

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

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

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

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

ABSENT: Commissioner Brown and Morales.

ALSO PRESENT: Superintendent Kathleen Ouellette, Chief Academic Officer Anne Marie Cullinan, Chief Operating Officer & Chief of Staff Paul Guidone, Director of Personnel Ron Frost, and Attorney Maurice Mosley.

1. SILENT PRAYER

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

2. PLEDGE OF ALLEGIANCE TO THE FLAG

Alderman Greg Hadley led everyone in the Pledge of Allegiance to the Flag.

3. ROLL CALL

CLERK: Commissioner Brown (absent). 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 (absent). Commissioner Rodriguez.

RODRIGUEZ: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Van Stone.

VAN STONE: Present.

CLERK: President Stango.

STANGO: Here. Just for the record, Commissioner Brown called and said she would not be able to be in attendance this evening.

4. COMMUNICATIONS

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

1. Email communication received February 4, 2013 from Athena Wagner, Walsh School Governance Council, regarding WTA Contract Language/Safety Concerns.
2. Copy of communication dated February 4, 2013 from Civil Service certifying Patricia Lowe for the position of Food Service Helper.
3. Copy of communications dated February 5, 2013 from Civil Service certifying Crystal Bennett and Tyshonia Steadman for the position of Paraprofessional.
4. Copy of communication dated February 6, 2013 from Civil Service certifying Laquasia Hailey for the position of Paraprofessional.
5. Thank you note received February 6, 2013 from Jack Taglia.
6. Copy of communication dated February 13, 2013 from Civil Service certifying Sarah Edmonds, Lisa Lawton, and Arlette Walker for the position of Paraprofessional.
7. Email communication received February 20, 2013 from American Arbitration Association regarding Case #12 390 00057 13.
8. Civil Summons received February 20, 2013 regarding Tatayana Osborn, et al versus City of Waterbury, et al.

STANGO: Motion has been 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 6:44 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.

Reverend Winifred Ward, 79 Bouffard Avenue, had the following comments: I come to appeal to you again, the teachers' contract is soon coming up and I'm working right now with the Governor's Council and how we feel is we would like for you not to endorse the 1 to 125 ratio for the children for safety reasons. I personally wanted to appeal to you today because I'm having this opportunity, my husband is now working with the after-school program and he's teaching the children how to play chess. And when he started out the kids came in and they were a little excited, they didn't understand chess but when they go into it and understood what it was about, they're so excited they've been telling their friends and they're bringing more kids in. So we

started out with 22 children, two classes, they were for two hours – one class for an hour and the other one for an hour, and they started out with 22 kids and they've been telling their friends and now there's more kids. So how it's been working we have enough room for 22 children; however with the eight children my husband had to take them into another room to try to show them the beginning of chess. I've been working with them and also two teachers. Now we had 30 kids on Wednesday, with those many people, my husband, two teachers, and myself it was hard to work with the children to get them all to understand the game and that moving around so I can't even begin to imagine 1 to 125; to me that's an impossible situation. I don't know how the schools have been doing it really. I've gone over there and I've watched them put the kids on the bus. I've gone over there when they've taken the kids off the bus and it's a lot of confusion, we don't want to lose any children. So I would appeal to you again, from the Governor's Board, if you would just please consider not endorsing that 1 to 125. I appreciate it. Thank you and God bless. I hope you have a nice evening.

Kevin Egan, WTA President, had the following comments: I just want to address a couple of the things that I've been hearing at some of the meetings regarding the 1 to 125 ratio for recess duty. Let it be understood that of course we are for absolute positive safe and secure environments for all students. The reality of the situation is it's not 1 to 125; it's 1 WTA teacher to 125 students but that does not take into account many other adults who are in and on recess duty at the same time including paraprofessionals and often you can have two or three other paraprofessionals on recess duty on the same time with the WTA teacher. So making blanket statements that the teacher ratio is 1 to 125 is very misleading and I wanted to clear that up because as I was watching the hearings from the State from Hartford, the hearings on gun violence and safety, we had a, someone from Connecticut Parents Union, I believe her name was Gwen Samuel, come up and mention, in front of the State Department, the Education Committee, that there is a problem in Waterbury with the 1 to 125 ratio. Once again, it's one WTA teacher to 125 students not taking into account the other paraprofessionals that are on recess duty at the same time. So Senator Witkos asked Gwen Samuels have you reached out to the WTA and asked them about the problem and her response was yes, which I found quite interesting because if she did reach out it wasn't to me or to any of my executive board or to any other teacher because we didn't hear about it. So I just needed to clarify the 1 to 125 ratio. I can tell you that I've been in three elementary schools and never, ever did I do recess duty without at least one, two, or three individuals out there and that I'm sure is the case in most of our other elementary schools. Now if that wasn't the case at Walsh and leadership knows that you can put paraprofessionals out there, and they're not, then what is the problem? So I need to clear that up and I wanted to say that on the record that continually I'm hearing it's 1 to 125 and it's not a safe environment. I would also challenge anyone to find out the amount of problems, if they actually exist, to say that it actually is not safe. But under all the situations where I've done recess duty the amount of situations are absolutely minimal and certainly, certainly should never be classified as unsafe. Thank you.

