

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ REGULAR MEETING*

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

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

**PRESENT:** President Stango, Commissioners Brown, D'Amelio, Harkins, Harvey, Hayes, Morales, Sweeney, and Van Stone.

**ABSENT:** Commissioner Rodriguez.

**ALSO PRESENT:** Superintendent Kathleen Ouellette, Chief Academic Officer Anne Marie Cullinan, Special Advisor to Superintendent Paul Sequeira, Chief Operating Officer & Chief of Staff Paul Guidone, Director of Personnel Ron Frost, Attorney Maurice Mosley, 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 Brown.

BROWN: Present.

CLERK: Commissioner D'Amelio.

D'AMELIO: Here.

CLERK: Commissioner Harkins.

HARKINS: Here.

CLERK: Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hayes.

HAYES: Present.

CLERK: Commissioner Morales.

MORALES: Here.

CLERK: Commissioner Rodriguez (absent). Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Van Stone.

VAN STONE: Present.

CLERK: President Stango.

STANGO: Here. Just for the record, Commissioner Rodriguez called me and apologized for not being here this evening, he is out of the State and I believe he's

having a possible meeting with Muhammad Ali and I'm sure when he comes back he's going to be happy to tell us about it and we're gonna hold him to it.

#### **4. COMMUNICATIONS**

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

1. Copy of communication dated December 19, 2012 from Civil Service certifying Jason Miller for the position of Maintainer I.
2. Copy of communication dated December 20, 2012 from Civil Service certifying Mary Good for the position of Certified Sign Language Interpreter.
3. Civil Summons received January 3, 2013 regarding Ann Colato and Jesus Lopez.
4. Copy of revised communication dated January 7, 2013 from Civil Service certifying Mary Good for the position of Certified Sign Language Interpreter.
5. Copy of communication dated January 7, 2013 from Civil Service certifying Nichelle Smith for the position of Paraprofessional.
6. Copy of communication dated January 7, 2013 from Civil Service certifying Patrick Conway for the position of Maintainer I.
7. Copy of communication dated January 7, 2013 from Civil Service certifying Nina Wehry for the position of Administrative Support Specialist I.
8. Email Communication received January 9, 2013 from Walsh School's School Governance Council regarding reconstitution.

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

#### **5. 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 6:40 p.m.**

STANGO: Motion has been 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.

**Alderman Gregory Hadley, 61 Ives Street, had the following comments:** I come before you this evening in regards to the article in yesterday's paper that stated that the school, the academy, was, the recruitment was not where it was supposed to be. I was bombarded with a lot of calls, complaints, I call them concerns. It sent up a red flag.

After doing a lot of research, speaking with various people, I understand the numbers have gotten better, which I am happy about. The concerns that were echoed were out of 225 slots, 180 students applied, the feeling is that there should have been more than that, should of applied. The concern is the deadline had to be extended. The third is that this is a 68.2 million dollar price tag to Waterbury taxpayers, the questions that were asked were: What was the recruitment process? How intense was the recruitment process? Why didn't the recruitment process begin at the start of the school year? Was there restrictions limiting period of time for recruitment? Was a recruitment team put in place? Who is the lead contact person? Was there a submitted applications goal? I must inform you that Northwestern Regional Construction Career Initiative employees dropped off the Waterbury Career High School Poster during the latter part of September 2012, the posters were put in place at the WOW Community Learning Center. It is of my opinion that the recruitment process that is in place is in need of improvement. I would like to offer the following suggestions for future recruitments: set goals and objectives for your recruitment; develop a recruitment team; begin the recruitment process at the start of the school year; hold city-wide recruitment workshops in schools and in the community; put in place an improvement marketing and recruitment campaign; set a submittal of applications goal; at the halfway period of recruitment, review number of applications received; at the halfway period of recruitment evaluate recruitment process; involve parents, students, and community in recruitment process; establish a lead contact person. On the flyer I noticed there's no contact person and this is a copy of the flyer, there is no contact person. It is of my opinion that the Career Academy High School is needed. As an Alderman Liaison to the Board of Education I want to assist this district to move the reform process forward. I believe this is the first time both bodies of City government have liaisons, my goal is also not only to assist the Board but to assist the entire district. Thank you.

**Athena Wagner, 1558 Highland Avenue, had the following comments:** I'm speaking to you tonight as Athena Wagner – a citizen and lifelong resident of Waterbury, Connecticut. In regards to some concerns regarding Walsh School and what may or may not be happening with that school, the miscommunication, I believe, began last January 15. There was a public meeting held at Walsh School; some of you were present, some were not. That was when there was some question as to exactly what was going to be happening with Walsh School and that question caused a lot of chaos and concern from the parents and the community because either the understanding, or the misunderstanding, was that there was a possibility that Walsh School was going to lose its principal and half of the staff. Now, any communication that has been given to the parents and the community of Walsh and the WOW Community has come from Principal Brown. Any clarification has not actually come from this Board. To date parents still don't know definitively what is supposed to happen with their school. However, through that miscommunication, what was relayed very clearly from the parents and the community was that no matter what happens it should be a teamwork, collaborative effort between the local board and if their accepted into the Commissioner's Network, which they have not as of yet, if they're accepted into the Commissioner's Network between that turnaround committee, the local board, and the school governance council. The parents did say, and a few Board members were there, made it very clear, that if they lose their principal and half of their staff they will remove their children. Some of your Board members were there and that was the message very clear. Mr. Brown at Walsh School has implemented a plan that is currently working and the school has shown improvement. Contrary to popular belief

