

WATERBURY BOARD OF EDUCATION
MINUTES ~ REGULAR MEETING

Thursday, September 1, 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, J. Van Stone, and T. Van Stone.

ALSO PRESENT: Superintendent Kathleen Ouellette, 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 6:30 p.m. with a moment of silence.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

President Brown 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.

J. VAN STONE: Present.

CLERK: Commissioner T. Van Stone.

T. VAN STONE: Present.

CLERK: President Brown.

BROWN: Present.

4. COMMUNICATIONS

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

1. Communication dated July 28, 2016 from Jonathan Perkins regarding Notice of Intention to Make Claim from Victoria Dawkins.
2. Copy of communication dated August 1, 2016 from Civil Service certifying Letasha McKennan for the position of Paraprofessional.
3. Copy of communications dated August 2, 2016 from Civil Service certifying Giocondina O'Brien for the position of School Secretary and Alicia Mendoza for the position of Administrative Associate I.
4. Copy of communications dated August 2, 2016 from Civil Service certifying Kristin Caceres and Shakilah Gaskins for the position of Paraprofessional.
5. Copy of communications dated August 4, 2016 from Civil Service certifying Coleen Henebry for the position of Paraprofessional; Kelly Pinho for the position of Supervising Vice Principal – Wilson Elementary School; Maureen Wilson for the position of Supervising Vice Principal – Bunker Hill Elementary School; Shernett Evans-Foster for the position of Supervising Vice Principal – Chase Elementary School; and Naeemah Dolphy for the position of Administrative Associate I.
6. Email received August 5, 2016 from CAGE regarding Policy Highlights.
7. Copy of communications dated August 9, 2016 from Civil Service certifying Suzanne Collins and Lois Wilks-Looby for the position of Paraprofessional.
8. Copy of communication dated August 10, 2016 from Civil Service certifying Julie Austin for the position of Paraprofessional.
9. Copy of communications dated August 12, 2016 from Civil Service certifying Nathalie Rivas-Luna for the position of Food Service Worker and Sheri Jameson for the position of Lunch Aide.
10. Copy of communications dated August 15, 2016 from Civil Service certifying Nino Saade for the position of Paraprofessional and Jennifer Orso for the position of Human Resources Assistant – Education.
11. Copy of communications dated August 17, 2016 from Civil Service certifying Stephanie Sullivan for the position of Lunch Aide and Lucas Spellman for the position of Food Service Driver.

12. Copy of email from CABB dated August 19, 2016 regarding Policy Highlights.
13. Copy of communication dated August 19, 2016 from Civil Service certifying Maria DaCosta for the position of Food Service Worker.
14. Copy of communications dated August 25, 2016 from Civil Service certifying Carolyn Rivera for the position of Food Service Worker and David Pike for the position of Maintainer I.

BROWN: All in favor. Thank you, motion carries.

5. PUBLIC ADDRESSES THE BOARD

Upon a motion by Commissioner Jason Van Stone 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 6:33 p.m.

BROWN: Discussion? All in favor, motion carries.

Danielle Albert, 93 Kelsey Street, had the following comments: While I spoke in May about the Talented and Gifted Programming I was very grateful that both Commissioners Van Stone responded to my concerns. It was even recommended that the TAG subject be put on the agenda of a curriculum meeting. However when I followed up a week or so later I was told that there was no follow up so I kept on it like I often do. I proceeded to send an email to Wendy Owen, Steve Strand, Mr. Schwartz, and Elizabeth Brown. I then was invited to meet with Mr. Schwartz, he shared the district had been working over the last several months in redesigning the TAG program to be in line with the UConn Gifted and Talented model. Due to the year-long mishandling of my daughter Abigail's situation, I was accompanied to the meeting by Margaret O'Brien, Education Advocate, because I truly felt I needed additional help with this. At the meeting I wanted answers. Why were the parents unaware of the programming available, why did I have to literally contact everyone downtown to get some action and what happened to the TAG programs of the 2015/16 school year? It was explained that TAG was a priority, how it was being restructured, and the plan to send district staff to be educated on the UConn model. As fabulous as that might be I couldn't understand how a task of that magnitude was taking place and not one of the 13 people I contacted prior to Mr. Schwartz knew anything. Remember the phrase I don't know. Why weren't the parents of gifted and talented children notified that there could be a halt in programming? I was reassured that there would be a program in place for September. I further discussed my own daughter's skill level and my confidence in her and with one phone call Mr. Schwartz was kind enough to begin the process of setting Abigail up to be assessed. I was grateful and yet absolutely furious. Why could not one person prior to him have started this? Why the year-long run around? We closed the meeting with the plan to follow up after Mr. Schwartz's meeting with Dr. Eastlake at UConn. I reached out a few weeks later for an update and because I wanted to share the results of Abigail's assessment. After completing the Wechsler IQ Individual Achievement Exams, my daughter exceeded all my expectations in scoring 93% academically gifted and superior. Mr. Schwartz explained the excitement the district had in taking on the redesigning of the TAG program and the different ways to identify and service students. He also explained that they were developing a team to

attend a . . . and the creation of a district committee. I expressed a desire to be part of this committee because I felt as a parent going through this process I truly could bring a useful perspective. Excitement, redesign are wonderful things however there was still no plan for programming. This morning I received an email. As much as I appreciate the possibility of being included in this committee and being connected with additional support services for Abigail, this is not about me and it never has been about me or just about her, it's about every parent who has confidence in their child's skill but has no idea where to go and all the children like Abigail. I still have lack of confidence that there will be a solid program in place for all of our gifted and talented students. How is it being redesigned, what services will be provided and to whom? What type of program requirements and testing are available? How is continuity being provided for those in the existing programs? Also what funding? Where is it coming from? Are we relying on UConn or are we applying for the Javits Grant? During Abby's follow up PPT my husband and I wanted to know the plan for her school year. Roberta Abell explained we needed to explain we needed to follow up with her fourth grade teacher, the principal, and Bob Delaney. Ironic isn't it; the exact same cycle I started with last year. I don't know when enough is going to be enough. After all of this I shouldn't have to had considered going out of district for some type of action. I can't stand here and watch another parent go through the same circus I encountered. My Abigail deserves every single education dollar, resource, and piece of TAG programming entitled to her and if you refuse to provide it you have to give her and others like her equivalent alternatives. She told me she wants to be a marine biologist at the age of seven, it is your job and mine to get her there and I am doing my job, I feel like nobody is listening. If my expectations aren't being met then maybe this Board made a huge mistake in providing the label exceeding expectations. What's been allowed to go on with this program, school safety, the loss of minority teachers, the horrendous test scores and the chronic absenteeism is a complete failure and as mom I can tell you I can't allow these failures to fall on my daughters or any of our children anymore. Thank you.