Upon a motion by Commissioner Hayes and duly seconded by Commissioner Sweeney, it was voted unanimously to return to the regular order of business at 6:51 p.m.

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

6. SUPERINTENDENT'S ANNOUNCEMENTS

SUPERINTENDENT: I am happy to report that our schools opened without incident on Wednesday. Staff and volunteers did a wonderful job clearing sidewalks and parking areas, and many thanks to the Mayor and Mr. Guidone for working with City officials and our school staff to provide a safe start again.

Just as a reminder, Bridge to Success will be hosting its 100 of Waterbury's Best Youth Celebration on Tuesday, February 26, beginning at 5:00 at the Palace Theater. This event is held in recognition of Waterbury being named one of 100 Best Communities for Youth for the third time by the America's Promise Alliance. I congratulate all of the youth of Waterbury, especially those being honored that evening, for their community service and commitment to academics. I also congratulate our community and our service agencies for their collective commitment to Waterbury's youth. Working together, we have demonstrated once again that we are prepared to help our youth face the challenges of growing and succeeding in a modern world.

Our rescheduled Open House for middle schools will take place Thursday evening, February 28th, from 5:00 to 7:00. There will be an early dismissal that day. Elementary and high schools will hold Teacher Collaboration time that day.

Also because of Blizzard Charlotte, the WAMS Lottery took place on February 14th for admission to the 2013-2014 school year. All notifications of acceptance or wait list status will be mailed to each family who applied by March 15, 2013.

Due to recent snow days, we are extending the application deadline for the Rotella-Maloney lottery until 3:00 p.m. on Friday, March 8, 2013.

North End Middle School will be holding a St. Baldrick's fundraiser on March 13th at 6:30 p.m. Staff will be shaving their heads for children's cancer research. North End has raised \$20,000 over the last 2 years and they would love additional support.

My final announcement today is regarding the Commissioner's Network announcements. Again, for the Board, I have provided you with an update on the timeline. I just wanted to indicate last evening we had a well-attended Commissioner's Network update from the State Department of Education for the Walsh and Crosby High School. We had Debra Kurshan who's the Chief Turnaround Office for the State of Connecticut, Michelle Rosado who's the Educational Consultant for the Turnaround Office, and Dr. Judy Carson who was from the Bureau of Health, Nutrition, Family Services, and Adult Education. They shared quite a bit of information, took questions from the public, and encouraged everyone to continue to support the efforts of reform and also to answer, if they had additional questions, certainly to email to them and they'd be happy to provide additional information.

Having said that, the Board will need to make some decisions with regards to the Turnaround initiatives, or Commissioner's Network. In my consultation with the State

Department and with Debra Kurshan, I had appealed to perhaps delay the audit at both Crosby and Walsh for next week due to the blizzard and hopefully postpone that so we would have the Board be able to have an official approval of the members that need to be selected for each Turnaround Committee for Crosby School and Walsh School. Due to the time constraints with the implementation to the program, they had asked me to do the best we can to fill the slots for these committee assignments and also with the upcoming CMT and CAPT exams they needed to keep to the stringent timeline at hand. Having said that, we are moving forward, I know WTA has pretty much solidified and acknowledged who the teachers and parent participants will be on both committees, I believe. The Board will need to assign one administrator and one parent as well and I know Mr. President will be, in his remarks, sharing that also with the public and the Board this evening. We know that the Commissioner of Education's designee for these Turnaround Committees will be Michelle Rosado, that was acknowledged again last evening. And I'm privileged to announce Dr. Edward Joyner will be my designee and serve as Chairperson of the Turnaround Committees for both Walsh and Crosby. It is always recommended with any kind of Commissioner's Network or Turnaround, I'm using them interchangeable this evening, to have someone with great experience with regards to school reform and Dr. Joyner certainly brings that to the table. He has a wealth of experience and is well received in this community as well throughout the State. And so we're looking forward to him working with both Turnaround Committees and also being an instrumental part with regards to the operations and instructional audit for both Crosby and Walsh. Those audits will begin for Crosby on February 25 and 26 and for Walsh the audits will begin on February 27 and 28. So Dr. Joyner has been very instrumental in reform and has assisted me over the last year and a half upon my arrival as Superintendent so I look forward to have him serve as my designee. I certainly will be in attendance many times but he will be the Chairperson of each of those committees.

STANGO: Any questions for the Superintendent?

HAYES: Just briefly, I didn't hear of any incidents or anything, I know I saw a lot of police officers out at least the first day around the bus stops because there were some tough spots out there.

SUPERINTENDENT: Mr. Guidone, he always has superb timing, I see he's making his way to the microphone so I'm sure he'll be able to answer that.