Walsh is not the lowest performing school, nor has it been. So it would be beneficial to all concerned if this Board would give a definitive answer as to what the intent, the actual intent is for Walsh School, the principal, and the staff. Thank you

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Hayes, it was voted unanimously to return to the regular order of business at 6:48 p.m.**

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

## **6. SUPERINTENDENT'S ANNOUNCEMENTS**

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

On Monday, January 14, 2013, Debra Kurshan, Chief Turnaround Officer for the State Department of Education, conducted a conference call with participating Commissioner's Network districts. Present with me for the call were Anne Marie Cullinan, our Instructional Leadership Directors, Dr. Aresta Johnston, Darren Schwartz, Kevin Walston, William Rice, principals Erik Brown, Antonio Musto, Dr. Louis Padua, along with both union presidents, Roxanne Augelli and Kevin Egan. Discussions centered on the power point you received via email and the formation of a turnaround committee for network schools.

On Tuesday, January 15, 2013, our SEED model selection was submitted to the State Department of Education. Further discussions and planning sessions will continue. The final district proposal is due in mid-April.

I have been invited to participate in an hour-long panel with Dr. Dolton James, parent and chair of Waterbury Bridge to Success, and Kristen Jacoby, CPO and President of United Way of Greater Waterbury, as part of the third convening of The First 1,000 Days: Getting it Right from the Start series. A keynote on collective impact, the Waterbury panel, and another panel of community leaders will discuss local efforts to ensure school readiness and successful learning for all of Connecticut's children. The session will be held on Tuesday, January 22, 2013 from 8:15 a.m. - 12:30 p.m. at the Legislative Office Building, Hartford, CT.

Recently Waterbury Public Schools applied to the Nellie Mae Education Foundation for a competitive grant to support some of the high school reforms from the Waterbury Public Schools Blueprint for Change. The Nellie Mae Education Foundation has notified Waterbury we are moving on in the application process to the Site Visit phase. Foundation officials have given us dates on which they would like to meet with district and community leaders, school administrators, and teachers. The grant, for approximately \$500,000 +, would support curriculum alignment with Common Core State Standards and Development of Smarter Balance Performance Assessments; an online "virtual academy" for credit retrieval and course advancement; revision of evaluation plans; and transportation for the evening extended year program for Alternative Education students where the daytime will be utilized for experiential learning in the community. Each of these initiatives is also aligned with the district's Alliance District Plan. Board of Education members are among those who will be invited to participate.

The deadline for students to apply for the new Waterbury Career Academy High School has been extended to Friday, January 18th. The application is available online at the Waterbury Public Schools website ([www.waterbury.k12.ct.us](http://www.waterbury.k12.ct.us))

PAL's Capital Campaign Kick-Off Rally will be held on January 22nd at 4:00 p.m. at the Police Activity League. The purpose of the Capital Fundraising Campaign is to enable PAL to complete the final phase of its park project. The PAL Park is being constructed on a 2.2 acre former brownfields site located in the North End of Waterbury.

The Northwestern Connecticut Area Health Education Center is currently recruiting Waterbury high school students to participate in a PhotoVoice project for spring 2013. Waterbury youth will be asked to consider the social determinants of health as they relate to Waterbury's neighborhoods and to take photographs and develop captions they feel demonstrate positive and negative aspects. Training was held last week for those adults who will be associated with the project. This youth led project is part of the larger Waterbury Community Health Assessment spearheaded by the Waterbury Health Department and Waterbury and St. Mary's Hospitals.

Schools will be closed on Monday, January 21st, for the Dr. Martin Luther King, Jr. Day.

## **7. PRESIDENT'S COMMENTS**

STANGO: Just briefly, just before the holidays I attended a gathering of "Earn While You Learn" over at City Hall. "Earn While You Learn" is a program that rewards City students for improving their grades. The program is offered by the Ryan Gomes Foundation "Hoops for Heart Health" in partnership with Acts 4 Ministry and the John Bale Bookstore. The North End Rec Center is closely associated with Ryan Gomes and his "Hoops for Heart Health" Foundation. This is where he launched his foundation a few years back. All students who brought in their report cards which showed improvement comparing one report card to the second report card, received backpacks and other rewards and prizes. I would estimate that there were about 100 students and parents in attendance along with volunteers and instructors. Ryan's foundation would like to expand its initiative further in our district. In the future, when Ryan gets back from Europe playing professional basketball, he would like to come, and I would like to have him come, to a Workshop and present his ideas for his programs and I'm looking forward to that happening down the line.