Jimmie Griffin, 41 Pilgrim Avenue, had the following comments: Good evening, members of the Board, President of the Board. I really didn't want to come down here but after hearing some of the numbers that I heard coming out with the hiring this year I thought that it was necessary that maybe I'd give you a little bit of history on just how bad Waterbury has been with the plight of black teachers in Waterbury Public School System. In 1975/1976 up to 1997/1998, the original study was done in 1976 for the Concerned Citizens for Laid-off Black Teachers of Waterbury, Connecticut and presented to Michael Wallace prior to the Board of Education during that year. In 1975/76 the summary, during 1975/76 school year the Waterbury Board of Education employed 1,314 teachers and administrators, within this number employed 66 were black. This represented approximately five percent of the professional workforce employed by Waterbury Public School System. The professional positions were two directors, two principals, two vice principals, two guidance counselors, 11 secondary teachers, 32 elementary teachers, 15 specialized/library and other professionals for a total of 66. The federal government mandated under Title VII Waterbury must organize and implement an affirmative action program that, directive also stated along with other crucial topics the upward mobility and employment progression of minorities must be given serious consideration. At that time this report the City of Waterbury did not have an Affirmative Action plan ready for implementation. It was . . . that the Office of the Civil Service Commission that overall a concept had been drafted and a resolution is

being prepared by the Board of Aldermen for the Mayor's approval and an administrative structure for accountability had been set up with direct lines leading to 22 city departments. In 1999 an updated study on employment practices for African American teachers in Waterbury Public Schools was commissioned by the Waterbury Branch of the NAACP, at the time I was the President. In 1997/1998 the school year the Waterbury Board of Education employed 1,227 teachers, administrators, and other professional staff. Fifty of those professional staff were black. This represents approximately four percent of the entire Waterbury Public School professional staff. The positions are one principal, one assistant principal, 27 elementary school classroom teachers, 10 secondary classroom teachers, four other classroom teachers, two guidance counselors, one psychologist, other professions – two, and newly hired classroom teachers for a total of 50. This demographic update compares the advancement of African American employment for the City of Waterbury that spans 22 years. The City has . . . affirmative action program as being in compliance with the spirit of the law and fully operational in all the City's departments. However the net result of this department is absolutely contrary to the equal opportunity advocacy. The employment practices concerning Waterbury's . . . teachers and administrators demonstrates a negative minus one percent hiring effect. The conclusion was utilizing this data for Waterbury Public School system in both reports concludes that the system's implementation of the City's affirmative action program in 1975 and 1976 report, African American educators have received less employment opportunities based on ratios in local and regional or national populations. In retrospect the oversight apparatus guaranteed Waterbury's black professionals fair hiring practices was deeply flawed. That was before the 2000 report, this is what was introduced to CHRO in 2000 that prompted the report from 2000 that made the recommendations that we're talking about today that's now under investigation by CHRO. This is like outrageous; I've never seen anything like this. There's no excuse that in 2016 that we're going backwards in a school system when it comes to minority teachers in a system that's got 75 to 80 of the students that are black and Latino. That's outrageous; you got to do something about this. You just can't, you got to find a way, I know that you just got some young people that went down to the schools and they came back, to know the history that they're dealing with here, that's outrageous. No urban area in the State of Connecticut does this kind of outrageous stuff go on. Thank you.

Athena Wagner, Highland Avenue, had the following comments: Good evening. First I would like to speak to the issue of the minority hiring and retention. It's been too long; it's been going on too long. This City is notorious for not hiring. Here's the first thing, you have to ask yourself do you really want them? Do you want them here because it's not impossible to get them here but you got to want them here and in order to keep them here you're going to have to support them. There's been a lack of support, there's an investigation with CHRO. There's been data presented to show that there's a problem in that area. When does that change? What else do you need? You don't have to be a rocket scientist to do this. You, the Board, and the Superintendent, make it your business to sit down in an informal environment, meeting, with your minority educators and you all, instead of telling them, ask them, ask them what do they need from you. What is the support that they need? There's been surveys done, they told you. They feel slighted, they feel alienated, so now you, as a Board, take the responsibility to do what you were elected to do and ask your educators what do you need from us? How can we make it better for you here? They're here because they

want to be here but they can't stay here feeling pushed out, feeling alienated, feeling slighted, I wouldn't.

The other thing is you've been working on an affirmative action plan, is it done, because you've been working on it for 16 years. So is it done? What is it? Can we get it, can we see it, can we know about it? It should be public knowledge, that's what I want to know.

Third thing, School Governance Council. Listen, I'm getting sick and tired of getting the calls for people who don't know what the roles and responsibilities of the School Governance Councils are. I have a history with the School Governance Councils. I know what they're about, I know what the law says, that's why I get the calls. They don't call you all, they call me for the answers and then I have to send them down here to address you all. For five years, it was implemented in 2011, for five years you have been downplaying the role of the School Governance Councils and if you want these schools improved, then be truthful with these parents and these community members who chose to volunteer their time which is precious, their time to improve their school. They want their school improved, that's why they serve on these councils and you're not telling them all the power that you have because you all aren't used to sharing power. That's all I have to say, thank you.

Joyce Petteway, on behalf of Grace Baptist Church, 1680 Meriden Road, had the following comments: Good evening everyone. Joyce Petteway speaking this evening on behalf of Grace Baptist Church where our pastor is the Pastor Kristopher S. Reese. First I would like to compliment Mrs. Jahana Hayes and Dr. Shuana Tucker for the work that they have been doing on the We are Waterbury project. And this has been putting a focus on providing training for minority educators fostering interests in teaching careers among local students and partnering with colleges and universities to grow a pool of minority applicants. But then they can only recruit and as far as I understand it's based on the plan that you have here is the principals, not the Central Office that hires teachers and it seems this is a barrier to increase minority teachers. Perhaps the Superintendent can play a bigger role as it relates to the principal being committed to hiring more minority teachers.

If a divisive teacher's force is racially and ethnically reflective of the students served, students of color and English language learners will see themselves in the professional realm and more inspired to pursue higher education. Are we taking one step forward and then two steps back? You know I have a reason to believe unofficially that between 126 and 130 new hires for this year in this district has taken place and in a population of about 19,000 students of which probably 75/78 percent are minority and students of color, of these hires I believe there's like five to six blacks and I believe there's like six to eight hires from the Hispanic community and to top it off Dr. Tucker is leaving. I mean really. She will no longer be here to help recruit as the Professional Development Director. And I understand, you can correct me if I'm wrong, I don't think the Superintendent has any replacement for her. Now what does that tell you? Look, look, it's simple, we feel, especially from Grace Baptist Church, and all of my friends here in the community too I'm sure, it is important for students of color to see successful professionals and educators that look like them and who, like Jahana Hayes, as our great teacher of the year, had personal experiences like theirs. Teachers of color will

promote self-esteem among students of color. There are more teachers out there like Jahana Hayes, we just have to be honest with ourselves and look for them. So without Dr. Tucker I hope Dr. Ouellette will think about having a closer relationship with the principals to insure that they hire. Jahana Hayes and Dr. Tucker has done an excellent job on their plan, We are Waterbury, but we need to take that a step further and the teachers can only be hired through the principals don't put it all on the recruitment, the actual hiring is from the principals, they get their orders from the Superintendent. Okay, there's always a power, it always starts at the top. So I just wanted to say to the City of Waterbury school district – it's a thankless job, I did my time there, but if you're really committed it's really not like a job. And we all care about the education of our children; education is a civil right and we will continue to come down to the Board of Education because that's what it takes in this country is to agitate especially when it comes to the rights of the people of color. I thank you and have a good evening.

