

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ REGULAR MEETING*

Thursday, August 4, 2016 at 6:30 p.m.

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

**PRESENT:** President Brown, Commissioners Harvey, Hernandez, Pagano, Rodriguez, Stango, Sweeney, Theriault, and T. Van Stone.

**ABSENT:** Commissioner J. Van Stone.

**ALSO PRESENT:** Chief Academic Officer Darren Schwartz, Director of Personnel Robert Brenker, and Education Liaison Mary Ann Marold.

#### **1. SILENT PRAYER**

President Brown called the meeting to order at 6:05 p.m. with a moment of silence.

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

Commissioner T. Van Stone led everyone in the Pledge of Allegiance to the Flag.

#### **3. ROLL CALL**

CLERK: Commissioner Harvey.

HARVEY: Here.

CLERK: Commissioner Hernandez.

HERNANDEZ: Here.

CLERK: Commissioner Pagano.

PAGANO: Here.

CLERK: Vice President Rodriguez.

RODRIGUEZ: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Theriault.

THERIAULT: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner J. Van Stone (absent). Commissioner T. Van Stone.

T. VAN STONE: Present.

CLERK: President Brown.

BROWN: Here.

#### **4. COMMUNICATIONS**

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

1. Copy of communication dated July 13, 2016 from Civil Service certifying George Walters, III for the position of Maintainer I.
2. Email communication dated July 14, 2016 from Robert Goodrich regarding Minority Teacher Recruitment and Retention Performance Advisory Council and Implementation of Rooney Rules.
3. Copy of communication dated July 15, 2016 from Civil Service certifying Bobbie Richardson for the position of Maintainer I.
4. Email communication dated July 28, 2016 from Robert Goodrich regarding access of information released to the Superintendent's 2015-2016 evaluation

BROWN: All in favor, motion carries.

## **5. PUBLIC ADDRESSES THE BOARD**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:33 p.m.**

BROWN: Discussion? All in favor, thank you.

**Danielle Albert, 93 Kelsey Street, had the following comments:** I'm here tonight as President of the Gilmartin School Governance Council and I'd like to share some thoughts about the SGC presentation that took place last week at Maloney. Commissioner Jason Van Stone asked that night what is being successful and what would members recommend. Responses regarding every other monthly meetings and appreciation for being involved and children needing discipline were given. Are those responses the real purpose of our councils? Are the responsibilities that are clearly posted on the State Department of Education and CAFE websites in line with what is actually happening in our district? Our councils have been in place for five years. When are they going to begin to fulfill their actual purpose? I've spoken ad nauseam about getting the SGC's to interact and network with each other. There have been trainings, but even so we were given data, charts, and graphs; not tools, suggestions, and guidance. I personally asked to connect the four pre-k to eight SGC's in some way. Interaction needs to happen more often so that we can share with each other what exactly we are doing. For almost four years I've witnessed the same rhetoric – charts, data, ice cream socials which are very good opportunities to interact but where's the proof that the district is following protocol and the SGC's are working because the proof is not in the pudding. In fact I am concerned that some of the information provided may be perceived as inconsistent. The Gilmartin SGC was listed as achieving a school safety plan. The truth is the SGC did not play any role in creating that plan; we only brought about awareness to the safety concerns that we all know about that existed at Gilmartin School. As wonderful as the safety plan is we did not create it and the truth is we actually had a very difficult year. There were many times that many of us parents

would walk out of those meetings very frustrated, we'd throw up our hands and literally say we're done but month after month the dedicated people that care about our children and our school showed up. How did the SGC's play a part in opening the Family Engagement Center? Where is the data that shows how these councils are affecting student achievement in a positive way? And where's the proof that they help to resolve discipline issues or improve truancy and attendance? Or that they help enhance our less than adequate test scores? Are you all confident that the councils have been given the ability to participate in the hiring of school administration? And is it really up to the State to give the go ahead to implement councils in all of our schools or is it up to the district? The truth is while I was looking into the State SGC advisory group I was told there are no new lists coming out, we were not waiting for testing results, and it is completely up to the district to implement these councils wherever they see fit. As a parent I am very frustrated with the lack of progress and disappointed with the inconsistencies. If parents saw more concrete progress it would be easier to get them interested and keep them involved. We all want to see the fruits of our labor come to fruition. Why after five years is this district still dealing with parent involvement, recruitment, and retention as its priority when we could be doing so much more? Let the councils use their power. We need consistency backup and support from administration in our schools and all of you sitting at this table as well. It is the expectation that you as a district will stand behind your parents, teachers, and encourage this collaboration and encourage guidance to help better your councils. With the amount of support that Mrs. Marold has and the amount of dedicated parents and individuals who make up the SGC community this district should be a leader like Middletown and Bridgeport. I do believe success rates would be so much higher if parents were aware of the capabilities that the council has to make change because something needs to change. Sadly if it doesn't you're going to be shown the same rhetoric year after year and not progress for student growth or achievement. Individuals elected or not should be welcome to join the meetings and listen and bring forth concerns about our councils. I invite any one of you to sit in on our meetings and we would be happy to share any information on the tasks we have been trying to complete at Gilmartin. What's going on now is not working. We have parents, teachers, and in some cases even students who have invested so much only to see their council not live up to the job of which it was intended. If it is implemented properly these councils will work to promote the success of all of our children and it's your job as a Board to please help make positive change happen in our schools. Thank you.