GUIDONE: No, Pat, there weren't any incidents. We did do a great deal of planning on Tuesday to get ready for both the first day on Wednesday and today. The Police Department assigned a dozen, 14 officers, to strategic locations that we asked to go to. Public Works had a number of sanders dedicated to our calls. We had a police officer stationed at the bus company and we had conducted further bus runs on both Monday and Tuesday actually. So we were well prepared. It was a bit of an adventure, it's what we expected, there were certain areas where sanders were called to help out and got there right away and police officers reported both yesterday and today that things were well in order. There are still a number of sidewalks still not clear. Wherever we receive reports of that, we address those through the proper channels. So the first couple of days were fine and no incidents.

7. PRESIDENT'S COMMENTS

STANGO: Two weeks have gone by since our last regular meeting and President's Comments. Much of those weeks have resulted in non-school days due to the blizzard and planned holidays. The time after Christmas break through to the Mastery Tests is extremely important due to teachers and students preparing to take those tests. While we cannot control the weather yet, I request that all parents redouble their efforts to get their kids to school so that they may prepare and be ready for those tests at the end of the month.

I would like to congratulate Alderman Greg Hadley on his being named African-American Mayor for the Day. He will celebrate, we will celebrate tomorrow at a swearing in at 10 o'clock at City Hall; hopefully everyone can come. From my experience it's always a good thing when we have once and future Mayors closely aligned with this Board. As examples we have Vice President Harvey, Commissioner Morales, former Commissioner O'Leary, have all served or will serve as Mayor and now we are proud that we have our Board of Education Liaison, Greg Hadley, going to serve as Mayor for the Day.

And now the following announcement regarding the Network School. Under the Commissioner's Network Partnership, the Board of Education is required to make appointments to the "Turnaround Committee" for Walsh and Crosby High School. The Board must appoint two parents, one for Walsh and one for Crosby. Also, two administrative representatives, one for Walsh and one for Crosby.

Letters have gone home to both Walsh and Crosby parents inviting them to submit their names to the Clerk of the Board by the close of the business day on Monday, February 25 expressing their interest in the appointment. A selection will be made from that list.

Regarding the Administrative appointments, we are under time constraints to name the administrators due to the recent blizzard, which closed school for over a week and also the impending schedule for the CMT's. Both Walsh and Crosby will undergo an audit by the State Department of Education next week and our administrative appointments must be in place by that time.

Therefore, at this time ILD Aresta Johnson will function as the interim administrator for Crosby Turnaround Committee and ILD William Rice will serve in the same capacity at Walsh until final appointments are made next week.

I invite the Board to recommend any other administrator names for consideration, again, to the Clerk of the Board by Monday afternoon. The full Board will make a final decision on the parent and administrator appointments at a special meeting as part of our Workshop next Thursday night.

I also want to note the change of location for our Workshop next week. We will be at Generali School next Thursday at 5:30; the location was snowed out last week. I also want to comment on the piece in this morning's Republican-American that talked about how sad people are in Waterbury. If you want to see some happy folks go to any one of our elementary schools on any day. Those kids are so happy to be there they grin from ear to ear and bubble with excitement. Their teachers are also pretty happy. If you go

there though be careful because their happiness is contagious. Also on a happy note, March 2 is Dr. Seuss' Birthday; kids are always happy reading his books and imagining his world. In light of that and in light of more snow predicted this weekend, and in light of being happy, I would like to read a poem, it's not a Dr. Seuss poem and I apologize in advance to Dr. Seuss and to this Board for reading it, however, here it goes:
Snowflakes, snowflakes, I do not like them. I do not like them big, I do not like them small. Snowflakes, snowflakes, I do not like them at all. And I'm going to sign this poem and give it to the Superintendent; it's suitable for framing.

Does anyone wish to remove any item from the Consent Calendar?

VAN STONE: Mr. President, I'd like to remove Item #8.7 from the Consent Calendar.

STANGO: Any others?

President Stango proceeded to read the Consent Calendar list – Items 8.1 through 8.6 and 8.8 through 8.10.

8. CONSENT CALENDAR

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the Consent Calendar, Items 8.1 through 8.6 and 8.8 through 8.10, as listed:

- 8.1 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval for Waterbury Public Schools to participate in the Edward E. Ford Foundation Education Leadership Grant with Taft School – applicant.
- 8.2 With the approval of the Committee on Finance, the Superintendent of Schools recommends permission be granted to Elaine Strobel, Wilby High School, to apply for the TD Bank Non-profit Training Resource Grant.
- 8.3 With the approval of the Committee on Finance, the Superintendent of Schools recommends permission be granted to Stephen Tansley, North End Middle School, to apply for the Lowe's Toolbox for Education Grant.
- 8.4 With the approval of the Committee on Finance, the Superintendent of Schools recommends permission be granted to Joseph Gorman, Supervisor of Health and Physical Education, to apply to the USTA Tennis Association for various grants.
- 8.5 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the job specifications for, and new position of Literacy Interventionist (funded by Title I), as attached.
- 8.6 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval for the Connecticut Center for Education Reform to conduct a Human Resources Audit, at no cost, for the Department of Education.