State Representative Larry Butler, Blackman Road, had the following comments:

Good evening. Forgive me for not signing up I just came to observe the student ambassadors that went to Hampton actually and to be a part of the sendoff to Dr. Tucker. My name is Larry Butler, I reside at 70 Blackman Road and now that I am speaking I'd like to address some of what's been said earlier. Certainly I attend Grace Baptist Church so I share the sentiments that Joyce Petteway brought from my pastor Reverend Kristopher Reese and I just don't want to put this on your lap although I really encourage you to do more in terms of delivering on minority recruitment for teachers. But I'm here to tell you that I'm here to help you too. I know there are state laws that actually prevent you from doing some of the work in this area that could help you to be successful so I'm here to volunteer to partner with you to do whatever we can from a state level in terms of policy. I know the . . . is a big burden, there's other policies that the state places in front of you and I would like to work with you on removing those barriers as well. I'm here to help so I look forward to working with you going forward. Again, I would just like to congratulate our student ambassadors that went down to Hampton. Anytime we have young ambassadors like that will go and represent that's a great thing and we should always recognize their good deeds. But in closing I'd just like to say that we're very fortunate to have Dr. Tucker here for the time that she was here. Boy I know at one point in time she was probably doing the work of three people and to see her go is just so sad. I encourage you to actually follow-up on the good work that she's already done and look at the blueprint that she has out there. I think that if we have somebody that's really committed to doing the work if they pick up where she left off that we might get some great results. But I'd like to personally thank you, my family thanks you, and I'm sure the City of Waterbury owes you a great thanks for your work. 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 6:57 p.m.

BROWN: Discussion? All those in favor? Motion carries. Thank you. Okay, Superintendent Ouellette.

SUPERINTENDENT: Thank you Madam President. You have my formal announcements before you. At this point I will summarize those under Miscellaneous

Business at the end of the meeting. At this time I'd like to turn my portion of the Superintendent's Announcements over to Dr. Tucker for the presentation of Young Diplomats; the Power of a Summer Experience. Dr. Tucker.

SHUANA TUCKER: Thank you and good evening. Dr. Ouellette and Commissioners of Education. I am very happy to be here with you this evening for our students, our wonderful young men and young ladies to share with you their summer experience at Hampton University this summer. As you know through the MTRR grant co-written by my colleague Jahana Hayes and myself, we started off focusing on three different things – number one it was students, really getting our students interested and engaged and exposed to the teaching profession because from surveys and data they needed that. They didn't fully quite understand what was all involved with becoming a teacher and teacher prep programs. Second – our focus was the existing staff that we had here in Waterbury. And third – partnerships. So I'm very excited that our students are gonna share with you their experience. They had an opportunity to attend Hampton University this summer for one week. For those that may not know Hampton University is an HBCU, it's ranked in the top ten of HBCUs within the United States. As a proud member and graduate of an HBCU my son attended this program two summers ago and had a wonderful experience and I know that if it was great for him it would be great for our students. I was really happy that I was able to partner with Hampton and work with them and also with our chaperone and our colleague Cassandra Fann Pierce. We had two parent orientations and I want to acknowledge the parents that are here that came out to support their students, would you please stand. After meeting them, hosting two parent orientations, they trusted us enough and believed in us and the commitment to the program to say I will allow my child to go and experience this. So I don't want to take any more of your time but I would like to say that this program was paid for through our grant, the cost averages about \$1,000 per student, we sent seven students and one chaperone and Ms. Fann Pierce actually stayed in Hampton for the entire week with family and friends so that if our students had any issues or whatever there was a point person there that they could contact if something were to happen. The University wrote to me when they returned saying they had a wonderful experience, they were happy to have them, and they would hope that Waterbury would send more students next summer and the following summer. So I ask that even though our grant is over I do hope that the district and the City would find funders and sponsors to support students annually to attend a program like this and have that type of summer experience. So I will not turn it over to my wonderful diplomats, they're gonna introduce themselves, share with you their schools. Thank you.

NYSHAY NORTHOVER: Hi, my name is Nyshay Northover, I attend Crosby High School and I'm a Junior. When I was called down to the office one day and was told about the Young Diplomats Program my first reaction was I'm not going.

ROSE REYES: Good evening everyone, my name is Rose Reyes, I'm a senior at Crosby High School and when I was told I was needed in the principal's office I thought it was going to be about something regarding Student Counsel. After hearing about the program I was unsure at first but then I got excited so I accepted the invitation openly.

EWAN MARTIN: Hello everyone, my name is Ewan Martin. I go to the Waterbury Career Academy, I'm currently a junior. I heard my name called to come to the main

office and everyone in class said “oh”. I didn’t pay them any attention and went. At the office I was given a pamphlet and the secretaries were smiling and congratulating me. Later on when I look at the pamphlet I saw what a good program this was and my family and I were very excited.

EMERSON GONZALEZ: Good evening, my name is Emerson Gonzalez and I attend the Waterbury Career Academy and I’m a senior. I heard a phone in my classroom and I always get nervous, I have no clue why. I went to the office thinking I had done something wrong. Then they told me about this program and my first thought was whoa, I can’t believe I’m getting this opportunity but I don’t know if I can do it because of my job.

KASIM BROWN: My name is Kasim Brown, I go to John F. Kennedy High School and am currently a senior. And when I walked in Ms. Fann-Pierce’s class and she told me I was chosen for the Young Diplomats Program my reaction was I was seriously picked, who would of thought I could be picked for something big like this.

We also have two more students who also participated in the Young Diplomats Program and their names are Andrew Reid and Waris Acevedo. Unfortunately they could make it tonight.

The Young Diplomats proceeded with their PowerPoint Presentation.

(applause)

ROCHELLE NORTHOVER: Hello, my name is Rochelle Northover and my daughter’s name is Nyshay Northover. First I would like to thank Dr. Tucker, Jahana Hayes, Cassandra Fann-Pierce, and others who brought this wonderful opportunity for Waterbury students to explore and experience the Young Diplomat Program at Hampton University – thank you. My daughter Nyshay expressed to me how much she enjoyed and learned from the Young Diplomat Program. She was exposed to ballroom dancing, she learned about etiquette and she was introduced to the Chinese language and culture. And along with those amazing experiences Nyshay enjoyed a lecture that was given by Attorney Anton Bell. She told me how empowering his lecture was to her, she said she walked away knowing that she was a queen. How awesome to hear your child say that. Nyshay and the students learned so much from the Young Diplomat Program. I would like to thank the Minority Teacher Recruiting and Retention grant which made this possible for the Young Diplomats. My hope for the Waterbury School System is to continue this groundbreaking path that has been started by Nyshay and the Young Diplomats for future minority students to travel this path as well. Thank you.

BROWN: Vice President Rodriguez.