**Thomas Pelletier, 112 Concord Street, had the following comments:** I'm gonna be very quick. On your Agenda tonight there are many schools with elevator projects and energy projects that are funded by grants. As a former student who has grown up in the Waterbury School System and who happens to work for the Waterbury School System, it's great to see we are finally at a time where we can see a good portion of our schools get grant money to finally become handicap efficient. It's sad to see it took this long but it's great to see that it finally happened. That should be a no brainer for a vote.

I also wanted to thank Mr. Brenker and Mr. Shannon Sullivan who have which taken over the maintenance and overseeing of the school system in part. What they were able to do with 31 Church Street under such short time, under budget, and without any overtime in getting it done, it's nice to see that we have you know City carpenters, plumbers, everyone coming together you know and we hear so much rhetoric about things getting done over budget and everything it's nice to see that under their

collaboration we were able to get this done and under short time. . . . taken as our former School Inspector John Cross was in and happened to leave and what they've been able to do in such short timing is commendable and I want to thank them.

Also I wanted to bring to mention today being there I was quite, I think the Board should be noted on this, today Duggan School, the staff and kids, for the last month have worked so hard, it was featured on Channel 8 tonight, I'm sure it's going to be featured tonight again as well as the 11 o'clock news. These kids and their staff have worked so hard to make cards, they raised money to get frozen pops, they called it Pops for Cops. They worked to get the Waterbury Police Department together. In a time when we see such division in our country and it's great to see our youth and our staff come together and you know work together, that's what we should all be doing in this time of crisis. It got us together back in the day, it's gonna help us rise again. And to see these students and how happy they were today when the cop cars pulled in, they handed cards, the cops let them, some of which the children got too overzealous pushing the buttons for the sirens and everything but you saw the interaction, that's great to see. And you know I was overtaken by one of the interactions with the police and the children today when one of the students said well you know my family says we should talk to the cops but I think you guys are great. And from a kid who's in fourth grade saying that to a cop, I saw the tears come down from the cop's eyes and she happened to say it to the officer I think I want to be a cop. You know that's great and I think the Vice Principal Melissa DiGiovanni should be commended for it, her staff worked very hard on trying to do that which brings me up to the next item on the Agenda, 11.2. I didn't happen to know this until I read the Agenda; Melissa DiGiovanni has been asked to be a part-time Team District Facilitator. Now this is a woman who's a great multi-tasker, she was a teacher at North End Middle School, she became a Vice Principal at North End Middle school and now she's a Vice Principal at Duggan School. What she's been able to accomplish in such short time at Duggan School and all these other schools is commendable and I would ask as a taxpayer and not only as a person who works for the schools that you would vote for her. Thank you.

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business at 6:44 p.m.**

BROWN: Discussion? All in favor, thank you.

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

*Dr. Ouellette was not present.*

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

BROWN: The Superintendent is not with us tonight, she's on vacation, a well-deserved vacation. So I just have a few comments. I think Mr. Pelletier stole a little bit of my comments but I did want to thank everybody who participated in our very robust summer school program this year in Duggan, Gilmartin, Reed, and Carrington. I had a chance to visit all the schools and great things were happening so I want to thank the staff and the students and the parents for understanding the importance of having our children participate in summer school so we're very happy and Pops for Cops was a

success and I'm hoping that that catches on and more of our schools do more to have this kind of positive relationship with our community and our police.

