move Item #12.1 in front of Item #7. Commissioner Brown.

12. COMMITTEE ON LEGISLATION

12.1 Upon a motion by Commissioner Brown and duly seconded by Commissioner Van Stone, it was voted, by roll call vote, to approve the following resolution, to wit:

WHEREAS a methadone clinic has been proposed for location at 447 Meriden Road, Waterbury, Connecticut;

WHEREAS an application for a Certificate of Need for the aforementioned methadone clinic was filed with the State Office of Health Care Access;

WHEREAS the State Office of Health Care Access ruled on December 4, 2013 that said application was complete;

WHEREAS said application will proceed through state and local processes;

WHEREAS said proposed location is adjacent to a Waterbury Department of Education facility, Chase Elementary School, serving a Pre-k through 5th grade population of approximately 800 students;

WHEREAS parents of Chase School students have voiced to the Waterbury Board of Education their concerns for the safety of their children and the Chase School facility as regards to the potential clientele and increased vehicle and foot traffic generated by the proposed facility;

WHEREAS Chase Elementary School staff and other local educators have expressed concerns to the Waterbury Board of Education similar to those noted by parents of Chase Elementary Schools;

WHEREAS the location at 447 Meriden Road is not the only location available within the borders of Waterbury that may be suitable and available for the proposed methadone clinic.

We, the Waterbury Board of Education, have serious concerns for the safety of our children and support the parents and educators of the Chase School Community and the entire Waterbury Education Community in opposing the location of a methadone clinic at 447 Meriden Road, Waterbury Connecticut, in close proximity to Chase Elementary School.

Further, the Waterbury Board of Education supports transmittal of this document to: State Senator Joan Hartley, State Senator Joe Markley, State Representative Jeffrey Berger, State Representative Larry Butler, State Representative Victor Cuevas, State Representative Anthony D'Amelio, and State Representative Selim Noujaim.

STANGO: Thank you Commissioner Brown. Any discussion? Commissioner Brown.

BROWN: Thank you Mr. President. If it's alright, since we do have Corporation Counsel here, would it be alright to ask a question? It's a little bit, not our procedure, but since you're here. Several issues came up during our discussion tonight that maybe you can look into for us or share some light on – one was the applicability of our own zoning, zoning laws, as they apply to this methadone clinic and secondly, when we, the Mayor had mentioned the traffic issues around Chase School, I believe there was a traffic study done by our own department, traffic department, so maybe there's some information we can use there or at least maybe that's something, Mayor, we can talk about, looking at the traffic patterns and how that may impact not only the school but the houses behind that street, there are several houses on that dead end street. The other issue of course was safety in terms of just kids walking on the street, the cars and comings and goings and so forth. So if there's any data that you can get for us as we move forward as a City and hopefully in partnership with the Mayor's Office and the Board of Aldermen, and our elected officials that we can really make the case. So those are a couple of the issues that came up.

LINDA WIHBEY: Thank you Commissioner. With respect to zoning, it's not a zoning issue because as the population may come within the Americans with Disabilities Act and would have accommodations. It is zoned as a medical office building so it would not need any type of special permitting or a variance. So it is not necessarily a zoning issue. However there are certainly health and safety code issues that would involve the local process. The application provides in the first year approximately 250 patients it would serve and by the third year 600. The application also provides for a number of employees, that would involve parking as well as those that would be servicing. I have contacted our traffic engineer, with the strength of the Mayor's Office we are working on it, we are also looking at the traffic patterns of Chase School as well as those on Midland Avenue where there is a facility in place to understand better and to hopefully not only have pre-filed written testimony of a traffic engineer, but we have also asked from OHCA, actually filing tomorrow, I just wanted to hear your input tonight before I filed it, a request for intervener status not only so we can present pre-file testimony but I'm also asking for an opportunity to present live testimony as well as the ability to cross examine the applicant and cross examine any witnesses or information. So not only in addition to traffic and the presentation as to the safety, welfare of the neighborhood, the students, the parents, and the educators, we are also looking at its impact of the neighborhood. The City Planner is also working with me on statistical data as well, Jim Sequin. I've also reached out to a consulting firm on the demographics, I believe the application has great flaws and they're basing the need on national data of addiction versus our population and the first premise is the population they are using is incorrect and I will be submitting evidence as to the accurate demographics and geographics of the City of Waterbury. . . . age population, the demographics are off in their application, so they're basing a need on predisposed demographics. We have a younger and very old population than they're presenting. The demographics for addiction services is