On school safety, last week we heard from John Cross and Paul Guidone about inspections, plans, and agendas to improve our school security and to make our schools as safe as they can be. And I realize looking at the daily press in the paper, the paper is printing many, many articles for many, many districts about what they're planning to do and what they're looking at to improve their safety; it's certainly on the forefront of the news. And I realize that we are going to be improving and looking at ours also, the public wants to know what Waterbury is gonna do. Once again, please know that Waterbury is examining many options and roads towards improvement. This Board will discuss and implement as our team completes its inspections. We will keep you informed.

This morning I attended an update meeting on the Waterbury Career Academy – Dr. Sequeira, Dr. Padua, O & G, local manufacturers, Central Office personnel, Cathy

Awwad, as well as Commissioner Brown were in attendance. We received a report that the building construction was moving along and is right on track for opening in the Fall. The building skin is applied and the plumbing and electrical systems are being installed. We also received a report on the applications for admission to the new school and I am happy to report that despite reports to the contrary, the application process is alive and well. Dr. Padua reported that he already has more applications in and has spent part of yesterday visiting WOW and River-Baldwin Community Centers to check on any applications that might be there. Today he was going to West Side and to Wallace Middle Schools where he will help process applications if he had to. He realizes that the guidance departments and principals arranging for their transcripts might be a little bit overwhelmed and he's there to help and he said he can also do that from his desk in his office, as far as arranging the transcript is concerned. He also informed us that he is at time willing to help someone with his essay if need be. He will go to those schools today and the rest of the week to pick up more applications and he will visit more schools in the next day or two. We also discussed having a running enrollment for admission where we will continue to accept applications as they are processed, as they are completed, and as they are filed. We also realize that this is the first year and notes are being made with Dr. Sequeira and Dr. Padua about refining the process for next year. We have many good ideas, we've heard many more ideas, and we certainly are going to do that going forward, but we have no doubt that we will have a good representation this year also. I have asked Dr. Sequeira and Dr. Padua to hold a parent forum in the next couple of weeks. It will be at a central location in the evening and any student who may be interested but has not yet applied, for whatever reason it is, just can't connect the loose ends at this point, but any student who might want to apply comes to this forum with his/her parents and then the parents would listen to and receive the same presentation that these kids did at their middle schools. And I think that that would ignite some more interest. And, as we say, with a rolling, going forward with some rolling applications we will also pick up some more there. Cause as we know, we are dealing with middle school students and middle school kids need parental input and support. They cannot apply alone, they need support and help and our middle school staff will help and assist but ultimately the parents must be on board, the parents must be with them to encourage them. The parents also have to be there from the beginning deciding whether this school is the proper choice for their child, the proper route to take. So we're looking forward to that. The Ad-hoc Committee of our Board will meet with Dr. Sequeira and Dr. Padua, along with the Superintendent and Central Office, next week to provide further input regarding student acceptance, teacher positions, and timelines for the new building, the new school.

In closing, Monday is Martin Luther King Day, there is no school for teachers and students, however, Mr. Harris, our Supervisor of Social Studies has provided websites and encouraged teachers to incorporate Dr. King into their lessons for the week. There will be no school for students on Tuesday, January 22, however it is a Professional Development Day for teachers and they will be in session all day.

Speaking of Dr. King, I would like to close with one of his writings on education. Dr. King wrote this in his junior year at Morehouse College. Though written many years ago, his words on the purpose of education hold true to this day. And his words are "To save man from the morass of propaganda, in my opinion, is one of the chief aims of education. Education must enable one to sift and weigh evidence, to discern the true from the false, the real from the unreal, and the facts from the fiction.

The function of education, therefore, is to teach one to think intensively and to think critically. But education which stops with efficiency may prove the greatest menace to society. Intelligence plus character--that is the goal of true education.”

Martin Luther King wrote this in his essay “The Purpose of Education” when he was a junior in college and very well, apropos, I think, to today. And that concludes my remarks.

Now down to item number eight, the Consent Calendar. Does anyone wish to remove any item from the Consent Calendar?

VAN STONE: Thank you, Mr. President. I’d like to remove Item 8.5 from the Consent Calendar.

STANGO: Item 8.5 is removed from Consent. Any others?