8.7 REMOVED FROM CONSENT.

8.8 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of Amendment No. 5 to the Agreement with Waterbury Development Corporation for Project Management Services regarding Site Selection, Land Acquisition, Relocation Activities, and Other Administrative Services relating to the School Construction Program (funded by School Construction Grants).

8.9 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
Adult Education Ray Byron	Wilby classroom: 3/25/13-6/6/13 Wednesdays 6:00 - 9:00 p.m. (culinary arts classes) WSMS classroom: 3/25/13-6/6/13 Mon. thru Thurs. 6:00 - 9:00 p.m. (culinary arts classes) Kennedy classrooms: 3/25/13-6/6/13 Mon. thru Thurs. 6:00 - 9:00 p.m. (language, computer, art, exercise classes)
Tina St. Pierre	Duggan café & gym: Thurs., Feb. 28th 4:30-6:30p.m. (Math Night)
Monroe Webster	WAMS atrium & classrooms: Sat., May 11th 8:00a.m.-3:00p.m. (city sponsored housing forum)
Donna Cullen	Maloney café: Wed., Feb 20th (snow date: Feb. 21st) 5:30-8:00p.m. (Fa.m.ily book bingo)
P.T.O. Patricia Poulter	Regan café: Thursdays 3/19, 4/23, 5/21 5:30 -7:30 p.m. (PTO meetings)
White Collar Union Bill Foley, Treas.	Kennedy café: Monday, Mar. 4th 3:00-6:00p.m. (para members meeting)
*Nate Jones	Reed café: Sat., Feb. 23rd 10:00a.m.-12:00p.m. (crossing guards meeting)

8.10 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.

GROUP	FACILITIES AND DATES/TIMES
Alpha & Omega Ministries Pastor Elaine Burke	Rotella Aud., café, classroom: Sat., April 20th 2:00-8:00 p.m. (gospel concert)

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

St. Rep. Selim Noujaim	Crosby Auditorium: Thurs., April 18th 6:00-8:00 p.m. (public forum on I-84 widening)
House Republicans	
Town Plot Sports Assoc . Art Marcelynas	WSMS gym: 3/11-6/7/13 Mon., Wed., Thurs., Fri. 6:00 - 9:00 p.m. (girls basketball practice)
Waterbury Wizards Patty Daniels	Driggs gym: Fridays 2/22-3/29/13 5:30 - 8:00 p.m. (basketball practice)

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

9. ITEMS REMOVED FROM CONSENT

Committee on Building

8.7 Upon a motion by Commissioner Hayes and duly seconded by Commissioner Sweeney, it was voted, with Commissioner Van Stone voting “no”, to approve of an Agreement with Northwest Regional Workforce Investment Board for administration, monitoring, and enforcement services of the ordinance regarding the hiring of Waterbury residents on certain publicly-funded projects (Good Jobs Ordinance) for school construction projects (funded by School Construction Grants).

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

VAN STONE: Thank you, Mr. President. Paul, if you don't mind, last week we talked about this in the Workshops, it was determined that this transfer from WDC, who had been handling this function although farming it out to the Investment Board, this transfer is essentially going to be three times the cost of what the old agreement was gonna be. And the question I asked then was are they now saying that for that three times the money we expect these better results and this is what we are looking to guarantee or promise to bring forward and there wasn't really any commitment, at least by you or Bruce, at the time. In the week that's passed has there been any more solid information saying for this three times cost you know a number that we've been stuck on, 25%, we're gonna get to 30% or six percent to nine percent, just to help justify why we're gonna spend three times the amount as we had been using the same people if we're gonna get the exact same results.

GUIDONE: I think there was some confusion on that one, Bruce answered the question. I think the rate per the individuals is not three times the amount of the rates that were being paid under the prior contract. We have devoted additional resources to construction based on the amount of construction that's occurring at this given time versus what was in the past. I think, as I had said, generally we were constructing one school at a time and therefore devoted “x” number of people to one school at a time. During this particular timeframe, it's the first time we've built two full scale schools at one time, so I think the resources being devoted to the entire school construction project is just a greater amount than had been in the past. And I think that, speaking to your issue, I think that the transfer, at least under WDC for those responsibilities that has occurred about this last year and we've been running about that level since that occurred because that's when the construction occurred, I think that we've all seen progress finally in certain areas that we were trying to see before. We had done well but I think in this last six months to eight months I think Building Committee members, as well as Board members, I think have seen improvement in the workforce reports and I think it's because additional resources that perhaps should be devoted have been devoted. I can't sit here and promise you that 25% is going to become 30%. I think our goal is to do, is to 1) make sure we achieve all our goals and 2) to do the best we possibly can. I think the trend line has been that case to date.