much more narrow between a certain age, we will be presenting that. And I have also reached out to a consultant to provide that information. I have some others that I have been reaching out, I'm reaching out to everybody who has filed a written statement; there were approximately 11 people . . . the application who filed statements against it, making sure on January 30 they'll be present for the public hearing. In addition there will be a disposition, an actual hearing other than public comment that the City will be participating in. So we are actively, and again, with the support of the Mayor, actively opposing the application, we'll be presenting testimony pre-filed and hope . . . will be granted somewhere, we have to have that five days before any hearing date which has not yet been set. The timeframe is that the application was deemed complete on December 4; 90 days the disposition has to happen. However, they actually get an extra 60 days if there's a public hearing, it works out to be about March 4, if that's the close of public comment, my understanding today by OHCA is it's gonna be at St. Peter and Paul Rectory Hall. If there's so many people and can't speak and we have to go over to another day, we'll go over to another day. And that will extend the period of time as well. So I encourage everyone to participate.

BROWN: Thank you very much. Thank you for your diligence and the Mayor's leadership on this, thank you.

STANGO: Commissioner Jason Van Stone.

JASON VAN STONE: Thank you Mr. President, through you, Corporation Counsel, I don't want you to give away too much of your strategy, but from hearing what we talked about with the Mayor today it seems that the information was brought to light about the potential for other places within the City either having the licensure and the ability to prescribe and handout methadone that would clearly have an effect I would imagine on the new applicant's certificate of need, hopefully, as far as I'm concerned, detrimental to them getting that, so I would imagine you will take that up in the testimony and procedure and I trust you to do that. At the same time I think that this Board and everyone involved needs to do all we can one, to make sure we do everything we need to legally, which we will leave in your capable hands but also to make sure we engage the public, to make sure we get them all to this, this public hearing, if they can't get there I assume they can hand in written testimony as well, do everything they can to make sure their voices are heard on this. This won't simply be fought in the legal realm, I think as we've seen when the people of Waterbury come out unified in an issue, we tend to get what we want as a people and I just, all the people at home, not just the East Enders, but everybody, this is something that affects specifically I believe the children at Chase School but all the children here in the City and I think you know while the City and the Corporation Counsel's office is fighting that battle on a legal front, I think it's imperative on us, as this Board, I would welcome the Board of Aldermen joining us in this fight, to make sure, you know, at the end of the day it's not about chasing the dollar, it's about making sure that each one of these students at Chase and all the 18,600 kids in our district, make sure that they have the ability to get to and from school in the safest and most convenient way possible. I think at the end of the day that is what we are charged to do and I think we all need to really take this fight to it ourselves and not simply rely on other people to do it. This is something where we really need to get our hands dirty. I think this resolution is a nice first step but I don't think it should be the beginning and the end, I think that is merely the beginning of what this Board should be working towards in this battle. Thank you Mr. President.

STANGO: Mayor.

O'LEARY: Thank you Mr. President, through you. So to recap, just on Corporation Counsel and other voices tonight, I thank Alderman Mulcahy for coming to the meeting tonight to voice his concerns as well especially as an Alderman but also a resident of the East End of Waterbury. So I think the way to move forward immediately tomorrow morning, which we've already kind of initiated today, is one – let's find out how many clinics there are in the City of Waterbury that have the ability to dispense methadone. Two – let's find out how many they are servicing, right, so it will be easy for us to figure out as Commissioner Van Stone properly points out, is there a need, is there a need? And, quite frankly, if there is a need then, as I mentioned during my public remarks, I'm not necessarily opposed to the dispensation of methadone, but I'm certainly opposed to the location of this particular site and so I think we can show our friends at OHCA and other officials in the State Department of Health that while we recognize as a community that there may be a need, and by the way I'm not conceding that until we know that there is a need, you know this is just the wrong site, period. So my pledge to all of you as Commissioners and I commend you for your thoughts and your resolution, we will keep you closely in the loop. So as the material is expunged we will make sure that we communicate that to you through your email and we'll make sure that you have the information that you need so that as Commissioners you can make sure that you strategize with us. I'm sure the Board of Aldermen, especially since Alderman Mulcahy is here, is in agreement with our unified opposition to the location of this proposed methadone clinic. Thank you.