I just wanted to mention that August 24 is the Back to School Rally at Library Park so we're hoping our families and children come and celebrate the end of summer and the beginning of school. There will be a lot of freebies and goodies, we always have a great celebration so we're hoping that parents do come.

Also, the first day of school in August 29, it's a Monday, the Monday before Labor Day. So please make sure your child comes to school ready to learn and everything is all set. We really appreciate that we really have a push to make sure our students are in school to really reduce chronic absenteeism in the district.

I just want to thank everybody for the renovations at 30-B Church Street. I think Mr. Pelletier, again, mentioned a great opening, the Office of Early Childhood so parents have one-stop shopping for preschool. There's also special ed there as well as public school preschool and the School Readiness partnership. So we're very excited about that. And the opening of the Welcome Center at Chase School (Chase Building) also took place, a very busy week, last Thursday. And, again, parents are invited to come to the Welcome Center in the first floor of the Chase Building and learn about what's going on in the district, if you have questions, we're very excited about that. That finishes my comments.

I'd like to move to the Consent Calendar. Would anybody like to remove anything from the Consent Calendar?

HARVEY: If we could remove 8.2 and 8.21.

BROWN: Thank you. Any others?

THERIAULT: Which is the one on energy conservation?

BROWN: That's already been removed. Any other?

*President Brown proceeded to read the Consent Calendar, items 8.1, 8.3 through 8.20, and 8.22 through 8.23.*

## **8. CONSENT CALENDAR**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to approve the Consent Calendar, items 8.1, 8.3 through 8.20 and 8.22 through 8.23, as listed:**

- 8.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of a Memorandum of Understanding/Program Acknowledgment with Connecticut Military Department for STARBASE CT for academic year 2016-2017.
- 8.2 REMOVED.

- 8.3 With the approval of the Committee on Building, the Superintendent of Schools recommends acceptance of the Wallace Middle School Media Center Project (State Project #151-0285), as complete.
- 8.4 With the approval of the Committee on Building, the Superintendent of Schools recommends acceptance of the Carrington Elementary School Project (State Project #151-0275), as complete.
- 8.5 With the approval of the Committee on Building, the Superintendent of Schools recommends approval to file a grant application (ED049) for the proposed Chase School Elevator Project.
- 8.6 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the preparation of schematic drawings and outline specifications for the proposed Chase School Elevator Project.
- 8.7 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the formation of a Building Committee for the proposed Chase School Elevator Project. Such Committee shall consist of Ann M. Sweeney, Charles E. Pagano, Charles L. Stango, John E. Theriault, and Jason Van Stone.
- 8.8 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the Educational Specifications for the proposed Chase School Elevator Project, as attached.
- 8.9 With the approval of the Committee on Building, the Superintendent of Schools recommends approval to file a grant application (ED049) for the proposed Hopeville School Elevator Project.
- 8.10 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the preparation of schematic drawings and outline specifications for the proposed Hopeville School Elevator Project.
- 8.11 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the formation of a Building Committee for the proposed Hopeville School Elevator Project. Such Committee shall consist of Ann M. Sweeney, Charles E. Pagano, Charles L. Stango, John E. Theriault, and Jason Van Stone.
- 8.12 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the Educational Specifications for the proposed Hopeville School Elevator Project, as attached.
- 8.13 With the approval of the Committee on Building, the Superintendent of Schools recommends approval to file a grant application (ED049) for the proposed Kingsbury School Elevator Project.
- 8.14 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the preparation of schematic drawings and outline specifications for the proposed Kingsbury School Elevator Project.

- 8.15 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the formation of a Building Committee for the proposed Kingsbury School Elevator Project. Such Committee shall consist of Ann M. Sweeney, Charles E. Pagano, Charles L. Stango, John E. Theriault, and Jason Van Stone.
- 8.16 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the Educational Specifications for the proposed Kingsbury School Elevator Project, as attached.
- 8.17 With the approval of the Committee on Building, the Superintendent of Schools recommends approval to file a grant application (ED049) for the proposed Sprague School Elevator Project.
- 8.18 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the preparation of schematic drawings and outline specifications for the proposed Sprague School Elevator Project.
- 8.19 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the formation of a Building Committee for the proposed Sprague School Elevator Project. Such Committee shall consist of Ann M. Sweeney, Charles E. Pagano, Charles L. Stango, John E. Theriault, and Jason Van Stone.
- 8.20 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the Educational Specifications for the proposed Sprague School Elevator Project, as attached.
- 8.21 REMOVED.
- 8.22 With the approval of the Committee on School Facilities and Grounds, the Superintendent of Schools recommends approval of the use of school facilities, at no charge, by the following school organizations and/or City departments:

<b>GROUP</b>	<b>FACILITIES AND DATES/TIMES</b>
Linda Franzese	WAMS café: Tues., Aug. 16, 4:00 - 7:30 pm (meeting with state, local farmers & CT. food service directors)
Wtby. Fire Dept.	Kennedy classroom: Mon. thru Fri., 8/1-8/26, 8:30 am - 4:30 pm (CPR recertification training for firefighters)
J. Reed	Wallace media center: Thurs., Aug. 25, 7:30 am – 1:00 pm (Professional Development)
Gladys Wright	Reed lobby: Tuesday, September 20, 5:00 - 7:00 pm (Title I district parent council meeting)
K. Effes	WAMS atrium: Tues., Sept. 27, 6:00 - 7:30 pm (Financial Aid Night) WAMS atrium & lib.: Tuesdays 6:00-9:00 pm (Book club mtgs.)
PTSO	WAMS café: Thursday, September 8, 5:00 - 8:00 pm (ice cream social) WAMS lib.: Sept.-June, 2 <sup>nd</sup> Tues of the month (PTSO mtgs.)
M. Vagnini	WAMS café: Sat., Nov. 5, 7 am – 6 pm (hosting & auditioning for Southern Region Music Festival)
C. Wirth	WAMS dance studios: April 17 – 27, 2:00 - 5:00 pm, dance rehearsals and Thurs., May 25, 2:00 - 9:00 pm (choreography showcase)

E. DeSilva	WAMS: Thursday, May 25, 5 - 9 pm (High School awards night to be held in the Palace) WAMS café: Thursday, May 18, 3:00 - 8:00 pm (Super senior dinner)
Human Resources Mary Ann Bunnell	Wilby café: Wed., Aug. 17, 8:30 am - 2:00 pm (Customer Service Rep. exam)

- 8.23 With the approval of the Committee on School Facilities and Grounds, the Superintendent of Schools recommends approval of the use of school facilities by outside organizations and/or waiver requests, subject to fees and insurance as required:

GROUP	FACILITIES AND DATES/TIMES
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REQUESTING WAIVERS:

Community Tabernacle Paul Gladding	Reed gym: Sat., July 30, 2016, 9 am – 6 pm (basketball tournament) (\$756) *needs approval at workshop due to date of use
Wtby. Knights Cheerleaders Shenquaya Clements	Crosby gym, auditorium, café: Sat., Oct. 22, 8 am – 6 pm (annual cheerleading competition) (\$1,386)

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

Main Street Waterbury Carl Rosa	WAMS courtyard: Wed., Aug. 24, 5:00 - 8:30 pm (Fulton American Band Free Concert)
CT. Rivers Boy Scouts Diane Drake	WSMS café, classrooms: Mondays, Oct. 2016 thru Dec. 2017 6 - 9 pm (boy scouts round table meetings)
Wtby. Knights Cheerleaders Shenquaya Clements	Kingsbury gym: Mon.-Fri., Aug. 29 – Dec. 9, 5:45 - 8:00 pm Driggs gym: Mon.-Fri., Aug. 29, Dec. 9, 5:45 - 8:00 pm (cheerleading program)

BROWN: Discussion? All in favor, thank you.

**9. ITEMS REMOVED FROM CONSENT**

**Committee on School Personnel**

- 8.2 Upon a motion by Commissioner Stango and duly seconded by Commissioner Sweeney, it was voted unanimously to approve of the new position of Grants Specialist for the Competitive Grants Office (replacing the former position of Office Manager), as attached.

BROWN: Discussion? Commissioner Harvey.

HARVEY: Yes. I just wanted to again repeat pretty much that I'm in favor of this position, a grant funded position, but I would hope that this could produce more grants for the district, this position, and particularly grants as it relates to parents. I think there's a number of grants that are out there for our parents and I would just hope that this position will facilitate that. Thank you.

BROWN: Thank you. Any other comments? All in favor, motion carries. Thank you.

**Committee on School Facilities and Grounds**

**8.21 Upon a motion by Commissioner Theriault and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve an Energy Savings Performance Contract with Noresco, LLC for Energy Efficient Building Upgrades as funded by the City's \$30,000,000 Capital Appropriation & Bond Authorization.**

BROWN: Discussion? Commissioner Harvey.