RODRIGUEZ: Thank you Madam President. Wow, that was, honestly, that is why I’m on this Board. And Dr. Tucker you just left an imprint that we will have to ensure that it continues. It is opportunities like this that we need many of our kids in our district to be exposed to. To see different, ballroom dancing, a different state like Virginia, a great institution like Hampton. I can’t wait till you guys come back as graduates of Hampton or whatever higher institution you go to and mentor the kids that come behind you. That

was deeply moving. Who's in charge of the PowerPoint? I do have a question about the PowerPoint piece though, who's got that? Can you go back to the picture of the dorms where you guys were. And let me just say all you guys were very articulate, spoke very well, extremely, extremely proud of you guys. But I did have a question on, so I hear that you were told you were a queen and that's wonderful but I know Dr. Tucker hooked this up because the boys had the view of the courtyard and the girls building had the view of the beautiful water. So you guys certainly were treated as queens. Listen, I'm so proud of you guys. I hope you guys continue to sort of, keep reaching for the stars and keep pursuing new things that you probably never thought you could do or felt comfortable doing, but that is education and that is learning and you shined a great example of that today. So thank you so much, each and every one of you. And for the parents supporting these guys, you guys have phenomenal students, phenomenal kids and thank you for doing your part. Dr. Tucker, you will be sorely missed because I know what you created here. Thank you.

BROWN: Commissioner Harvey.

HARVEY: You know students, first of all, we can't applaud you enough for your presentation. You were, as previously mentioned, articulate, it takes a lot of nerve to stand up and give a presentation, it really does, as you know. But this is just really the start of your journey. First of all to stand up and to say to a board, to address a board, the Board of Education, I want you to always remember this, how important it is to hear from you that when we compare, when we were at Hampton we saw you know the professors, etc. and we came back here and we observed what was in the district there was a difference. Okay, that speaks volumes because it's coming from you. Give them a hand for just having a nerve to do that. *(applause)* You know I'm going back years but I can remember addressing the Board on you know whether or not Crosby would be named Crosby and I've never forgotten that, that's monumental. This is monumental, what you have done today, your presentation is monumental. And Commissioners, if we don't listen to our students then we're not going to listen to anyone. So we need to, first of all, make sure this program is continued, alright, for as long as it can be, seek the funds, seek the resources, we need to do that. Secondly, we need to make sure that we have documented this moment happening here at this Board meeting. So if we can document this by giving our students a certificate, Dr. Ouellette, to insure that it's documents, this particular presentation is documented and put it in some type of historical, I know you have to make minutes, etc., that it's remembered that this is what you did.

Dr. Tucker, I don't know, I mean I have some other words to say but I just wanted to thank you for putting this together along with Jahana. Where's my Kennedy graduate, teacher from Kennedy, thank you very much. I want to also thank the parents because, parents, as you know, the students need you, alright, and it touched my heart to hear that one of the students who was called a queen, we need to get that message out to all of our students because all of our students don't feel like queens and kings and they are as far as I'm concerned, you're all kings, you're all queens. So thank you and we will make sure we get those certificates to you to thank you for presenting to us and just the best of luck. I heard Crosby, Kennedy, Waterbury Career, we have two others, they were from where, Kennedy. Okay, great, we'll make sure we include them in on that presentation of certificates. Thank you very much, great job.

BROWN: Commissioner Van Stone.

TOM VAN STONE: To quote the always quotable Vice President Rodriguez – “wow”. That’s one of your more profound quotes. All your accomplishments this summer you actually had one greater, this empty mic stand, people have been trying to do that to me for years. All serious, this was a great accomplishment and as young adults what you need to understand is as you grow older you’ll not only need to recognize where change is needed, you’ll need to be part of that change, okay, and I think you did your best this summer to start that. So I wish you all the best of luck, please keep on the track you’re on. People hear from me all the time about 95 percenters, we heard about a young lady earlier this evening and you folks and what my 95 percenters are, are those Waterbury students that do not listen to the perception of who our students are, they are the students and 95 percent of you are in my special club and you’re certainly members that show the City of Waterbury that our students are some of the best so thank you very much.

BROWN: Thank you. Commissioner Hernandez.

HERNANDEZ: I want to say a job well done. You guys expressed yourselves very well today and I know you represented Waterbury to the fullest while you were at Hampton. I also would like to say thank you to your chaperone who stuck around for a week to make sure that you had a connection with home if something happened. So that was very, very admirable for you to do that. What I would like for you guys to do is talk to your peers and tell them about your experience and try to lead them into wanting to do that same thing next year. It’s what you guys tell them happened while you were there that would make them want to say okay, let me think about doing that, let me think about becoming a teacher, let me see if I can become a diplomat for the City of Waterbury to learn what it was that you guys learned. So it’s up to you to spread the word to your peers and let them know what your experience was like. And I just want to say thank you so much for representing Waterbury and the Board of Education the way that you did while you were there. So thank you so much.

BROWN: I’d just like to say congratulations and echo everybody’s sentiments here and for the record the Board and Superintendent Ouellette are absolutely committed to your future and the continuation of this wonderful work. For the first time the Board listened to Dr. Ouellette and said yes, we need a Director of Talent and Recruitment, this is the first time the City of Waterbury has had somebody of the caliber of Dr. Tucker and I think my colleagues here and Superintendent especially brought this vision so that we are working hard to try to make sure that we do have a future and I do think that the students joined the future teachers clubs that I believe are the YES clubs in all of your schools, encourage. We now have electives created by Mrs. Hayes that you can get credit for taking an elective on how to become a teacher and what it means to be a teacher. These things are not going to go away. The grant that we received from the State, and we’re gonna take Representative Butler up on his offer to be our partner and really look for the funds to continue the work that has been started here. So I just want to really let you know that we are committed to this work, we will continue this work, we have changed our hiring practices, principals are no longer just solely responsible for hiring, it’s a broad-based hiring process now. We have looked at a lot of these things,

can we do more – absolutely, and we are going to do more and we look to the community and our future teachers right here. It's a collective, it's a collaboration, and I hope that we're gonna see a lot more of this great work so thank you very much.

SUPERINTENDENT: Thank you, now the time we all are regretting, Dr. Tucker, would you please come forward. Dr. Shuana Tucker may be leaving us but she leaves a legacy behind that is filled with respect and gratitude for her Central Office transformational work within the Human Resource Department. Dr. Tucker knows she was one of the first ones that was on my team for Central office transformation through the Talent Office focusing on minority recruitment. Her impact in Waterbury Public Schools is one that makes us all grateful that she was part of our team. It is with great sadness that we accept Dr. Tucker's resignation; her contributions are so many. Dr. Tucker has been a tremendous resource and an integral member of my Waterbury Public Schools Central Office Executive Leadership Team. She has demonstrated a strong and special capacity to inspire other educators to function as a team, rolling up her sleeves to lead the team, and providing educational career guidance as needed. She has worked closely with me to support the district goals, providing highly effective instructional leaders and teachers at every district school in order to improve student performance. She has provided an oversight of staff training activities and staff participation in professional development essential to align academic curricula to national and state standards including the Common Core and Smarter Balance Assessments as well as cultural competency teaching and minority recruitment initiatives. Thank you Shuana for all you have accomplished on our behalf and on behalf of the students, families, and staff of the Waterbury Public Schools. I know that you will enjoy success throughout your career wherever you go and we wish you the best in all that you do and we will miss you.