VAN STONE: I think I agree with that; I've been very happy with their reports and how efficient they are and I'm happy with the amount of money we're paying for them now, quite frankly. And I would understand that, okay we usually do one school at a time so it's "x" number of dollars and now we're doing two so "x" would be times two but in fact "x" is here times three. So what accounts for that difference then?

GUIDONE: One of the "x's" is a very big school; it's the biggest one we've done, the high school. I was at both sites actually during the days we weren't in school and the amount of workers on those sites was just incredible. They've overcome the parking areas, some of them are parking on the streets up and down so during this period of time we just have a great number of employees on site, more number of workers on site the more work on Workforce, the kind of work needs to be done.

VAN STONE: And I think the last question I had asked last week, since this wasn't like a traditional bidding type thing where we took the lowest bidder, was there an opportunity to go back to these folks and say we understand what you're looking to bring and we understand that, can you do that at a cheaper dollar amount? Did that conversation take place?

GUIDONE: Yes, it did. They were lowered from initial proposals.

VAN STONE: What is the new amount then, I'm sorry.

GUIDONE: Before it got into this contract form, I'm sorry, that negotiation did occur.

STANGO: Commissioner Hadley, I'm sorry, Harkins.

HARKINS: Just backup for one second, you made a statement about, we saw the improvement in the numbers because additional resources needed to be applied and they had been applied. How had they been applied before we got into this contract with this cost?

GUIDONE: WDC has been contracted for this responsibility since the beginning of the school construction program and we've had a contract with them. Some time, give or take a year ago, the Mayor assigned those responsibilities to Workforce. Our contract with WDC allowed the assignment of those duties with our approval; we allowed that to occur, so we're essentially having Workforce paid under the existing contract of Workforce over this period of time. The reason for the new contract is that that contract has, or will end, in this coming month. So it was decided to therefore do separate agreement with both entities. So they were being paid at about the same level for the last six to eight months.

HARKINS: Okay, so there isn't actually a rise in cost, it's just being...

GUIDONE: Correct, what Bruce was answering, before the assignment and before the buildup of this new work, what was the comparison in response to Jason's question so he answered at that but over the most recent time frame, no, there's not been an increase in cost, since they've been operating the program.

MAYOR: I just want to comment for just one second on this issue. The reason why I chose to put the duties and responsibilities of the Good Jobs Ordinance under the Workforce Board was because the head of WDC, Leo Frank, had come to me and asked me to take the responsibility away from WDC because they were not equipped to monitor the Goods Jobs Ordinance in the fashion that we want it monitored, i.e. you might recall some of you or most of you that have been on these boards for several years, up until very recently the Good Jobs Ordinance, wasn't enforced, or was very loosely enforced, and quite frankly it was never really that well thought out until we decided, collectively as a Board, that we really, the City had a responsibility to live by the ordinances that we put in place. Once that happened WDC realized very quickly they didn't have the manpower or the ability to go out and check these contractors and these job sites the way that we felt, as this Board felt, and others felt, they should be. So we did speak with Cathy Awwad and her group and she said it seemed the right thing to do because she has the resources, not only that she has the bench, she has the skilled workers that meet the criteria's that we're looking for to fill these positions. So we took the bureaucracy out of it, if you will, and put it right over to the Workforce Board. By the way, since that's happened, we've been compliant in almost every area at both of these huge projects and Reed, as well, which is done now but last year, we became very quickly, we became compliant in almost every area. The one area we always know that we struggle with is the apprenticeship area and that's really a no-brainer with the Workforce Board because they're training the people to become apprentices.

VAN STONE: I think I agree with you on most of that, Mr. Mayor, and I think they've done a fantastic job and I think we've seen that which kind of begged my question last week when we, at least in a general sense, seemed happy with it to then hear that we're gonna contract them directly, which is fine, but now it's gonna cost three times as much beg the question if we're somewhat happy with it now and we think they're doing a great job and they're doing it for this dollar amount now, other than the benevolence, why would we triple the rate?

MAYOR: And I think I understood that correctly. I think that was a misunderstanding. I don't think we did triple the rate, I think we tripled the work, to be honest with you, but we didn't triple the rate. I think Bruce was answering saying we got three times as much work but it doesn't equate to three times the dollar amount.

VAN STONE: Last year, what was the annual amount of money spent to whomever to do this job, ballpark?

GUIDONE: Bruce said he thought he answered it wrong. He, unfortunately, wasn't here tonight. I don't have that off the top of my head because that was a transition year where part of that year happened to be WDC and the other so I'd have to follow that up for you specifically.

VAN STONE: Since we're voting on it tonight I frankly don't feel comfortable voting "yes" for it. I don't know how time sensitive this is, if they can wait for another meeting so we can get that answer. Cause if you tell me, you know what, last year we paid \$52,000 and this year we're looking at 55, let's do this. But if it comes back and it was you know last time it was 29 and now it's 55, I think that's a totally different question we're asking.