HARVEY: I'll be brief. I applaud this project but I must say that I was very surprised as some of the other Commissioners have mentioned, very surprised to see that our newer schools, the efficiency of some of the systems that were running could be more efficient and I was very surprised at that so I hope that we are looking at that because we spent a lot of money on these schools and we were told that the equipment would be efficient and we find that no, it could run a little bit more efficiently. So I would just hope that we could do that. Thank you.

BROWN: Commissioner Theriault.

THERIAULT: I would echo Commissioner Harvey's remarks. To see buildings like Hopeville and Washington, some of our old, old structures, operating more efficiently than this magnificent edifice, it's seems incogitable to me. State of the art boiler system, state of the art chillers, state of the art building, this foyer is so big you could almost fit one of our elementary schools into it. Great structure, fantastic. I'm not entirely convinced, I know they have engineers and mathematicians and scientists and everything else and accountants, ching ching, working on this thing. They say that it's a no brainer, that they're gonna come in here and they're gonna put all these energy efficient things into our buildings and let's face it folks, 95% of the stuff that they're putting in here is for our buildings, it's for other City buildings too but you know we're on the wining end of it. But I listened to the presentation; I'm not entirely convinced that this thing is going to pay for itself. These guys are a lot smarter than me, you know I was an engineer for Pratt and Whitney too but I was working on jet engines not on electricity but I'm not entirely convinced that spending 30 million dollars, after you bond the 30 million dollars and you pay the expenses of 30 million dollars, now 30 million dollars bonded by the time you end up paying the interest to that that's gonna be a sizable amount of money. I don't know exactly just how much it would be, maybe it would be 45/50, maybe more with the interest. I see things in our building going down, you know like they talk about, chillers and things like that, I see those chillers going down every five years. You go to turn on the air conditioning and boom – chillers not working, got to get another chiller, I would have liked to have seen some study done on some of the relatively newer buildings like our complexes, how often those chillers go down and how often they're replaced and other significant maintenance items that break down, furnaces and boilers and so forth, how often they break down. I know I'm on this committee that's recommending this but I'll vote my individual conscience. I did notice that the Board of Aldermen did vote for this and as I said at the beginning of my remarks 98% of this, 99% of this is gonna be to the benefit of us. But, I don't know how it's all gonna play out in the end, you know. I know there's a guarantee, we guarantee you, we guarantee you. You know it's like buying a car, you know we guarantee you and then all of a sudden the brakes or the drums go, you didn't read the fine print, that wasn't in

there. So I hope everybody has read the fine print and I hope it's a good deal, but I'm not gonna vote for it cause I just think this, a lot of slick talk going on here, a lot of very quick slick talking going on and these guys are real smart, scientists, mathematicians, accountants, as I said before. They got it all figured out. Great presentation but they didn't convince me

**ROLL CALL VOTE ON ITEM #8.21:**

YEAS: Commissioners Harvey, Hernandez, Pagano, Rodriguez, Stango, Sweeney, T. Van Stone, and President Brown - 8

NAYS: Commissioner Theriault – 1

CLERK: Eight/one, motion passes.

**10. COMMITTEE ON SCHOOL PERSONNEL**

**10.1 Upon a motion by Commissioner Stango and duly seconded by Commissioner Harvey, it was voted unanimously to approve the lateral transfer request of Talisha Foy from Supervising Vice Principal, Wilson School to Supervising Vice Principal, Gilmartin School, effective immediately.**

BROWN: Discussion? All in favor, opposed, abstain, motion carries.

**10.2 Upon a motion by Commissioner Stango and duly seconded by Commissioner Harvey, with Commission Theriault voting "no", it was voted to approve of the budgeted 3.00% wage increase, effective July 1, 2016, for the non-union management position of Chief Academic Officer.**

BROWN: Discussion? Commissioner Van Stone.

TOM VAN STONE: Thank you Madam President. I'm typically very cautious on how we spend State money coming our way on wages. This is a not an operations cost for us this is a cost that comes out of our State money. However this time I think I'll take a little different path. The person we have in this position has made some great changes, he has brought a team together which are two words that are very special to people especially in sports, when a team is together things work out. Do we have a long road to go – yes we do. However, in this case I will be in favor of using the State money for this increase. I think we have a young person who, and I hate when we talk about they can go someplace else because whether we offer them a million dollars they could still go somewhere else. But in this case I think we need to do what is right by this person and keep him as ours. So thank you.