*President Stango proceeded to read the Consent Calendar list, items 8.1 through 8.4, 8.6, and 8.7.*

## **8. CONSENT CALENDAR**

**Upon a motion by Commissioner Brown and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the Consent Calendar, Items 8.1 through 8.4, 8.6, and 8.7, as listed:**

- 8.1 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval for Waterbury Public Schools to act as the fiduciary for School Readiness Programs submitting proposals for the Early Childhood Bond Funds Grant Program and Minor Capital Improvements and Wiring Technology, via the Waterbury School Readiness Program.
- 8.2 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of a Professional Services Agreement with New Direction Solutions, Inc., d/b/a Bilingual Therapies, to provide bilingual psychologist services.
- 8.3 With the approval of the Committee on Finance, the Superintendent of Schools recommends permission be granted to participate in various 2013-2015 Interdistrict Cooperative Grants with Bristol Youth and Communities Program, UConn Mentor Connection, ACES, the Environmental Learning Centers of Connecticut, and Project Oceanology.
- 8.4 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the ED042/Phase 1 for the Wallace Middle School Media Center Alterations and Addition Project (State Project #151-0285 EA), as attached.
- 8.5 *REMOVED FROM CONSENT.*

- 8.6 With the approval of the Committee on School Facilities and Grounds, the Superintendent of Schools recommend 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>
Doreen Currier	Chase gym/café: Thurs., Jan. 17th 5:30-7:30 pm (literacy dinner & reading discussion) (prior to Bd. Mtg.)
Human Resources Cherrie Lamb	Kennedy café: Mon., Jan. 14th 2:00-5:30 pm (Paraprofessional exam) (prior to Bd. Mtg.)
P. Poulter	Regan aud.: Tues., Jan. 15th 6:00-8:00 pm (PTO mtg.) (prior to Bd. Mtg.)

- 8.7 With the approval of the Committee on School Activities, the Superintendent of Schools recommends that permission be granted to the following organizations for use of school facilities with fees as outlined in their attached use of Building permit and subject to the receipt of all necessary deposits, insurance information, and/or life guard/CPR certifications, as listed.

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

## **9. ITEMS REMOVED FROM CONSENT**

### **Committee on Legislation**

- 8.5 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Hayes, it was voted, with Commissioner Van Stone voting “no”, to approve the following Resolution regarding Sequestration, for submittal to Waterbury’s Federal Delegation, to wit:

#### **Waterbury Public Schools Response to Sequestration**

WHEREAS, a high quality, world class public education is essential for the future success of our nation and today's schoolchildren; and

#### **Rationale**

WHEREAS, the Budget Control Act of 2011 includes a provision to impose \$1.2 trillion in across-the-board budget cuts to almost all federal programs including education that would become effective January 2, 2013; and

WHEREAS, these across-the-board budget cuts would impact school districts during the 2013- 14 school year, with the exception of the Impact Aid program, with which a reduction would become effective this school year; and

WHEREAS, these across-the-board budget cuts, also known as sequestration, would impact education by a reduction in funds of 8.2 percent or more which translates into approximately 4 billion in cuts nationally and could result in larger class sizes, fewer

course offerings, possible four-day school weeks, loss of extracurricular activities, and teacher and staff lay-offs; and

WHEREAS, sequestration would impact almost every public school system in the nation and the millions of students educated through programs such as Title I grants for disadvantaged students, the Individuals With Disabilities Education Act (IDEA), English Language Acquisition, Career and Technical Education, 21st Century Community Learning Centers, Teacher Quality, and more; and

WHEREAS, the Waterbury Public School District, as well as other public schools, would be impacted nationwide by an estimated \$2.7 billion loss from just three programs alone - Title I grants, IDEA special education state grants and Head Start - that serve a combined 30.7 million children; and

WHEREAS, federal funding for K-12 programs was already reduced by more than \$835 million in Fiscal Year 2011, and state and local funding for education continues to be impacted by budget cuts and lower local property tax revenues; and

WHEREAS, states and local governments have very limited capacity to absorb further budget cuts from sequestration, as the Waterbury Public School District has already implemented cuts commensurate to state and local budget conditions;

NOW THEREFORE, BE IT RESOLVED, that the Waterbury Public School District and Members of the Waterbury Board of Education urge Congress and the Administration to amend the Budget Control Act to mitigate the drastic cuts to education that would affect our students and communities, and to protect education as an investment critical to economic stability and American competitiveness.

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

VAN STONE: Thank you, Mr. President. I swear I didn't remove it just to hear Commissioner Sweeney say "sequestration" over and over. The reason I pulled it, and I realize it's a non-binding resolution that is ceremonial in nature, but I think, I think sometimes it's easy when each little niche of the federal budget circles the wagons and demands that its portion shouldn't be cut and the rest should. I think as a nation we need to understand that our Federal Government is spending way too much money on everything across the board and since this last Congress didn't have the guts to actually do anything about it and created this thing called sequestration to make them act, I think they need to. The fiscal cliff that we just avoided addressed very little of the problem; raising \$45 in taxes for every one in spending cuts. Sequestration, or at least if they can get around and have spending cuts, needs to happen. The Department of Education at the Federal level has discretionary spending of 69.8 billion dollars; that's a lot of money. Year after year after year that continues to grow at leaps and bounds. It is so top-heavy in a boondoggle of government that I have no doubt that if reorganized; the Department of Education could still continue to give every school, children's school right now, the same dollar amount of education they could and still save tens of billions of dollars by simply streamlining the process it has. If you look at its organization there's a Secretary, the Undersecretary, the Deputy Undersecretary, the Assistant Deputy Undersecretary, Assistant to the Assistant Deputy Undersecretary. It's a giant

boondoggle that needs to be cleaned up. I think the government can do a better job funding education and do so in a much more meaningful and efficient manner and still, like I said, save the taxpayers tens of billions of dollars. So, I'm not going to belabor the point because it is truly a ceremonial resolution but I will be voting "no" against this today. Thank you.