TUCKER: I just want to take a moment to say thank you. My almost four years here in Waterbury, they've been good years, I've learned a lot. I had awesome people that I worked with, my teammates, as I call them, and no matter whatever challenge was put in front of us we conquered and we moved forward. And everything that I attempted to do with my colleagues we always put the children first, we always did what we thought was in the best interest of the staff. I always had the support of Dr. Ouellette. When I started here, I've had three bosses in about three and a half years, but everyone supported, even in a time when I brought forth initiatives that people kind of looked or raised their eyebrows, they said well if you think you can do this then go ahead, you have my blessing. So I thank those from Anne Marie Cullinan to Paul Guidone to Darren Schwartz, they've all been my supervisors, they've always supported me in what I wanted to do in programs and initiatives that I brought to the district. So I hope that during my time here that I have made a difference, that I have made an impact, and I just ask that you continue, we some wonderful employees, outstanding teachers and administrators here in the district, outstanding employees at Central Office and you saw tonight we have some wonderful, wonderful students. Let's continue to support them and move forward in all that we do, keep the children first and Waterbury will continue to move in a positive direction. Thank you very much.

(applause)

7. PRESIDENT'S COMMENTS

BROWN: I think we've said enough. Moving onto number eight, Committee on School Personnel, Commissioner Stango.

8. COMMITTEE ON SCHOOL PERSONNEL

8.1 Upon a motion by Commissioner Stango and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve the appointment of Lori Peck as High School Vice Principal, Enlightenment School, effective immediately.

BROWN: Discussion? Superintendent.

Superintendent: Thank you Madam President, I'm very pleased to recommend to the Board of Education the approval of Ms. Lori Peck for the position of Vice Principal at Enlightenment School. Ms. Peck's teaching career began in Waterbury 25 years ago at West Side Middle School as a social studies, reading, and language arts teacher. In 2004 she transferred to Enlightenment where she has served for the past 12 years. In 2005 she became the Acting Teaching Vice Principal, a position which became permanent for her and during principal transition Ms. Peck has served as the Acting Principal of Enlightenment on two separate occasions. She's actively involved in the school community serving on the data teams, PBIS team, and the school blueprint for student achievement leadership team. She is passionate about her students, their education, and becoming productive citizens despite the challenges they face. She shares this passion with parents and colleagues. Lori's credentials include a Bachelors of Science in Education from Trinity College in Hartford, a Masters Degree in Administration from the University of Bridgeport. She holds an 092 Administrative License. And there were over 75 applicants who applied for this position and Ms. Peck ranked in the top three during the interview process. In her letters of reference colleagues praised her work in all areas and specifically her dedication to the students. I am pleased to present to the Board this evening Ms. Lori Peck for the Vice Principal at Enlightenment School.

ROLL CALL VOTE ON ITEM #8.1:

Yeas: Commissioners Harvey, Hernandez, Pagano, Rodriguez, Stango, Sweeney, Theriault, J. Van Stone, T. Van Stone, and President Brown – 10

PECK: I would like to thank members of the Board and Dr. Ouellette for giving me the opportunity to serve as an administrator in the Waterbury Public School district. I would also like to thank my family and the staff at Enlightenment for their continued support. I am honored to have been selected as Vice Principal of Enlightenment School. I look forward to work in collaboration with faculty, staff, parents, and the community in preparing our students to recognize their potential, show great character while becoming respectful, responsible, productive citizens. Thank you very much.

(applause)

BROWN: Moving onto Item #9 – would anyone like to remove an item from the Consent Calendar? Commissioner Theriault.

THERIAULT: Yes President, I'd like to remove items 9.5, 9.6, 9.7, and 9.8. Thank you.

BROWN: Thank you. Are there any other items Commissioners wish to remove?

President Brown proceeded to read the Consent Calendar, items 9.1 through 9.4 and items 9.9 through 9.13.

9. CONSENT CALENDAR

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to approve the Consent Calendar, items 9.1 through 9.4 and items 9.9 through 9.13, as listed:

- 9.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of a College Facility Request/Reservation Agreement with Naugatuck Valley Community College for the Transition Learning Center Program for the period of August 24, 2016 through June 30, 2017.
- 9.2 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of a Memorandum of Understanding with Wellmore, Inc. to provide Emergency Mobile Psychiatric Services.
- 9.3 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval to apply for the CSDE 2016 21st Century Community Learning Center Afterschool Grant.
- 9.4 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of a Music Mentoring Services Agreement with Waterbury Symphony Orchestra, Incorporated to provide Music Mentoring Services to the Waterbury Arts Magnet School for the 2016/17 school year.
- 9.5 REMOVED.
- 9.6 REMOVED.
- 9.7 REMOVED.
- 9.8 REMOVED.
- 9.9 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of an Agreement with Abbott Terrace Health Center, Inc. to provide mandated clinical training for Allied Health students.
- 9.10 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Joann D'Angelo, WAMS, and four chaperones to take 50 students to New York, NY on September 21, 2016 to visit The Whitney Museum of American Art.

- 9.11 With the approval of the Committee on School Facilities & Grounds, the Superintendent of Schools recommends approval of a License Agreement with the French Speaking Baptist Church of Waterbury.
- 9.12 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
L. Richard	Career Academy media ctr.: Thursday, Oct. 6 th , 8 am – 2 pm (State advisory meeting/Health Occupations Students of America)
WCEA	Rotella café: Thurs., Oct. 20 th , 6:00 - 9:00 pm (Annual White Collar Union membership meeting)
M. Stark, Pres.	
Rebecca Harmon	Wilby aud.: Tues., Aug. 23 rd , 5:00 - 9:00 pm (Freshman/new student orientation & tour of school)
R. Abell	Rotella community room: Tues., Aug. 30 th , 9:00-10:30 a.m. (Meeting with WTA speech teachers)
D. Mortensen	Gilmartin classroom: 8/30/16-5/11/17, 4:00 - 6:30 p.m. Tues. & Thurs. (Reading coursework/cert. in Reading with SCSU)
M.A. Marold	Gilmartin café: Fri., Sept. 30 th , 9:00-10:30 a.m. (Sch. Governance Council breakfast)
Park Dept.	WSMS café or gym: Sept. thru June, Mon., Tues., Wed., 5:40-7:15 p.m. (Zumba Fitness program)
Cherrie Lamb	
G. Huckins	Wallace media ctr.: Wed., Aug. 24 th , Thurs., Sept. 8 th , Wed., Nov. 30 th 6:30-8:00 p.m. (Swim officials meetings)

- 9.13 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
Mesivta Yesodei Hatorah	Crosby gym & pool: Sat. & Sun. exercise & swim practice (schedule of dates & times attached)
Ari Reiss, Principal	
Kingdom 1 st Church	Reed café: Sundays, 11:00 am - 1:00 pm (church services) CANCELLED
Owen Stephens	

REQUESTING WAIVERS:

Town Plot Sports	WSMS gym: Saturdays, 9/10-10/29/16, 9 am – 3 pm (basketball practice) (\$2,352.)
Dennis Cronin	
Grandville Academy	WAMS classrooms, café, atrium: Sat., Oct. 1, 8 am – 1 pm and Tuesdays-Oct. thru May, 6:00-8:15 p.m. (\$2572.50)
Maurice Mosley	

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

French Speaking Baptist Church	Walsh lower parking lot: Sept, 2016-June, 2017 Sundays 9:30 am to 8:00 pm/Wed. 6:00 - 8:00 pm
Rev. Dr. Michael Dessalinas	
Hoops 4 Life	WSMS gym: 4:45-9:00 pm, weeknights, Sept.-Nov.