BROWN: Commissioner Harvey.

HARVEY: If my memory serves correctly, and I could get in trouble for even saying that, but if my memory serves correctly, when we proposed this on the motion I thought that we would mention where the increase is coming from, is it coming from Alliance Grant, is it coming from, where exactly. So I was surprised we didn't have that. That's number one. Number two, I also thought that when we say the 3% I thought we'd mention the amount that that would entail. What's the dollar figure? Again, if my

memory serves me correctly I thought that always we would say where that funding is coming from, where is it, is it coming from Alliance, is it coming from this, is it coming from that? We didn't have that in the motion. So I'm just questioning that.

BROWN: I think we'll look into that for the next time.

HARVEY: I thought we wanted full disclosure on where these funds, where they're being applied to.

BROWN: I believe Commissioner Van Stone said it's from the Alliance Grant but we'll find out about that. Thank you. Any other discussion? All those in favor, opposed.

THERIAULT: Nay.

BROWN: Abstain, motion carries one to eight.

**11. SUPERINTENDENT'S NOTIFICATION TO THE BOARD**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file items 11.1 through 11.6, as listed:**

11.1 Athletic appointments effective immediately:  
Pasnick, Sarah – Head Cheerleading Coach, KHS.

11.2 Appointments:  
DiGiovanni, Melissa – Part-time Team District Facilitator (replacing Joseph Begnal who resigned), salary according to individual contract (split position).  
Irrera, Raymond – Secondary Summer School Coordinator.  
Statiatis, Maria – Part-time Team Facilitator (replacing Joseph Begnal who resigned), salary according to individual's contract (split position).

11.3 Grade 5 to 6 Summer Transition Program, salary according to individual's contract, subject to enrollment:

<u>Name</u>	<u>Position/Site</u>
Zappone, Evette	Site Coordinator – NEMS
D'Agostino, Anthony	Site Coordinator – WMS
Ferrucci, Kathleen	Site Coordinator – WSMS

11.4 High School Summer School appointments dependent upon student enrollment, salary according to individual's contract.

<u>Name</u>	<u>Position</u>
Sagnella, Paul	Hall Duty Monitor (replacing Darnell Hoffler)

11.5 Teacher new hires:

<u>Name</u>		<u>Position</u>		<u>Step</u>		<u>Effective</u>
Brown	Samuel	WHS	Math Teacher	BA+15	6	8/25/2016
Cook	Brandy	NEMS	English/LA	MA	4	8/25/2016

Crane	Erin	Tinker	Kindergarten	BA	1	8/25/2016
Kastelein	Kasi-Ragan	NEMS	Spanish	BA+15	4	8/25/2016
Katrenya	Wesley	NEMS	Phys. Ed.	BA	2	8/25/2016
O'Brien	Kendra	WHS	Business	MA	1	8/25/2016
O'Toole	Haleigh	Bunker Hill	Gr. 5	MA	1	8/25/2016
Prisco	Teresa	State St.	Spec. Ed.	6TH	1	8/25/2016
Shaposhnikova	Marianna	WMS	Math	MA	1	8/25/2016
Shopey	Meghan	Rotella	Gr. 4	BA	1	8/25/2016
Welch	Jarred	Gilmartin	Gr. 6-8 Math	MA	6	8/25/2016
York	Judith	Washington	Lib. Media Spec.	MA	2	8/25/2016

11.6 Resignations:

Bayer, Carissa – Kindergarten, Tinker School, effective 08/05/16.  
 Davino, Melissa – Kindergarten, Sprague School, effective 06/24/16.  
 Dillon, Katelyn – Speech/Lang. Pathologist, Sprague School, eff. 07/08/16.  
 Hayes, Gabrielle – English/Language Arts, NEMS, effective 07/06/16.  
 Mulligan, Rhea – Special Education, Chase School, effective 07/05/16.  
 O'Reilly, Milly – Grade 6 Reading/LA, WSMS, effective 07/12/16.  
 Sochacki, Julie – Title I Literacy, KHS, effective 06/30/16.

BROWN: Discussion? All in favor. Motion carries. Number 12 – Unfinished Business of Preceding Meeting Only. Number 13 – Other Unfinished, New, and Miscellaneous Business. Commissioner Harvey.