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

VAN STONE: No.

STANGO: Motion carries.

## **10. COMMITTEE ON PERSONNEL**

**10.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously that the request of Melissa Boucher for an extension of unpaid sick leave be approved through January 30, 2013.**

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

**10.2 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously that the request of Suzanne Wiezbicki for an unpaid sick leave be denied.**

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

**10.3 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve the appointment of Ricardo Rosa, Ph.D., as Supervisor of Math, effective immediately.**

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

SUPERINTENDENT: Mr. President and Commissioners, I am very pleased to recommend to the Board of Education the approval of Dr. Ricardo Rosa for the position of Math Supervisor in our district. Dr. Rosa began his teaching career in Puerto Rico and then into New Haven and Bridgeport Public Schools. He has his Ph.D. and Masters from the University of Connecticut. He truly has a passion about children's education and their future in society. He was ranked the top three; I think top position throughout the interviewing process and his reference letters, we were very proud to be able to offer him this position. He is extremely effective in instructional practices in math with regards to Common Core State Standards and Smarter Balance Assessment. He comes to us with extensive professional development and training in SEED, in Common Formative Assessment, Data Teams, and I am pleased to present this outstanding educator to the Board, to the public this evening. He embodies the skills we are seeking in Waterbury. We've also been very patient in seeking his candidacy and

appointment for this position. We are so pleased to be able to recommend him this evening. Thank you.

STANGO: Any further discussion? Roll call vote please.

**ROLL CALL VOTE ON ITEM #10.3:**

Yeas: Commissioners Brown, D'Amelio, Harkins, Harvey, Hayes, Morales, Sweeney, Van Stone, and President Stango – 9

*(applause)*

ROSA: I am impressed. Good evening everyone, buenas noches. Thank you very much for the opportunity. Like Dr. Ouellette said, I've been in education for a few years and I have experience in teaching and as an administrator in mathematics. This is a very exciting time for anyone who's in the area of mathematics or reading for the new standards that are . . . in a year or so. I'm ready and I'm committed. I will work very hard to improve the mathematics, the experience that our students receive here in Waterbury in the area of mathematics. Thank you again and I'm looking forward to joining the team.

*(applause)*

**11. COMMITTEE ON GRIEVANCES**

**11.1 Upon a motion by Commissioner Harkins and duly seconded by Commissioner Van Stone, it was voted unanimously to approve that WTA Grievance 2012-13-05, heard by the Committee on December 17, 2012, be denied.**

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

HARKINS: Just a quick background on this grievance. WTA brought a grievance when the school day was extended. By contract the prep time should have been extended . . . that extension. During the hearing the City's position was that the time that was added to the morning could in fact be used as prep time and during that hearing the attorneys for the union agreed. The vote to deny this grievance was unanimous for the Committee.

STANGO: Any other further discussion? Hearing none – all in favor, opposed, abstain, motion carries.

**11.2 Upon a motion by Commissioner Harkins and duly seconded by Commissioner Van Stone, with Commissioner Harkins voting “no” and Commissioner Hayes “abstaining”, it was voted to approve that WTA Grievance 2012-13-06, heard by the Committee on December 17, 2012, be denied.**

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

HARKINS: The background on this grievance was WTA brought a grievance that the contract was violated when an extra teaching period was assigned in violation of the contract. It's with regards to the SSP Advisory Teams and I thought that, in this case it was not a unanimous decision, it was three to one and I'm the descending opinion. I thought the WTA brought a very good case that in fact it is an extra period. There is testimony that there was curriculum, that there was movement between classrooms, that there was data being entered at the end of these classes. All in all I feel it was a pretty textbook example of an extra period. But, based on the vote of three to one, the motion is to deny.

STANGO: Any further discussion? All in favor, opposed, abstain?

HAYES: Abstain. I wasn't available at the time of the discussion on that particular grievance so I really don't have a position on it.

STANGO: Motion carries with a denial and the abstention.

**11.3 Upon a motion by Commissioner Harkins and duly seconded by Commissioner Hayes, it was voted unanimously to approve that WTA Grievance 2012-13-07, heard by the Committee on December 17, 2012, be postponed for further discussion by the Committee.**

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

## **12. COMMITTEE ON LEGISLATION**

**12.1 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Hayes, it was voted unanimously to approve the following Resolution regarding the Gear-Up Grant, for submittal to Waterbury's Federal Delegation, to wit:**

The Waterbury Board of Education and the Waterbury School District respectfully seek your assistance regarding the GEAR UP grant awarded to Waterbury Public Schools.