Deneen Fryer	Reed gym: 4:45-9:00 pm, weeknights, Sept.-Nov. (Basketball practices / games on Tues. & Thurs.)
St. Mary's School Brian Zaccagnini	Gilmartin gym: Mon., Wed., Fri., Oct. 17, 2016 - Apr., 2017 6:00-9:00 pm Generali gym: Tues. & Thurs., Oct. 18, 2016 - Apr., 2017 6:00-9:00 pm (boys & girls basketball programs)
Wtby. Wizards Wm. Maisto	Carrington gym: Tuesdays 9/13 – 11/22/16 5:30-8:30 pm (basketball practice)

SWEENEY: Discussion? All in favor, motion carries.

10. ITEMS REMOVED FROM CONSENT

Committee on Building:

9.5 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Jason Van Stone, it was voted, by roll call vote, to approve to file a grant application (ED049) for the proposed West Side Middle School Roof Fireproofing Removal/Replacement Project.

BROWN: Discussion? Commissioner Theriault.

THERIAULT: When I first saw this increase on this project of the West Side Middle School from three million to seven million dollars I had a couple of words in mind and actually I didn't know which one to use so I kind of wrote down all of them. The first one was ludicrous, uncognizable, ridiculous, abominable, absurd, outrageous, horrendous. I don't know how in God's name, and I hate to take away the thunder of some of the other Board members who I equally feel the same way about. I followed this thing and we got, whether we got good advice or bad advice, we got advice that we got for free and you never get nothing for nothing. So this advice didn't turn out too well, it turned out it's gonna cost us, you can call it what you want – split hairs, three and a half, four million dollars more than originally planned. I'm the Chairman of the Facilities and Grounds Committee and I find this, I don't care who was responsible, I don't care who's at fault, I just think it's a terrible way for us to administer the money and administer the taxpayer's money here, to take a project from three million to go to seven. And I find it equally offensive that the State would pass legislation and I'm the first one to make sure that the kids are safe at all times, as I had said previously, I had went around the schools, spent 250 of my own hours videotaping every single building in this system and got tremendous results through John Cross and this Board of Education. But I just wonder why these projects go so, so expensive. And then they look at other programs, other schools that we're considering tearing down, adding to, and the first thing that comes to my mind is what's it gonna cost, do we have enough money in that budget for the PCBs, for the asbestos, for the other things in those buildings. So I was getting to a point with regard to the State using all these other adjectives that I have I find it uncognizable that the legislatures would pass a law, pass a law for us to look at a possibly uncontaminated substance such as vermiculite. They passed a law that said because the vermiculite was mined in the same area as the asbestos, we have to consider it as asbestos. Why can't we just test it and determine whether or not it is contaminated and take it out? No, no, because it was mined in the same area we are

gonna consider it asbestos. Well I think maybe our legislatures need to go back to the drawing boards and look at what this is gonna cost us. Not just us, people that have private enterprises and businesses that are gonna tear down a business, what's it gonna cost them? But we're in the school business and I understand the urgency of making sure that all of our buildings are free of asbestos and contamination. We had a school, Carrington, we found tons of stuff in there so what we did was we just moved the kids around, put the smaller kids in the safer place and the bigger kids in the area that had the contamination. I don't know what that had to do with anything but. I understand the degree of safety, the need for safety of our students, but I think somebody needs to go back and reexamine this at the legislature and stop passing laws that cost us not hundreds and thousands of dollars, but millions of dollars. They're gonna do that it's gonna add every single project, our schools, every single project, look at some of our schools, they're well over a hundred years old, so if every time we do a project is it gonna cost us a million dollars. Are we gonna go up to Wendell Cross and tear the gym down and you know renovate the school and find out that \$900,000 wasn't enough, it's possibly gonna be five million? I don't know. So I end with I don't know, but I know that the legislature, I know this, I know the State Legislature needs to take a closer look at this and not be putting mandates on us that are costing us millions of dollars, possibly unnecessarily. Thank you.

BROWN: Commissioner Van Stone.

JASON VAN STONE: I'll be super short, Commissioner Theriault had noted, I don't know, the one thing I do know is we as a district cannot continue to make mistakes and then ask the taxpayers to pick up the tab. I'll leave it at that.

BROWN: Commissioner Van Stone.

TOM VAN STONE: Thank you Madam President, through you. I think I said my peace last week how I felt on the mistakes that we continue to make. Commissioner Theriault, I'm not really surprised about what the State does, we found out a year or so ago we can't put fertilizer on our football fields on school property and we just keep tearing it up and redoing the grass so nothing surprises me. My only question tonight and I would have acted the same in removing these items, being that this is our mistake, is there any chance that are state money will not be granted and we will be footing the entire bill?

BRENKER: No.

TOM VAN STONE: There's no chance that they will say you are mistaken, it's on you.

BRENKER: No, the code compliance requires that it be removed and for code compliance the State does reimburse the 78.91%.

TOM VAN STONE: Okay, but this is our second bite at the apple for going for money for this, correct?

BRENKER: They understand. Mr. Cross did go to the State on several occasions and asked for the opportunity to test, they said no. So they understand what happened and why we need additional funding.

TOM VAN STONE: Okay. Thank you.

BROWN: Thank you, do you want me to go onto? Each one separate. Any other comments?

THERIAULT: Roll call vote please.

ROLL CALL VOTE ON ITEM #9.5:

Yeas: Commissioners Harvey, Hernandez, Pagano, Rodriguez, Stango, Sweeney, and President Brown – 7

Nays: Commissioners Theriault, J. Van Stone, and T. Van Stone – 3

CLERK: Seven, three – motion carries.

9.6 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted, by roll call vote, to approve the preparation of schematic drawings and outline specifications for the proposed West Side Middle School Roof Fireproofing Removal/Replacement Project.

BROWN: Discussion.

THERIAULT: Ditto.

BROWN: Roll call vote please.

ROLL CALL VOTE ON ITEM #9.6:

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

Nays: Commissioners Theriault and T. Van Stone - 2

CLERK: Eight, two – motion carries.