HARVEY: I just wanted to, I couldn't mention this at our Special Meeting, we had a community meeting in July with the ministers of the community, black ministers, and the Police Department and it was held at the Mt. Olive AME Zion Church. The Mayor had on his program it said Zion Baptist and these are two significant buildings on Pearl Street, one is Mt. Olive AME Zion Church which happens to be my church and one is Zion Baptist. So this particular affair was held at the Mt. Olive AME Zion Church on Pearl Street. This was prompted by incidents that occurred in Minnesota, Louisiana, and then Texas. I applaud our community clergy for holding this meeting and the Police Department, Chief Vernon Riddick; I think it was definitely necessary. We are fortunate enough here in Waterbury, we have a pretty good relationship with the Police Department in the community but we are one incident away from something happening here in Waterbury so it's good to have this communication and keeping it open. My concern here is that we should in the Education Department, I think there needs to be a discussion with our young adults, those who are in middle school, those who are in high school, particularly for, if you read the Observer, yes I'm giving them a free ad here, it's entitled "The Traffic Stop". We have a lot of our kids who are learning to drive and I am fortunate enough to, I'll talk with them at various points and this issue of compliance, there was some questions about that because the questions, even amongst the adults, raised was what about your rights? So I would hope, I know we have programs, I know there was something mentioned about in the fifth grade you have the police come in and talk to our fifth graders and also maybe some of our middle school students, other middle school students but I think there's a need for us to be proactive, get ahead of this thing and have discussions with our police, Chief Riddick does a great job, and these smaller groups of discussions with our children, with our students on what to do and to improve community relations. It's nice to, that event at Duggan, that was great, it's nice

that we have appreciations, show the police the appreciation, but there still needs to be ongoing discussion beyond the appreciations and the popsicles and all that to have a heart to heart discussion on what the police do and how, and what they should do, the students, if they are pulled over when they are driving or whatever the relationship is with the police. I think we need to keep those relationships, the positive relationships going. So I only ask that, that we look into that and have that discussion as soon as possible in our schools. Thank you.

BROWN: Vice President Rodriguez.

RODRIGUEZ: Thank you Madam Chair. I just want to acknowledge, it's been a long time since I've been around the table, it does feel good to be around folks and be back. But I just want to acknowledge again, once again, I'm sure it was mentioned previously but those who were, and give a special thanks to the Commissioners who did attend, last Friday Adela's Puerto Rican Mayor for the Day/Flag Raising Ceremony. I thought it was a phenomenal event, we had the team from Puerto Rico there, a ton of dignitaries and many Commissioners here that attended and again it was greatly appreciated. I just want to sort of piggyback on what Commissioner Harvey had noted and I'm glad you said that Commissioner Harvey cause it's, I actually had a conversation recently with the Center for Children's Advocacy. I've been very fortunate to facilitate and be a trainer at what they call a Cross-action Network and what we've done is we've partnered with local police departments in Middletown, Hartford, and Bridgeport where we have the youth have dialogue with the police officers and talk about those challenges and those myths and sort of build better relationships. So our goal is to have it in October because they need like a five to six week sort of timeframe and once we secure a location we'll invite you definitely so you can be part of that discussion. I did tell President Brown we were in a planning process so I look forward to that and I think that's a great suggestion and something very important for this district. So I'll be working on that piece and would love to include you in that as well.

BROWN: Commissioner Van Stone.

T. VAN STONE: Thank you Madam President, through you. I would like to call on you Madam President to establish a subcommittee to review the evaluation process of the Superintendent. I am certainly a very big fan of Dr. Ouellette, she has my 100% support. However the recent evaluation and how we went through it was fine, we had great discussion, but quite honestly as a person in a management position and seeing some of the things we have that we still need to correct in the City for Education to have a 100% exceeds expectation review for an employee as I mentioned to many of you when we talked about it just doesn't do us all justice. And I'll point to this as far as the entire Board of Education, especially as a past member of the Grievance Committee, that when we do look at, not that there's any grievances that I'm hearing for the Superintendent, I don't mean to suggest that, we look at and we try to make a determination of how to do some disciplinary action which many employees need at different times, and we look at the review process and every single employee seems to be a star employee so it completely contradicts what we're trying to sit at the table and discuss. But back to the Superintendent, I think we need to move away from anything we receive from CAGE when it comes to an evaluation process, look at the many management tools that are out there to look at a chief executive type review and make a lot of changes. Because quite honestly it just, the way it came out just doesn't not talk

to any way an executive review can come out exceeds expectations because if that were the case we would be leading the State in every single score that comes out, we would have no disciplinary problems, our teachers would be flocking to stay and other teachers would be flocking to come, and we certainly know that's not the case. So once again I give my Superintendent 100% of my support however we really need to reevaluate how we review her work over the past year cause I cannot in any way support the results that did come out as we distributed them. Thank you.