STANGO: Vice President Harvey.

HARVEY: Thank you. I just wanted to; first of all thank Alderman Mulcahy for your passionate speech. I feel the same way, I live in the area and I am witness to the traffic almost on a daily basis. In fact, I try to avoid the area in the mornings and in the afternoons. So I really appreciate your coming out to speak and I would hope that you would encourage, as the Mayor said, encourage the Board of Aldermen to join us in championing this fight. I would also like to encourage every single Commissioner on this Board to be present at this hearing, to speak individually about how you feel about this clinic. The main thing here, we talk about traffic, there's always gonna be traffic in that area – Woodtick Road, Meriden Road, there's always traffic. My major concern, and I'm sure others, is the safety factor of our kids and parents walking, it's a neighborhood school so you have parents walking their children to Chase, parents typically align Meriden Road on both sides to go and pick up their children and park basically in front of where that driveway to that building is. So that is definitely a safety factor for our kids and for our parents. So I agree with Commissioner Jason Van Stone, we need to be vigilant, diligent, and my question is what else is going to be proposed around our schools and we need to stay on top of this. Next year it may be something else. We have a responsibility to keep our kids safe. So we need to do that, we're elected to do that. Not only that we're elected to do that, but that's we should do. So I look forward to this fight, I will be speaking and I am encouraging my neighbors and parents to be at this hearing. So, thank you.

STANGO: Anyone else? Seeing none – roll call vote please.

ROLL CALL VOTE ON ITEM #12.1:

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

STANGO: Moving back onto our Agenda now, Item #7 – Superintendent's Announcements.

7. SUPERINTENDENT'S ANNOUNCEMENTS

Dr. Ouellette read and distributed the following announcements:

I am pleased to announce that Waterbury Public Schools has been awarded a grant in the amount of \$ 162,182 from the CT State Department of Education *K-8 Science Improvement Grant* Program. Although this grant program does not award particularly large grants, the impact of the Waterbury grant on the district is expected to be far reaching, as project activities can be replicated in additional schools over time. The grant period is approximately 18 months.

Both Science Professional Development and Student Activities will be funded for grades 3-5 at Bunker Hill, Carrington, and Washington Elementary Schools. Professional Development will take place both in workshops and as job-embedded training, modeling, and coaching.

The grades 3-5 component of the project will specifically address teachers' unfamiliarity with experiential science pedagogy. Professional development planned will improve teacher capacity to deliver high-quality experiential science instruction. Such instruction is expected to heighten student interest in Science and STEM (Science, Technology, Engineering, and Math). Additionally, Professional Development will be funded for Science teachers from all of the Waterbury schools that serve students in grades 6-8.

Shortly after the school shooting in Newtown last December, the Commission on Children invited students from across Connecticut to express their thoughts and feelings through art. On June 5th, several hundred young people came to the Legislative Office Building in Hartford to read their poems and essays, show their paintings, and perform their music. The Commission received hundreds of submissions, which were used to mount a corridor exhibit in the Legislative Office Building. Among the items selected for this special tribute is a drawing and paragraph from Hind Abouchacra of Rotella Interdistrict Magnet School.

For those of you who may have noticed that we have not played any video on Channel 16 for the past week, our video controller stopped working properly and needs to be replaced. A replacement controller has been selected and is in the process of being ordered. The previous unit dates back to the opening of the Waterbury Arts Magnet School.

Tomorrow is our last day of school before the holiday break. School resumes on January 2nd.

I close this evening and this year with a sense of gratitude to each of you knowing that gratitude is not what you give in exchange for something but it's what you feel when you know you are surrounded by people who perform excellent work. I extend my gratitude

and my heartfelt wishes to each of you. I wish you the best of the holiday season lived in the company and comfort of those you love most and best wishes for a healthy and happy 2014.

8. PRESIDENT'S COMMENTS

STANGO: First, there will not be a Workshop of this Board on December 26, the day after Christmas and there will not be a meeting of this Board on January 2, the day after the first of the year. However, the Board will meet again on January 9, 2014 for a Workshop at Driggs School at 5:30. That will be our next official meeting. I'd like also to wish everyone in our district – the students, the parents, the teachers, and anyone who works to improve the lives of our children – a very Merry Christmas and a Happy New Year. 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? Vice President Harvey.

HARVEY: Two items please – items 9.1 and 9.3.