9.7 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted, by roll call vote, to approve the formation of a Building Committee for the proposed West Side Middle School Roof Fireproofing Removal/Replacement Project. Such Committee shall consist of Ann M. Sweeney, Charles E. Pagano, Charles L. Stango, John E. Theriault, and Jason Van Stone.

BROWN: Discussion.

THERIAULT: Ditto.

BROWN: Roll call vote please.

ROLL CALL VOTE ON ITEM #9.7:

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

Nays: Commissioners Theriault and T. Van Stone - 2

CLERK: Eight, two – motion carries.

9.8 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted, by roll call vote, to approve the Educational Specifications for the proposed West Side Middle School Roof Fireproofing Removal/Replacement Project.

BROWN: Discussion.

THERIAULT: Ditto.

BROWN: Roll call vote please.

ROLL CALL VOTE ON ITEM #9.8:

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

Nays: Commissioners Theriault and T. Van Stone - 2

CLERK: Eight, two – motion carries.

11. COMMITTEE ON LEGISLATION

11.1 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to approve the submission of the following Resolution Proposal to CABE:

Resolution Proposal Form

Submitted by: Waterbury Board of Education

Subject: Reporting of In-school suspensions

Issue: In-school suspensions reported as an absence from school for students.

Resolution: Recommend that the State Department of Education not consider a student's in-school suspension as an absence from school.

Rationale: The legislation that created in-school suspension was based on the premise that students on out-of-school suspension lose valuable instruction time. The in-school suspension law requires programming that provides students with instruction while serving in-school suspension. Designating in-school suspension as an absence is in direct conflict with the ISS statute and its purpose and penalizes both the student and district unfairly.

Further explanations: n/a

BROWN: Discussion. Commissioner Theriault.

THERIAULT: Having been a high school vice principal the in-school suspension was a way of keeping the kids in school. If they're not gonna get any credit for coming to school and serving their suspension outside of school, they're just gonna stay home and they're gonna say, I mean it's really, from what I hear of the students who have an in-school suspension, it's more of a punishment for them to be in an in-school suspension, it really is more arduous and more difficult for them with an in-school suspension. For us to say now that they're come and serve the in-school suspension, do their work and they're going to be penalized as though they're out of school would encourage students to stay home more and create more truancy and this is exactly what we're trying to fight. Thank you.

BROWN: Thank you. Commissioner Hernandez.

HERNANDEZ: I agree with Commissioner Theriault. Having them be in school and still be considered absent just does not make sense. So I agree wholeheartedly with going to CABE with that and hopefully we can get a resolution to it. Thank you.

BROWN: Thank you and I just wanted to let the Board know that after our discussion last week I had a conversation with, when these issues were raised, I had a conversation with the State Department of Education and they are totally in favor of this resolution. They did not push this at all, it was one legislator who actually got this language kind of you know into a bill that nobody was aware that it got passed, it was one of those things it got put into the big education implementer bill but they're totally in favor of this, they're thrilled that we're doing this and they will support us all the way. So thank you for that discussion last week and when I spoke with them I told them we were going to do this so they were very happy about that. All those in favor, motion carries.

11.2 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to approve the submission of the following Resolution Proposal to CABE:

Submitted by: Waterbury Board of Education

Subject: Removal of Vermiculite Fireproofing

Issue: Removal of Vermiculite Fireproofing as Asbestos

Resolution: Recommend that the State Department of Education/State Department of Administrative Services allow the opportunity for asbestos testing to be performed on vermiculite fireproofing prior to it automatically being considered asbestos.

Rationale: Vermiculite was widely used as fireproofing 40 years ago. In limited instances, vermiculite mining occurred in proximity to asbestos mining, creating cross contamination. There is one documented location where such cross contamination occurred. The state facilities unit has ruled that all vermiculite must be assumed as containing asbestos. The cost to districts can lead to millions in remediation costs. (For one Waterbury roof replacement project, added cost was

just short of 4 million). Reliable asbestos testing exists, and districts should be allowed to test vermiculite and remove/remediate/dispose accordingly.

Further explanations: n/a

BROWN: Discussion? Commissioner Theriault.

THERIAULT: Yea, I almost should say ditto again, right, but I won't. I think this is well received, well thought out, I don't know who developed this legislation but you know it's a great way to create a tremendous industry in the removal of asbestos and create millions and millions and millions of dollars for those people removing it. I do not have a problem with removing asbestos or PCBs that are legitimately in the building but I have a big problem removing materials that has a big question mark on it, we don't know what it is, we don't care what it is, remove it. I'm kind of looking at George Orwell, you know 1986, and we're well beyond it and it looks like much of the stuff in that book became a reality the way we're being watched by TV and government and so forth. And I know the state government and the federal government do a lot for us, but if you're gonna do these things be reasonable and think them through. Thank you very much Commissioner Sweeney for addressing that issue. I, and the Board, and the public really appreciate it.

BROWN: Thank you. Any other comments? All those in favor, opposed, abstain. Motion carries. Thank you. And we will be bring this up to, I serve on the CABE Resolution Committee, our meeting is next week, and these will be brought forward and hopefully they will get on the delegate assembly agenda. So thank you for supporting this.

12. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file items 12.1 through 12.5, Superintendent's Notification to the Board, as listed:

12.1 Grant funded appointments:

Brites, Ann Marie – Parent Liaison, KHS, 182 school days, 30 hours p/week @ \$15.12 p/hour, non-union with benefits governed by UPSEU #69, funded by Title I, effective 08/29/16.

12.2 Teacher transfers:

Kerrigan, Leanne – from Bunker Hill to Walsh Science, eff. August 2016.

12.3 Teacher new hires:

Name		Assignment		Degree		Effective
Blake	James	Chase	Gr. 5	MA	1	8/25/16
Brummitt	Eric	WHS	Music	PHD	7	8/25/16
Burke	Cynthia	WMS	Gr. 6 Ela	MA+15	1	8/25/16
Burns	Richard	WHS	Business	MA	5	8/25/16
Caligan	Jean	WSMS	Gr. 6 Ela	MA	4	8/25/16