At the time of submission, the grant application requested serving a cohort of 1,275 sixth grade students and 1,275 seventh grade students through 12<sup>th</sup> grade. Services included mentoring during the school day, after school programming, summer school programming, and a scholarship component.

A budget explanatory and program narrative further identified schools to be served as North End Middle School, West Side Middle School, and Wallace Middle School, or as three (3) Middle Schools.

Left out of the mix are three (3) new PreK-8 Elementary Schools that opened over the past three years. Each opened at grades PreK-6, with the students rolling into 7<sup>th</sup> and 8<sup>th</sup> grades in the ensuing years. Those current populations amount to approximately 280 students in grades 6 & 7. Also absent are the students at the Waterbury Arts

Magnet School (WAMS). The grade configuration at WAMS is 6 – 12. Grades 6<sup>th</sup> & 7<sup>th</sup> would add another 210 eligible students.

The grant officials have taken the position that the grant narratives identify by name the buildings served, and that students in the 6<sup>th</sup> & 7<sup>th</sup> grades in the PreK-8 elementary cannot participate. We assume the same would apply to the WAMS students.

Absent the openings of the PreK-8's, these students would have indeed populated the three comprehensive middle schools. These students come from and are affected by the same socio-economic challenges that their middle school peers do, and the impact is equally devastating to their educational opportunities. The 6<sup>th</sup> & 7<sup>th</sup> graders in the Waterbury PreK-8's qualify under all measures of the GEAR UP grant, as do the Waterbury Arts Magnet School 6<sup>th</sup> and 7<sup>th</sup> grade students.

We believe that a good faith effort to address the full numbers of students identified in the GEAR UP application should be the priority. We also believe we can serve all eligible 6<sup>th</sup> & 7<sup>th</sup> graders citywide who would apply within the student numbers approved under the GEAR UP grant. Waterbury requests a waiver to allow a review of the budget to appropriate funds to all 6<sup>th</sup> & 7<sup>th</sup> grade students, regardless of their building configuration, within the numbers of students served as outlined in the approved grant application, and within the funds available under the grant award. This waiver should allow for any and all activities under GEAR UP, including the scholarship opportunity.

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

SWEENEY: There were a couple of requests – Commissioner Hayes had requested that we take a look at including the WAMS students; this reflects the inclusion of the WAMS students. Commissioner Brown had asked for some more clarifying language as to making sure we serve all sixth and seventh grade students citywide. And I believe that the current language does that. I just wanted to make sure that everyone was aware that that language has changed.

STANGO: Any other discussion?

HAYES: Just briefly, for those who might not be aware of it, it's just a wonderful program, it's something that all our middle school kids should take advantage of and I certainly do not want to be a part of denying any of our sixth or seventh grade kids. So I think this is another one of those things where we just need to make sure we get equal opportunity for all our kids. And for those who might, I've been somewhat puzzled by the fact that a lot of the kids or their families haven't encouraged them to get a part of this, it just seems to make sense. I've been around this a long time and we've heard for years from Naugatuck Valley and other colleges that our kids come in and have to take remedial courses and things and quite honestly there are some kids out there who thought they were doing well and they got "A's" and "B's" in math and found out that they weren't even qualified to take it without taking the preliminary courses. So I think this is something that we're serious about and we have the opportunity to take advantage of this, it's basically an after-school program that comes without any strings attached and it's allowing them to get caught up and get extra help. So I certainly hope

that if we can include these other two schools and in fact those that have the opportunity now would seek it out. Thank you.

STANGO: Any further discussion? Seeing none – all in favor, opposed, motion carries.

**13. SUPERINTENDENT’S NOTIFICATION TO THE BOARD**

**Upon a motion by Commissioner Hayes and duly seconded by Commissioner Sweeney, it was voted unanimously to receive and place on file items 13.1 through 13. 8, Superintendent’s Notification to the Board, as listed:**

13.1 Athletic appointments effective immediately:

Laferriere, Richard – Freshmen Girls’ Basketball Coach, CHS.  
Paradis, Sara – JV Girls’ Basketball Coach, CHS.

13.2 Grant funded appointments effective immediately:

Frascadore, Cassandra – Instructional Tutor, Kingsbury School, 10 months/18 hours per week @ \$32.00 per hour, non-union/no benefits.  
Rosenberg, Shira N. – Title I Instructional Tutor, Non-Public Schools (Yeshiva K’Tana), 18 hours per week @ \$32.00 per hour, non-union/no benefits.