GUIDONE: I think you are going to see that depending on what year we look at because, again, the amount of construction is down here in one year and the amount of construction is up here in that year...

VAN STONE: I understand there will be a difference, we're building more schools, but I just want to see the disparity. If it's, three times I have a lot of trouble swallowing. If it's a couple thousand dollars and we can rationalize it, well, we are doing two new schools now and there are that many more people we got to keep track of, I think you can justify that cost. I think I, at least personally, would like to see that disparity.

GUIDONE: Sure. Again, like I said, I think that Workforce reporting is a function of how many people were on a given site or how many jobs are going at one time so if you're looking at a period where only Reed was under construction versus a time where we have two large buildings going under construction at one time, you are gonna see a disparity.

VAN STONE: That I would understand and that's why if it were two times, even if we said okay, we built Duggan here and we built Reed here, and we add those two together, and if that is the same number as Career and Carrington, okay. But if those two are 70% of what Career and Carrington are becoming, I think that's a total different question for the Board.

GUIDONE: The time sensitivity is the contract is ending, the existing contract is ending, I don't have the data in front of me, but it's likely to be the start date of the new contract.

HAYES: March 8, 2013.

GUIDONE: And this requires Aldermanic action also; it's on their agenda I believe for Monday.

STANGO: Commissioner Hayes.

HAYES: I think, towards the end of the meeting I heard the answer and I think you just said it again today, from what I understand they're getting paid the same rate for the same work so whatever work that's required will be at the same rate they were always getting paid. Do we have a maximum allotted in the event that we do need all that work but we won't necessarily need to spend all that money? It's basically the same rate, I think at the end Bruce said it's the same rate. So if that's the same rate I'm comfortable with it and if we need to do more hours or fewer hours then it all should come out in the wash, right?

GUIDONE: It is, and like all contracts, and like the other one with WDC, these are estimates and "a not to exceed" and we only pay on those amount of work that are actually necessary and done. For a best estimates contract, construction changes over time, you have "x" amount of people on site in two months and all of a sudden you're down a month. Much like the prior WDC contract, although estimated, had a large balance which allowed a full year extension with no additional cost. As a matter of fact, likely to be a surplus in it, it's the same structure as this kind of contract. We estimate as best we can how much work needs to be done but it could vary. If it goes over we'll

have to come back for an amendment, if it doesn't obviously the money doesn't get spent.

HAYES: So conceivably what Commissioner Van Stone is saying if they only need twice as much work then we won't have to pay them for twice as much work at the same rate we were paying them before.

MAYOR: I have Cathy Awwad on the phone. I have you live. Cathy, are you there?

AWWAD: Yes I'm here sir.

MAYOR: Tell the Board how much it is for the three years please.

AWWAD: For the three years it comes to a sum total of \$166,000 which works out to a little over \$55,000 a year, per year, for the four projects.

VAN STONE: That I knew, my question was, I knew going forward that was the cost, my question was for the year previous was it \$55, was it \$32? I don't know if anyone is gonna know that number off the top of their head.

MAYOR: Do you know what it was with WDC last year?

AWWAD: I know for the one year period I assumed \$86,000 for the one year.

MAYOR: So we're actually saving money?

AWWAD: Yes, sir.

MAYOR: Boy, that was a good idea the Mayor had.

VAN STONE: Quite frankly I'm more confused. So last year it was 86, she said?

MAYOR: That's what she thinks, but to be honest with you Commissioner Van Stone, I don't know that she knows that, she said she thought it was. We'll get you the proper information. But last year WDC, quite frankly I didn't move it over realizing that there would be a monetary savings, I moved it over because I thought it would be more efficient and it would be, as the request of Mr. Frank, he said they weren't equipped to do it properly, and that's really what was the thought process. I thought for sure it was going to be around the same amount of money, I don't know where Cathy comes up with the \$86,000 except there might have been more projects in the hopper at that point in time than there are now. But I'm not 100% sure. I know we had the, Duggan was part of the project, finishing up maybe of Gilmartin, the starting of Carrington, and it could have also been the Career Academy as well – the site work and all those things involved.

VAN STONE: I have no doubt of the work and I've been very happy with it which, again, kind of started my question – why are we paying more?

MAYOR: Listen, they're great questions, they should be asked quite frankly and I compliment you for asking them because quite honestly I wasn't quite sure myself of what it was.

STANGO: Commissioner Sweeney.

SWEENEY: Paul, if I recall the format of both these contracts, the WDC contract and the new contract, most of their costs are really in personnel.

GUIDONE: Yes.

SWEENEY: And I think they listed, by position, those personnel and what the cost was for those personnel, I think, if I recall right, was an hourly rate, I don't remember. I think that's really the comparison that we need.

GUIDONE: Yes, and obviously percentage of somebody's time if not full time, of how much somebody was working on that and overhead, those were the key components of the budget of each of the contract, yes.