STANGO: Okay, 9.1 and 9.3 removed. Anyone else? Okay, I will read the Consent Calendar.

President Stango proceeded to read the Consent Calendar, Items 9.2, 9.4, and 9.5.

9. 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 9.2, 9.4, and 9.5, as listed:

- 9.2 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of a Construction Contract with Commercial Roofing and Contracting, Inc. for partial roof replacement at Washington School.
- 9.4 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the Addendum to the July 1, 2012 through June 30, 2016 Agreement between the Waterbury Board of Education and the School Crossing Guards Association, as attached.
- 9.5 With the approval of the Committee on School Facilities and Grounds, the Superintendent of Schools recommends approval of the use of school facilities, at no charge, by the following school organizations and/or City departments:

GROUP	FACILITIES AND DATES/TIMES
Patricia Moran	Career Academy café: Wednesday, January 29 th , 5:00-7:00 pm (Family science night) (Snow date: 2/5/14)
K. Galullo	WAMS atrium: Sat., Feb. 8 th , 8am-noon and Tues., Feb. 11 th , 6-8pm (Open house for prospective students)
CSEA/SEIU union Andrew Midge	Kennedy café: Tues., Jan. 7 th , 2:00-6:00 pm (café workers membership meeting)

*Mayor's Office Maloney Café: Sunday, December 22, 2013, 6:00 – 9:00 p.m. (reception)
Kevin DelGobbo 3:30 p.m. – 6:00 p.m., setup for reception for Cross Lighting event

STANGO: Motion has been made and seconded. All in favor, opposed, motion carries. Now we'll move to item 9.1.

10. ITEMS REMOVED FROM CONSENT

9.1 Committee of the Whole:

Upon a motion by Commissioner Harvey and duly seconded by Commissioner J. Van Stone, it was voted, with Commissioner Harvey voting "no", to approve for All-Star Driver to offer Driver's Education program services to Waterbury Public School students as outlined in the Education Department's Request for Proposal, as attached.

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

JASON VAN STONE: Thank you Mr. President, through you. When we talked about this last week I had some concerns about it, it seems like it's an overall worthy effort. It was my understanding they were the only bidder coming in at 525 and the average person off the street sees 550, which I guess, to a degree, a discount. But, quite frankly, I was wondering if we had the opportunity to go back and see if could, for a lack of a better term "beat them up a little bit more" on the price to give as much as a discount as we can to our City students. I think we are offering All-Star Driver a potentially huge population for them to supplement their business. Where, in the schools, if it's on the right schedule, having late buses and such would make it easier for these kids to get to this and I just didn't know if we, like I said, since I don't necessarily think this is a time sensitive issue, if we had the opportunity to maybe go back and negotiate a little bit harder and see if we could save the parents and the students maybe another twenty-five bucks or something.

SUPERINTENDENT: Mr. Guidone, any comments on that?

STANGO: Mayor.

O'LEARY: I'm pretty sure I'm right on this, an RFP went out, it was advertised, all the driving school agencies in the area were invited to bid, they didn't bid, All-Star bid, they won the bid and it's against, it's unfortunate our Corporation Counsel left, but I'm pretty sure, on very stable ground, it would be against our Procurement Ordinance Statutes now to try to renegotiate and to beat them up. Now I'm very sensitive to what Commissioner Jason Van Stone is, the direction that he's traveling in, but I tried that in something similar not that long ago and was told very firmly by our Purchasing Director that it's against the Procurement Ordinance to do such a thing. I will say this, having known the people who run All-Star for many, many years; my son actually went through their driver's ed program and actually taught for them, driver's ed for a period of time, they're very giving, generous, philanthropic family, and I will, if you would allow me to, I will talk to the family and see if there's opportunities. I do know also that I have called All-Star in the past for students coming from economically challenged families at the request of their parents and they always worked very, very closely with the City both in

my capacity as Police Chief, a member of this Board of Education, also when I was the Chief of Police in Wolcott, there were many students who were challenged financially to take driver's ed and they always did the right thing. So you're dealing with a very, very reputable company.

STANGO: Thank you Mayor. Further discussion?

OUELLETTE: Thank you Mr. President. And I concur with the Mayor that in speaking with the All-Star representative last week with regards to that quote, she again had assured me that it was a very generous proposal and that she also had stated to me that through the programming there was a significant cost savings for the families with the insurance. So I did pursue that with them and did follow up with that.