13.3 Teacher Transfers:

Teacher	From	To	Effective Date
N. Ahlert	Gilmartin Spec Ed	Duggan Spec Ed	1/2/2013
S. Kozlowski	Kingsbury Spec Ed	Generali Spec Ed	1/2/2013
S. Hardwick	Generali Gr 2	Generali Spec Ed	1/2/2013

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

**Chase:** Steven Matthews – Teacher  
Danielle Velodota – Teacher  
Marty Augelli – Teacher  
Elizabeth Sheehy – Teacher  
**Kingsbury:** Laura Galanti – Substitute Teacher  
Anthony Ciuffo – Substitute Teacher

13.5 Teacher new hires:

Last	First	Assignment	Subject	Hire date	Step
Ahlert	Noelle	Gilmartin	Spec Ed.	9/28/12	6th/ 2
Ashley	Lois	Kennedy	Special Ed	12/7/12	Ph.D./2
Boisvert	Emily	Generali	Library Media	11/8/12	MA/1
Centeno-Figueroa	Vasti	Reed	ESL	10/15/12	6th/1
DeSantis	Bianca	Wallace	Science	8/30/12	MA/1
Donnarumma	Caroline	NEMS	Social Studies	9/10/12	MA/1
Downey(Sessa)	Sarah	Wilby/ Wilson	Social Worker	10/16/12	6th/3
Ford	Marnee	WSMS	7th Gr. Science	1/2/13	MA/3
Hagerman	Corinne	Regan	ESL	10/1/12	MA+15/2

Holmes	Erin	WSMS	Spanish	8/23/12	MA/1
Kachur	Leigh	Reed	Pre K	11/5/12	6th/1
Lawrence	Diana	Kennedy	English	11/19/12	BA+15/4
Poulos	Francesca	Crosby	Special Ed	1/2/13	Ph.D./4
Svensson	Robin	Regan/Wash.	Library Media	11/26/12	6th/1
Zylali	Rowena	Washington	ESL	11/16/12	6th/5

13.6 Retirements:

Bryk, Donna M. – Wallace Middle School, Special Education Teacher, effective June 30, 2013.

Diephouse, Marcia – Kennedy High School, Speech/Language Pathologist, effective July 1, 2013.

Keiser, Patti – Washington School, Kindergarten Teacher, effective July 1, 2013.

Mecca, Peter – Crosby High School, Business Teacher, effective January 24, 2013.

Talmont, Kathi H. – Wallace Middle School, Special Education Teacher, effective June 30, 2013.

13.7 Resignations:

Strileckis, Andrea – North End Middle School, Speech Teacher, effective 01/04/13.

13.8 High School Exit Criteria Program appointments, salary according to individual's contract, effective immediately:

CHS: Perugini, Ellen  
Sullivan, Carly  
Walker, Michele  
Sullivan, Carly

KHS: Awwad, David  
Caruso, Anthony  
Gaydosh, Kathy  
Lizak, LeeAnn  
Szwaba, Bridgett

WHS: Bertando, Deanna  
Kuang, Qi Li  
Mottillo, Sabrina  
Ursino, Antonio  
Yatsenick, Rodney

Enlightenment: Kiska, Jason  
Wiener, Matthew

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

HARVEY: I never know which one to use – Old Business or New Business, so I'll include it under New Business and I will start with Alderman Hadley, could you provide us with a copy of those suggestions that you had for the recruitment. Thank you. Just briefly, because we have a meeting scheduled on Tuesday regarding this, the caption the "High School is No Magnet", I was very concerned with this story that I read because I know from being out in the community that there is interest in this school and I'm glad to hear that the enrollment has picked up and I'll, again, speak a little bit more about this but I had suggestions as well. Alderman Hadley, I think ours are kind of similar, I was surprised, and I think I made this recommendation, a few of them, but one was to hold sessions in the community. Now when we talk about there's a recommendation from President Stango to hold it in a central location, we have

neighborhood schools and now we're talking about holding something in a central location. According to the documentation that I have, recruitment is supposed to close February 15. Now we can, February, I believe we have time to hold more than one session but I'm here to say that there is excitement; there is interest in this school. We have to provide the community with the information. Yes we should include the parents. Every time that I have spoken about this in the community as late as, Alderman Hadley, we spoke before Christmas at the Long Hill Church down at the bottom of Long Hill, it was met with applause. So I was really kind of concerned about that story but we'll talk a little bit more about that at our Committee meeting on Tuesday. Thank you Alderman Hadley for those suggestions.

Regarding Black History Month, I have asked Mr. Harris and Ken Hoffler, Attorney Mosley, to work together so we can spread this Black History Jeopardy Contest throughout the district. Typically the interest seems to be only in the community churches and this is an event, Black History, the celebration, is an event for the whole district, the whole City, so we're trying to make this a little bit more diversified. So I ask that these two work together to try and see if we can achieve at this end.

And lastly, we work very closely with the Police Department, particularly as of late; I want to publically congratulate Vernon L. Riddick, Jr. on his interim appointment as Chief of Police here in the City of Waterbury. This marks the first black to be appointed in this position as we are on the beginning of African American History, Black History Month. So I want to congratulate him and wish him well and I hope that this turns into a permanent position. Thank you.