SWEENEY: I don't know if that would solve Commissioner Van Stone's question but that's the way I recall both of those contracts being laid out.

GUIDONE: You're correct.

VAN STONE: I understand that but Pat, correctly restated what I said, okay so it's gonna take twice as many hours to do two schools than it would for one; one could reasonably assume then the total would be twice the amount of the old amount, not three times. I guess, I could understand okay, all the rates are the same, then I guess the question is different, then why are we assuming three times as much man hours put into it?

GUIDONE: I think, as Bruce did say, I think that it was recognized that more energy and effort needed to be put into compliance than had been done in the past and for that we were seeing better results. In addition, probably where the ordinance changed, to provide some teeth into the ordinance as well as our contracts changed to provide for additional teeth regarding the construction managers. So I think that there may be more time devoted to the existing projects because it was necessary to get to the next level that perhaps wasn't gotten to in the past.

VAN STONE: And correct, Bruce did say that, and that's why I responded did they tell you what that number would be. So 22 will become 24.

GUIDONE: I think we all acknowledge and we've already seen that incrementally in each of the categories. How high can we get as these projects close up or the new ones start because of this contract period it will also include, the same thing, an estimate for Wallace and when the construction would occur; an estimate for Kennedy High School and when the construction would concur, timeframe wise, with the overlap. Again, they are estimates as best as staff can make them.

VAN STONE: And this gets done, I'm sorry Mr. President, so to walk through how this actually works out, if employee "x" down there hits a time clock and it pays out, if at the end of this three years their dollar amounts equal \$137,000 they just leave that on the table, we don't pay that amount regardless.

GUIDONE: That's correct. That's what happened with the WDC contract that was on Consent . . . reason why there was \$60,000 left at the end of the contract period because the estimates were such and they didn't bill for \$60,000. Exactly the same process.

VAN STONE: Thank you.

STANGO: Commissioner Hayes and then Commissioner Harkins.

HAYES: I think what I touched on, what Commissioner Sweeney mentioned also, the answer I've gotten is that we're gonna pay them the same rate for the work. O & G is gonna monitor the work and pay them for the work that's done and we have a cap on how much we're gonna spend. Is that pretty much putting it in a nutshell?

GUIDONE: That's accurate. I don't know that every rate is exactly the same rate, but that's exactly how it gets monitored. They submit their bills to O & G; O & G review those and pays based on work performed.

HAYES: So O & G is the one that will be monitoring it and paying them for the work done at a rate they were paying previously through WDC.

GUIDONE: Exactly the same process they were using with WDC and had been using with Workforce for the last eight months, year, for the amount of time it's been.

HAYES: And the fact is WDC wasn't getting the job done, for whatever reason, it wasn't getting done, it's getting done now, so.

GUIDONE: It was getting done, to some extent, I think we're all agreeing that it's being done better and I think we all would acknowledge that.

STANGO: Commissioner Harkins.

HARKINS: So just as a clarification, we've come all the way around full circle here to the beginning again. It seems to me, if I understand this correctly, but the miscommunication here is that the cost, the \$55,000 a year is three times as much as WDC, we were paying at that point, but exactly the same as we've been paying over the past whatever six months that you've been using Workforce and during that time that we've seen the results that we're looking for. So it's not three times as much as we have been paying on these projects...

GUIDONE: In the most recent period, that's correct, that's accurate.

HARKINS: That was the understanding that we all had?

VAN STONE: Ish.

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

VAN STONE: No.

STANGO: One no.

10. COMMITTEE OF THE WHOLE

10.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve of February 28, 2013 as an early dismissal day to reschedule the middle school parent/teacher night, and elementary/high school professional development day, cancelled due to inclement weather.

STANGO: Motion has been made and seconded. Seeing none – all in favor, opposed, motion carries.

11. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Hayes and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file Superintendent's Notification to the Board, Items 11.1 through 11.5, as listed:

- 11.1 Athletic appointments effective immediately:
Bandurski, Joseph Jr. – Baseball Coach, CHS.
Sarlo, Christopher – Winter Strength and Conditioning Coach, KHS.
- 11.2 Grant funded appointments/transfers effective immediately:
Irizarry, Angelina – from School Readiness Classroom Assistant/Duggan to School Readiness Classroom Assistant/Maloney Magnet School.
Mancini-Cavallo, Marisa – Secretary I, Adult Education, salary and benefits according to the SEIU Agreement.
- 11.3 CMT Prep Program appointments, funded by Title I, effective immediately:
Gadbois, Allison – Behavioral Therapist, Gilmartin School.
Bartoletti, Jane – Reading, Gilmartin School.
Zaccagnini, Krista – Reading, Gilmartin School.
Phelan, Kyle – Math, Gilmartin School.
Tracy, Andrew – Math, Gilmartin School.
Klem, Lisa – Substitute, Gilmartin School.
Ouellette, Sherri – Behavioral Therapist, Gilmartin School.
Bovat, Susan – Paraprofessional, Gilmartin School.
- 11.4 Retirements:
Mecca, Peter – Business, Crosby High School, **revised** date of 01/25/13.
- 11.5 Resignations:
Augelli, Martin – Kindergarten, Chase School, effective 02/28/13.