STANGO: Thank you Dr. Ouellette. Any others? Seeing none. I'm sorry, Commissioner Van Stone, Sr. and then Vice President Harvey.

TOM VAN STONE: Thank you Mr. President. I'm definitely one of the ones that had concerns; I asked quite a few questions last week at the Workshop understanding now it may be a decision that's beyond our control. However, I did think it was also kind of high-priced, I was a little surprised we're also gonna charge us for use of a vehicle for a driving test, maybe that's one of the things they could potentially reconsider and I certainly understand the RFP process and all. I just thought it was a little high and the extra charge for the car. Actually anyone walking through the door, Superintendent, would also receive the same insurance benefits. That's not anything they're offering special to us. So understanding that now it's before us and it is going to be the way it is, however, anything maybe in the future, I don't know how long this contract is in play for, maybe we could just look at something like this in a little different way. And I think the Board, as a while, is just looking out for the students understanding that not every student is just gonna be able to write a check for five-hundred and whatever the final amount was and then an additional \$100 to use a car to get that driver's test completed. So those were our concerns, that's why we did want to have a little further conversation, other than the Workshop, where we did ask quite a few questions. So that was our position. Thank you.

STANGO: Thank you. Vice President Harvey.

HARVEY: I, too, Commissioner Tom Van Stone, insurance is always, you always get a break on driver's ed. I still feel that this is really steep for the students. I encourage the driver's ed program, having been a student of it years ago, but I don't recall the cost being an issue and I can't really remember why, and that was some 20-30 years ago but I still feel this cost is really too, too much for our students so I will be voting against this. Thank you.

STANGO: Any further discussion? Yes Mayor.

MAYOR: Thank you, through you Mr. President. Things are a lot different than they were 20-30 years ago and quite frankly as the former Chief of Police and a person who has witnessed so many fatal accidents, I can tell you that I firmly endorse this program. Driver's education is critical and the RFP went out, this was a process, process initiated and followed through by the City of Waterbury. It was advertised, it was vetted, and

quite frankly not to accept driver's education program in our schools in my opinion is the wrong thing to do because of price. Quite frankly, as I mentioned to you before, if there are students who can't afford this we can together, collectively, like we do in many, many other areas, find a way. But to deny children access in our schools to driver's education because we followed all the rules and an RFP and a bidding process, is the wrong thing to do. And all you have to do is go to one of these fatal accidents and ask the parents if the child took driver's ed and more times than not you'll find out that they did not. We're offering a service to our students in our schools for safety. Safety not only for our students but for everyone else who's on the road. Thank you.

STANGO: Thank you Mayor. Any other discussion? Commissioner Rodriguez.

RODRIGUEZ: Thank you Mayor. And I agree with your comments. And also one of the important things that we really didn't think about is while I understand the price issue because I think I raised that in the Workshop as well, but given the fact that you have driver's education, the accessibility for these kids to have access to that where many of our kids in our school system come from single parent homes where Mom or Daddy cannot take the time to teach these kids how to drive. I, as a working parent and my wife who works, my son just got his license but we would come home and I'd have to try to manage other duties that I was doing to teach him. But think about the kids who don't have their dads or parents in their lives to teach these kids how to drive. So just that fact that we're giving them that opportunity in our school system is a wonderful opportunity. And I do hope that when those kids who can't afford it and have a difficult time paying for this or the parents, that All-Star Driving will do right by them and I think they will. I support this and thank you for the opportunity.

STANGO: Thank you. Anyone else? Vice President Harvey.

HARVEY: I don't believe I said that I did not support driver's ed, being a student of driver's ed, I think my problem and issue is with the price. There's nowhere here that it says All-Star will give consideration to our students who need consideration. I only have to trust that that will happen. But still, I believe that the price is steep and seeing that we are a school district, and I still feel that we can, that something should be done about the price. So, again, I am a true believer of driver's ed but I'm really just hung up on the price, we can't adjust it, we can't talk, we have to go according to the bidding and this is what we received so therefore I will vote accordingly.

STANGO: Anyone else? Very well – all in favor, opposed.

HARVEY: Opposed.

STANGO: One opposed. Thank you. Moving onto the next item, item 9.3 which was removed, Committee on School Personnel. Vice President Harvey.

9.3 Committee on School Personnel

Upon a motion by Commissioner Harvey and duly seconded by Commissioner J. Van Stone, it was voted unanimously to approve the substitute teacher pay increase plan, as attached.