BROWN: Thank you. Any other comments? Commissioner Pagano.

PAGANO: I also agree with what Commissioner Van Stone has just memorialized and I also want to bring up one option that I saw as a new member of this Board, I thought the questions were more leaning towards an employee relationship with the Superintendent from when I looked at the questions and I would just encourage us to think differently from a Board relationship with the Superintendent and come up with verbiage that's more conducive to that sort of an arrangement rather than the employee/employer way. Some of the questions were just more so for people who work directly for her rather than the other way around. That's all.

BROWN: Any other comments? Commissioner Theriault.

THERIAULT: Not on this topic. As I constantly do, looking at data and examining it, I did notice that the average number of absences in our high schools were inadvertently high and they actually have been high for the past one, two, three, four, five, six years or more. I don't know how I didn't pick this up before, I was so interested in the data and so forth in terms of the decreases and increases percentage wise I kind of failed to, and I overlooked the average absence per student which dovetails on the story that was in the Waterbury Republican American today with regard to the test scores. My mother always said if you're not there you can't learn. Well I was there or else. But I see, I won't bore you with all these details because people's eyes tend to glass over if I give them too much data, including mine, but in 2016 Crosby had an average of 20 absences per student. So regardless of the population that you have, we're averaging the overall absences of 23,645 by the population of 1,201 and coming up with 20 absences per student. Kennedy had 19, Wilby had 21 absences per student. Now if you go down these 15 sheets of paper that I have accumulated and kept data on for the past 10 years you will see that the average absence in the middle school is about 10, the average absence in the elementary school is about eight to ten. I won't even go into the absences in the Special Ed Department at State Street and the Enlightenment Program which are exorbitant and maybe there are legitimate reasons for those absences. But there are not legitimate absences or reasons that I can conjure up to have a student absent for 20 days, 21 days, 19 days in our high schools. We saw the scores in the math portion of the exam at Crosby and Wilby last year being at two and three percent meaning 97 to 98 percent of the kids didn't reach the target level objectives in math. Now we see the scores today on the SATs, I forgot what the score in English was but it was low, but I remember the score on math – nine percent, eight percent, around there. I mean this is really, really, we really need to address this folks, we cannot have our students in the high school accumulating twice as many absences as the kids in the grammar school or the kids in our middle school. And we need to be proactive, as people have said, we need to be proactive and we need to get to these kids right away, get to their parents right away, through social workers, through home

visits, and make these kids come to school because the option is dropping out and that is no option. So I say this for the good of the order, not to chastise us but to help us to gather the torch and go in and fight the battler because this is a battle, if they're not there they can't learn, they have to be there. And it brings me to the other question, if we have 20 students, 20 absences per student, how many of these students in their senior year are we pushing on or exonerating their tremendous absences? I hope we're going by the book and we're doing it all by the book because to do otherwise would be foolish because you don't do anybody any favors. They have an appeal, two appeals in the grammar school regarding their absences, they have one at the middle school, and they have one at the high school. I hope we're not always using that appeal in that very last year and I'm almost certainly we're not. I mean it's hard for me, I used to be able to get the absences and look at the names and actually look at the graduation sheets and see whether or not this kid that's on the graduation program that got his diploma I could go back and I could look up how many absences he had but it seems Central Office won't allow that anymore for various reasons I'm sure.

So, in closing let me say we need to do a better job on attendance. We have a lot of procedures and protocols in place, we need to make sure they're established. If we have to we need to develop new and proactive procedures and protocols to stop this high absenteeism at the high school level. Thank you.

BROWN: Thank you. Any other comments. And on all of those issues I think they're very important and definitely will move on all of them. Thank you.

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to add to the Agenda an Executive Session**

BROWN: Discussion? All in favor, thank you.

### ***EXECUTIVE SESSION***

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to convene into executive session at 7:19 p.m. for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee and return at 7:26 p.m. with no votes taken.**

Present: President Brown, Commissioners Harvey, Hernandez, Pagano, Rodriguez, Stango, Sweeney, Theriault, and T. Van Stone. Also present were Robert Brenker and Darren Schwartz.

### ***ADJOURNMENT***

ATTEST

  
Carrie A. Swain, Clerk  
Board of Education