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

HAYES: Just one question, we have a retirement sort of mid-year and we have a resignation. I don't need necessarily a public response to that now, was there any particular reason for that? Did they get another job or is it they hit the right time on the retirement?

CLERK: Right time on the retirement.

HAYES: The kindergarten teacher at Chase?

SUPERINTENDENT: Mr. Frost.

FROST: I don't know if he's landed another job but he's left to pursue other opportunities.

STANGO: Any other discussion? All in favor, opposed, motion carries. Item #12 – Unfinished Business from the Preceding Meeting Only. Item #13 – Other Unfinished, New, and Miscellaneous Business. Vice President Harvey.

HARVEY: Paul, if you would please, would it be possible to receive and update on the safety sweeps that were performed a few weeks ago. I know we were supposed to receive an update and I don't know where that stands so is it possible to receive some kind of update?

GUIDONE: Yes, and the police apologize, the site visits are complete and they were in process of drafting and have been taken off because of snow and other events that have occurred over the last couple of weeks. They indicated to me that should be completed by the end of next week. So as soon as that is I will make that available to you.

HARVEY: And that's as a result, parents are asking me that. Thank you Paul. Next, the district calendar. I've been informed that there is a district calendar that is in place and that's good. We need to make sure that everybody is utilizing it and particularly, I'm looking at our weekly minder that we receive as Commissioners. There was a meeting last evening, a very good meeting, very good turnout for the Walsh School side; I was a little concerned about the Crosby side of the house as far as the parents were concerned and I'm just wondering why we didn't get a lot of parents from the Crosby side. But, any rate, I noticed that this was not on our weekly minder and I also noticed that it was not on the district calendar and, as we move forward, I would hope that these meetings, it was a rescheduled meeting so that should have been on the district calendar and it was not on our weekly minder. It is important that the parents, the State, everyone knows that we, as Commissioners, are engaged in this process so those that could make the meeting, that's good, I was glad at the turnout, but need to be up-to-date so I'm asking that if there's, moving forward, any further meetings that they be listed, they're open to the public I assume so the Commissioners should know and it should be on the district calendar. The district calendar for yesterday noted that there were no activities, no meetings scheduled for that evening and there were.

Last but not least, as I sit on the eve of relinquishing my responsibilities as the 2012 Black Mayor for the Day, Alderman Hadley, I want to first of all congratulate you, personally, on that achievement. I am just ecstatic that I am going to get the chance to

turn my responsibilities over to you. And I'll have more to say about that tomorrow. But it is well deserved. I look forward to your assuming those responsibilities because, as I was informed last year, you hold them for a year; I never knew that, that will be explained to you tomorrow. It could not go to a better person and I just want to thank you personally as our Liaison from the Board of Aldermen you have been actively involved in what we do here on the Board of Education. You were there last night, as a matter of fact, I just want to thank you and I look forward to the ceremonies tomorrow and I hope that the rest of the Commissioners could make it if you can, if you can't that's fine, but there will be two programs, there will be one at 10:00 a.m. and one at 6:00 p.m. So if you are not doing anything tomorrow evening the ceremony will take place at the Goodwill Lodge on North Elm Street. So, again, congratulations. And I think that is it. Thank you. One other thing, I just want to thank Superintendent for the update for the Commissioner's Network Timeline for noting that I was present at a meeting and I appreciate that, Superintendent. Thank you.

STANGO: Any others?

SWEENEY: Just two things, just a reminder, and I know Margaret made some phone calls, an outreach today, but a reminder for the Legislative Breakfast on Monday morning at 8:00 a.m. Some of our legislators have responded they will be there. So hopefully we will have a good showing.

And just one other brief note, I don't know if everybody gets the flyer from CABA but this is the flyer announces CABA's Convention for this coming year for November 15 to 16 but the really nice thing is that Waterbury is very well showcased. Out WAMS Chorus is showcased here; our Kennedy Robotics team is here – good shot of Commissioner Van Stone, good shot of President Stango. But this is great to see us this involved and for us to be the centerpiece of their flyer this year. Wonderful thing, I hope we can keep this going. Thank you Doctor.

STANGO: For the record, there's no good shot of President Stango. Commissioner Rodriguez.

RODRIGUEZ: Thank you President Stango, through you, I just want to make a proud Daddy announcement, on February 5 my daughter, who plays for North End Middle School as an eighth grader, this Tuesday will be her final game as an eighth grader, I was notified by Principal Michael LoRusso that she broke the girls scoring record by scoring 37 points against Wolcott in a victory for North End Middle School. Thank you.

ADJOURNMENT

Upon a motion by Commissioner Hayes and duly seconded by Commissioner Van Stone it was voted unanimously to adjourn at 7:40 p.m.

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