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

HARVEY: I just, before we vote on this, I just want to just kind of give my opinion in regards to how I will vote. I will vote for this because we have an issue before us, we have depleted the substitutes that we used or have used who are in our pool as described to us by Dr. Tucker. But we have a situation here where if, that we need to approve this process, that Dr. Tucker put together. I want to congratulate her on her proposal. However, I would have liked to have entertained the retired teacher issue and I would have liked to have gotten an opportunity to vote on it but it was resubmitted. So I just want to say that we really need to address this issue because we are facing, for some reason, heavy absences and we need to put teachers, substitutes, or . . . in front of our students but we need to also address the issue of absenteeism that has occurred recently. We need to have teachers in front of our students. I understand that we have a program, we have technology that can track absences of teachers, so we really need to use that, that was addressed with us last evening, I think it's called Dashboard. We need to monitor that to ensure that we're covering these classrooms. So I will vote for this, but, again, I just wanted to see if we can hopefully look at this 90 days from the date I guess it goes into effect which is January and to access this and to see how well this program is doing and to see if there's any other ways that we can attract substitutes, more substitutes, to our school district. So I just wanted to just bring that out and discuss it. Thank you.

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

11. COMMITTEE ON GRIEVANCES

11.1 Upon a motion by Commissioner J. Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously that WTA Grievance 12-13-31, heard by the Committee on October 28, 2013 and December 19, 2013, be postponed until a date to be determined.

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

13. 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 13.1 through 13.7, Superintendent's Notification to the Board, as listed:

- 13.1 Appointments:
Thompson, Maryann – Interim Principal, Driggs School, effective January 2, 2014.
- 13.2 Grant funded appointments effective immediately:
Barry, Kathleen – Child Associate for Primary Mental Health Program Grant, Duggan School, 19.5 hours per week @ \$22.00 p/hour, non-union and without benefits.

- Graham, Doreen – Walsh Family & Community Center Coordinator, 12 months per year, \$35,000 annually with benefits governed by the SEIU Agreement, funded by Walsh Turnaround Grant.
- Hamel, Rochelle – Secretary II, Education Grants, 12 months per year, 35 hours per week, salary and benefits according to the SEIU Agreement.
- Herman, John Jr. – Security & School Safety Coordinator, \$70,000 annually, WMAA union via three-year contract, funded by the Alliance Grant.
- Kramarz, Lori – Substitute Teacher, 21st Century Learning Centers After-school Programs.
- Rhinehart, Tia – Prevention Specialist, WSMS, 10 months per year, 35 hours per week @ \$18.14 p/hour, non-union with benefits governed by the SEIU Agreement, funded by Consolidated Grants.
- Ring, Katherine – Truancy Prevention Specialist, WSMS, 10 months per year, 35 hours per week, \$30,000 annually, non-union with benefits governed by the SEIU Agreement, funded by Consolidated Grants. SEIU Agreement, funded by Consolidated Grants.
- Walker, Vernial – Crosby Family Services Center Coordinator, 12 months per year, 35 hours per week, \$35,000 annually, non-union with benefits governed by the SEIU Agreement, funded by Crosby Turnaround Grant.

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

<i>Kingsbury:</i>	Zabin, Tracy	Teacher – Substitute
<i>Generali:</i>	Moran, Francine	Para – Substitute
<i>Reed:</i>	Lopez, Doreen	Teacher – Substitute

13.4 Waterbury Career Academy's STEM After-school Program appointments, 48 days total, salary according to individual's contract

Name	Assignment	Hours/Days
Dr. Louis A. Padua	Program Administrator	3 hours a day – 4 days
Ellen Perugini	Math Teacher	3 hours a day – 4 days
Laura Borges	Science Teacher	3 hours a day – 4 days
Michael Retano	Manufacturing Teacher	3 hours a day – 4 days
Ray Byron	Information Technology Teacher	3 hours a day – 4 days
Karen Vaivoda	Human Services Teacher	3 hours a day – 4 days
Linda Richard	Health Services Teacher	3 hours a day – 4 days
Jennifer Formato	School Guidance	3 hours a day – 4 days
Ken Sirois	Robotics Teacher	3 hours a day – 4 days
Richard Arroyo	Administrative Substitute	As needed
Nyree Toucet	Administrative Substitute	As needed
Yesenia Diaz	School Counselor-Substitute	As needed
Jose Ferreira	Information Technology-Substitute	As needed
Susan D'Amato	Information Technology-Substitute	As needed
Kunudinie Yapa	Math-Substitute	As needed
Anna Solla	Clerical Staff	2 hours a day – 2 days
Gloria Lopez	Clerical Staff	2 hours a day – 2 days