STANGO: Thank you Vice President Harvey. When I mention a central location I just mention central location for ease of traffic. However, it actually came up at this morning's meeting that Dr. Padua said maybe we can even hold it at Wilson which is right adjacent to the new school and certainly, we can discuss this on Tuesday, I have no objection to that. The location is open for discussion; no problem there. As far as the applications close, I don't think it was the 15<sup>th</sup> of February, I think it was the 15<sup>th</sup> of January and I think we extended it a week and I think we're looking at it because of the snow day yesterday and because of children being out of school for Monday and Tuesday of next week and looking at also our running enrollment, I think that we're not going to hold to a steady hard-line date especially when we're looking at holding the parent forum. So we'll talk about that again more on Tuesday about a location and how many. So that's where we are on that. Any other Old Business? Commissioner Hayes.

HAYES: Just a couple of things, as far as that whole application process, I think what's important for us to find out also is how many applied and didn't necessarily qualify under the standards that we have. Hopefully we're not just gonna accept the kids that applied because we didn't have enough. I expect that we're still holding those standards and those expectations of those kids coming in.

I think this, again going back to this GEAR Up Program, might put a few more kids in position to do, in a better position to apply in the subsequent years. So I know it's not always easy getting things started but we had been pushing for a long time to work with guidance to try to identify certain kids and I hope to believe that they didn't just start working on this a couple of months ago, that they have known these kids, at the middle

school level they should know these kids for three years and they should have had some idea on what kids would be best served by, considering the other school.

Another thing I just wanted to mention is that I did read and hear about the StayWell Clinic. I wasn't able to get to that event that they had but as one who pushed years and years ago before I was on the Board, I was with the PTA and worked with Naugatuck Valley Project, we were trying to get them into a lot more schools, we ultimately were successful at Driggs but Driggs has turned out to be a great asset to that school community and I am looking forward to this moving in and thanked anyone who has been involved in helping us secure this and I'm sure we'll do it right.

STANGO: Thank you Commissioner Hayes. Just to respond to that, this morning, rest assured in our discussions we're not looking to water down any curriculum; quite the contrary, we have a rigorous curriculum put in place and we want people who can do that work and we will have them.

HAYES: I guess that's what my question was, how many applied, because I'd like to know how many are actually qualified.

STANGO: Right, and we're going to look at that also, the rubric for acceptance, on Tuesday night. The Health Clinic, that's going to be on the Agenda for January the 31<sup>st</sup>, Workshop Agenda, to discuss it. Any other new/old business? Vice President Harvey.

HARVEY: I just wanted to point out that I have a document that states that the close of applications for the academy is February 15<sup>th</sup>. If this was incorrect that information went out incorrectly but it's stated here.

Secondly, before I forget, I wanted to thank the ILD's that came out to the breakfast that was held in honor of Martin Luther King's birthday. Those that could attend were there - Mr. Rice and Kevin Walston were there and well accepted by those in attendance. And they did an excellent job of presenting themselves and the community is looking forward to them working in the schools. I just wanted to thank them for their attendance.

STANGO: Again, that might be an error, that 15<sup>th</sup>; I'm not sure on it. That came from a school newsletter. Anyway, I'm not too concerned with the 15<sup>th</sup>, we'll take the 15<sup>th</sup>, like I say, we're gonna have somewhat of a rolling acceptance, but you see the problem is Dr. Padua and staff have to begin soon now to begin to look at the applications that are in and to start working with those and developing an acceptance policy and developing notification. So we will begin with that and also roll, at least until the 15<sup>th</sup>, I don't have any issue with that at all, I don't think, Dr. Sequeira, do you have any issue with that?

SEQUEIRA: No. . . . the 18<sup>th</sup> was . . .

HARVEY: That's okay Dr. Sequeira; I'm with you as far as extending it. I'm just, it was pointed out that what I was reading was wrong but I just wanted to point out that it was in publication in black and white the 15<sup>th</sup>. So that's all I'm saying.

STANGO: I'm getting a difference of opinion. Again, I don't want to get hung up on it but I think that February the 15<sup>th</sup> was, and that's another issue we're gonna look at as far as deadline for naming applications of the school. So that could have been a mix-up

coming out of the newsletter people from Wendell Cross. Anyway, any further old business/new business?

HAYES: Just something real quick. I went on the website to see when they're gonna do the lottery for Maloney and Rotella and it hasn't been posted yet, it simply says "after the first of the year" which triggered a phone call which then was told it's not until February. I think if we're gonna put something on the website saying starting after the first of the year we should put a date otherwise it's just gonna make a lot of unnecessary phone calls and people having to answer those calls. So if there is a specific date we should put that on the website.

STANGO: Mr. Guidone, will you look into that tomorrow morning. Thank you. Any other new, old? Just before we close out, there is no Workshop next week due to the fact that there are four Thursdays in this month so our next Workshop will be on the 31<sup>st</sup> and it's going to be at West Side Middle School.

### ***ADJOURNMENT***

**Upon a motion by Commissioner Hayes and duly seconded by Commissioner Van Stone, it was voted unanimously to adjourn at 7:36 p.m.**

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