13.5 Teacher new hires:

Name		Location	Assignment	Grade/Step	Effective
Baird	Bridget	Crosby	Literacy Coach	6 th /3	12/09/13
Crimi	Tara	Sprague	Psychologist	6 th /5	11/7/13
Giskin	Miriam	Walsh	Literacy Coach	6 th /5	12/2/13

13.6 Leave of absence requests:

Kontulis, Renata – Rotella grade 1, requesting an unpaid leave of absence from November 22, 2013 through the end of the 2013/14 school year.

13.7 Resignations:

Alexander, Nancy – Crosby Chemistry, effective 12/6/13.

Augelli, Tina – Kingsbury grade 5, effective January 1, 2014.

McGrane, Deborah – Wallace grade 6 Social Studies, effective 12/31/13.

Yost, Amy – Driggs Principal, effective January 3, 2014.

STANGO: Motion has been made and seconded. All in favor, opposed, motion carries. Tonight we have here in attendance one of the people who is on the Superintendent's Notification and that is Mr. John Hermann and he is the new School Security and Safety Coordinator. Mr. Hermann, come on up to the podium if you will.

(applause)

HERMANN: Thank you Mr. President. I am anxious to begin. I am, I got both heels dug into the ground as we speak, and I'm ready to work with everybody involved – the Police Department, my colleagues on the Board of Education, and my colleagues in the schools. I'm ready if anybody has any questions.

STANGO: Would anyone like to offer a question for Mr. Hermann? Yes, Vice President Harvey.

HARVEY: First of all congratulations.

HERMANN: Thank you very much madam.

HARVEY: What is your first order of business for the district in terms of security?

HERMANN: My first order of business is to put a comprehensive plan together that accompanies all the schools so that every single school and facility, which I believe we have 32 facilities, are all on the same sheet of music.

HARVEY: Okay, and when do you anticipate having that plan?

HERMANN: My goal is to have that particular document prepared, ready, and working within the first six months.

HARVEY: Thank you.

STANGO: Fellow Commissioners, we're going to bring Mr. Hermann back for a Workshop in the near future. Commissioner Van Stone had his hand up.

JASON VAN STONE: Not a question, just really a statement. Welcome, I just want you to know this Board will be supporting you in your efforts. I don't think there's anything that we hold second to the safety of our students and we'll be here to support you in your efforts and we look forward to you kind of bringing everyone on the same page or on the same sheet of music as you said and we look forward to working with you.

HERMANN: Thank you very much. I do as well.

STANGO: Thank you. Commissioner Rodriguez.

RODRIGUEZ: First of all I want to say congratulations. I'm very delighted with the pick; it's great to have homegrown talent and someone who's really committed to this district. I'm glad to see you on board, I look forward to working with you. I think one of the things I would like to sort of plant, you know the . . . that when incidents occur that maybe there's some sort of instant, almost like when there's a weather issue we get a text there's a storm or there's an accident, I think there should be some sort of district text similarly because I think last year there was an incident where a couple of schools were on lockdown and I got calls from folks from out of state before I even knew that something happened here locally, like I hope your kids okay. So I think if we can think about a mechanism that when something does happen, a lockdown, that as Commissioners we're notified immediately as well. So just sort of planting something with you. And, again, I'm excited, delighted to have you on board, congratulations, I look forward to working with you because we want to make every single school safe. So congratulations.

HERMANN: Thank you and I'm making notes as we speak.

STANGO: Anyone else? Yes, Mayor.

O'LEARY: I'd like to take a moment, first of all, to thank the Board for approval of what I think is one of the most important positions, quite frankly, within the public school system now given the recent events, as unfortunate as they are, it would be our fault if we didn't learn from them. You know quite frankly I was quite surprised on December 17 last year when I went around to the schools and learned that there was not a clear, consistent lockdown policy district-wide. I think that I had mentioned that to you folks very recently. It needs to be done; it needs to be done now. Certainly, Mr. Hermann, I will be more than willing to support you in your overall plan and the time it takes to develop that. You have a monumental task ahead of you with 32 buildings, 18,500 children in the public school system, and of course educating and training our teachers and administrators. The only thing I would ask you to do publically is to move expeditiously, if you could, on a clear, uniform, consistent lockdown policy district-wide. I think that this needs to be done very, very quickly. I know that Captain Frank Koshes who, by the way, I want to take a moment to recognize, who has been the interim school security director, Captain Koshes, of course, the pick of Chief Vernon Riddick for this task, has done a great job this first semester, if you will, or this first, our fall quarter, or fall semester, in coordinating safety efforts, safety programs, doing assessments quite frankly on each of our buildings, talking with the principals and the teachers and

the parents and even the students in getting their feedback as to what the needs of the district are. So he's laid a great foundation for you sir and I believe that his continued cooperation, and I know Chief Riddick has made it clear to Captain Koshes that he is to be available at your beck and call, which he is a great guy and will do that, and he is a day shift captain so it will work well as he's gonna be on duty around the same time you are and I think that's gonna work out well. So my only request of you would be to put together that policy as quick as you can. The rest of it is going to be a work in progress. You have the support of the Mayor's Office and of course this Board of Education and I'm certain the Board of Aldermen to do whatever it is that you think needs to be done. I know that you've all seen Mr. Hermann's resume, but as a fellow law enforcement officer, his resume is very, very impressive. His many, many years on the Connecticut State Police as Police Captain and also, he has a vast array of education – a bachelors degree, masters degree, and he's also a graduate of the FBI National Academy. So I stand here, sit here quite frankly and commend you for getting involved in this process, for your work in the system already, you've already gotten a feel for the Waterbury School District, your work at State Street School, you're going to be sorely missed there from the staff as been communicated to me, and welcome aboard and I'm really looking forward to improving the district and providing the resources that you need to make this district as safe as humanly possible. Thank you.

HERMANN: Thank you Mr. Mayor.

STANGO: Commissioner Tom Van Stone.

TOM VAN STONE: Thank you Mr. President. I also would like to welcome, when I read your resume it was amazing. I think maybe we got a steal. It was very impressive and I'm glad to hear we're gonna have a workshop. One of the things I did notice in looking through the paperwork and the job post and that sort of thing is the direct connections you have, or actually don't have, with many of the resources the Mayor is mentioning, it sounds as though they're going to work hand in hand but that actual, if you would, corporate type structure doesn't really get to you. So I'm gonna be anxious in the workshop to hear how you plan to work with resource officers, the police department, directly downtown – the Mayor's Office, and how that's all going to work. I come from a corporate structure and sometimes those dotted lines means turbulence quite honestly. So I'm anxious to hear how you're gonna piece that together because . . . and how that's all gonna come together. And, once again, welcome.

STANGO: Anyone else? Very well – thank you sir, thank you for coming and like I said, we're gonna bring you back for a full workshop. You'll probably get your feet wet first and you'll have more to report on. But congratulations. You do look like an FBI guy I'll tell you that right now. Alrighty then, moving on, the next item on the Agenda, Item #14 – Unfinished Business of the Preceding Meeting Only. Item #15 on the Agenda – Other Unfinished, New, and Miscellaneous Business. Vice President Harvey.

HARVEY: Thank you. Paul, I'm gonna make this statement, I don't know, I know we had some provisions in place last year and this is in regards to the sidewalks when it snows. I happened to notice, for the City, the places that I travel, a lot of citizens walking in streets because sidewalks are not shoveled. And I know we had this issue last year in, we have our kids walking to neighborhood schools, some of the areas, a lot of our neighborhoods are blighted, have blighted property, so therefore there's no

shoveling and the kids have to walk in the street. So I just would like for us to revisit that perhaps with the City, with the Mayor, and to see if we can get some help with just kind of monitoring that situation so that the kids are kept out of harm's way in terms of having to walk into the street to get to school you know if they're walkers and to see if we can get some of these sidewalks shoveled.

GUIDONE: I'll go back over that with Public Works and the Mayor's Office. Last year, as you recall, we had some quite large snow events where snow was staying on there for many weeks, if not a month. But I will be happy to do that.

STANGO: Anyone else?

ADJOURNMENT

Upon a motion by Commissioner Brown and duly seconded by Commissioner Rodriguez, it was voted unanimously to adjourn at 7:54 p.m.

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