Callahan	Antionette	Sprague	Pre K	BA+15	1	8/25/16
Camilleri	Daniel	Gilmartin	Special Ed.	MA	1	8/25/16
Chabot	Joseph G.	WCA	Tech Ed.	BA	8	8/25/16
Colangelo	Tina	Bunker Hill	BDLC	6 th yr	3	8/25/16
Daly	Kevin	NEMS	Art	MA+15	4	8/25/16
Damasio-Ortiz	Alyson	District Wide	School Psych.	6+15	11	8/25/16
Degroate	Talisha	Walsh	Gr. 4/5	MA	2	8/25/16
Diaz	Elaine	WCA	Human Services	MA	3	8/25/16
Dirienzo	Krista	Reed	Art	MA	1	8/25/16
Donahue	Jamie	WMS	Phys. Ed.	BA	1	8/25/16
Edman	John	WCA	Tech Ed-Manuf.	BA	6	8/25/16
Flynn	Kerry	Washington	Special Ed.	BA	1	8/25/16
Garrity	Michaela	Kennedy	Speech/Lang Path.	MA+15	1	8/25/16
Gendron	Courtney	W. Cross	Pre K	BA	1	8/25/16
Gerber	Douglas	Carrington	Lib. Media Spec.	PHD	6	8/25/16
Goggins	Coleen	NEMS	Special Ed.	MA+15	1	8/25/16
Gordon	Sonia	Enlightenment	Math	MA+15	6	8/25/16
Grant	Nataine	Reed	Gr. 5	MA	2	8/25/16
Green	Natalie	WMS	Eng/LA	MA	1	8/25/16
Hakim	Nadia	Rotella	Gr. 1	MA	1	8/25/16
Heaton	Kelsey	Rotella	Gr. 5	BA	1	8/25/16
Heidkamp	Jordan	WHS	Health/Phys Ed.	BA+15	1	8/25/16
Hewell-Walker	Kay-Ann	WCA	Tech Ed.	MA	6	8/25/16
Hind	Sandra	CHS	Fam/Con. Science	MA+15	6	8/25/16
Holley	Christine	WCA	Allied Health	BA+15	6	8/25/16
Hoy	Suzanne	WCA	Tech Ed/Manuf.	6+15	9	8/25/16
Hubeny (Gilland)	Carolyn	Bunker Hill	Kindergarten	MA	1	8/25/16
Iqbal	Kehkashan (Kiki)	Bunker Hill	Gr. 5	MA	1	8/25/16
Jacobs-Vazquez	Shakira	Bucks Hill	Gr. 5	MA+15	6	8/25/16
Jimenez-Montanez	Jessica	Regan	Gr. 1	BA	1	8/25/16
Jones	Jocelynne	Chase	Gr. 2	MA	6	8/25/16
Krisavage	Nicole	Chase	Gr. 1	MA	2	8/25/16
Lacombe	Brianne	Gilmartin	Gr. 5	MA+15	2	8/25/16
Lane	Brittany	Sprague	Gr. 4	MA	1	8/25/16
Lieberman	Debra (Debbie)	WHS	Special Ed.	MA	3	8/25/16
Liguz	Anna	NEMS	Science	MA	3	8/25/16
Lopez	Nicole	Driggs	Gr. 4	BA+15	3	8/25/16
Maguire	Brian	Wilson	Gr. 4	MA	2	8/25/16
McBride	Haley	Maloney	Gr. 2	MA	3	8/25/16

Minicucci	Erica	Tinker	Gr. 3	MA	1	8/25/16
Morikis	Grammato (Grace)	Walsh	Math	MA	3	8/25/16
Morrissey	Sean Patrick	Kingsbury	Gr. 5	6 th yr	5	8/25/16
Norris	Kelly	WMS	Guidance	MA+15	1	8/25/16
O'Halloran	Kathryn	Reed/Duggan	Tech Ed/Comp.	MA	4	8/25/16
Pasnick	Sarah	Kennedy	Social Studies	BA	1	8/25/16
Pierz	Robbin	WCA	Human Services	MA	6	8/25/16
Potter	Soraya	WMS	Eng/LA	6 th yr	6	8/25/16
Rubock	Jeremy	WHS	Tech Ed.	6+15	12	8/25/16
Rubock	Naomi	CHS	Special Ed.	6 th	7	8/25/16
Sanangelo	Ryan	Bucks Hill	Gr. 2	MA	2	8/25/16
Saucier	Anne Marie	WMS	Special Ed.	MA+15	1	8/25/16
Shaw	Kevin	WCA	Math	BA	3	8/25/16
Snow	Sara-Beth	Sprague	Kindergarten	Ba	2	8/25/16
Stankus	John	Kingsbury	Phys. Ed.	BA	1	8/25/16
Steinmetz	Sarah	Chase	Special Ed.	MA+15	2	8/25/16
Stolfi	Erin	NEMS	Fam/Cons. Science	6+15	7	8/25/16
Strumski	Ashley	WSMS	Social Studies	MA	1	8/25/16
Swasey	Christopher	Bunker Hill	Music	BA	1	8/25/16
Tehan	Kyle	Crosby	Health/Phys Ed.	BA	1	8/25/16
Tichon	Joanne	WHS	Fam/Con. Science	6+15	12	8/25/16
Walczyszyn	Magdalena	Rotella	Art	BA	1	8/25/16
Williams	Alana	WSMS	Eng/LA	MA	1	8/25/16
Wolak	Carrie	WMS	Science	6 th	7	8/25/16

12.4 Resignations:

Blawie, John – WSMS Social Studies, effective 07/25/16.
 Callahan, Liam – WHS English, effective 08/10/16.
 Clark, Gregory – NEMS Science, effective 08/17/16.
 Clark, Sarah – Bucks Hill Grade 5, effective 08/16/2016.
 Conte, Angela – WMS English/LA, effective 07/29/16.
 Dellano, Chelsea – Kingsbury Kindergarten, effective 08/20/2016.
 DiDominzio, Michael – WHS Special Education, 8/16/2016.
 Doran, Christine – Hopeville Math coach, effective 08/15/16.
 Giampetruzzi, Daniela – Driggs Literacy, effective 08/15/16.
 Glick, Stephen – WSMS Special Education, effective 07/28/16
 Greene, Arthur – Reed Library Media Specialist, effective 07/28/16.
 Kastelein, Ashley – NEMS English/LA, effective 08/24/16.
 LeVasseau, Evelyn – WMS English/LA, effective 08/03/16.
 McBrien, Donna – WCA Allied Health, effective 08/12/16.
 McKay, Carolyn – WMS Special Ed, effective 08/03/16.
 Melarangno, Rebecca – WMS Art, effective 08/11/16.
 Melendez, Diana – CHS Spanish, effective 08/22/16.
 O'Brien, Lindsay – Reed Grade 4, effective 08/18/2016.
 Pecka, Richard – CHS English/LA, effective 08/22/2016.
 Ramos, Ana – CHS Business, effective 08/18/16.

Reed, Laura – Bunker Hill Art, effective 08/02/16.
Truncali, Richard – CHS Business, effective 08/17/16.
Voelpel, Elizabeth – WHS Math, effective 08/10/16.
Whitley, Randi – Tinker Psychologist, effective 08/05/16.
Williams, Chelcey – Sprague Grade 4, effective 08/08/16.

12.5 Retirements:

Wilson, Janet – CHS Family/Consumer Science, effective 08/01/16.

12.6 Leave of absence requests:

Lucian, Caitlin – Maloney Magnet School, requesting an unpaid childrearing leave of absence for the 2016/2017 school year.

Montes De Oca, Delmaliz – Bucks Hill School, requesting an unpaid childrearing leave of absence for the period of August 25 through November 7, 2016.

Villar, Yenny – Hopeville School, requesting an unpaid childrearing leave of absence for the 2016/2017 school year.

BROWN: Discussion? All those in favor, opposed, abstain. Number 13 – Other Unfinished, New, and Miscellaneous Business. Commissioner Hernandez.

SUPERINTENDENT: Are we on 13?

BROWN: Number 14 – Other Unfinished, New, and Miscellaneous Business. Commissioner Hernandez.

HERNANDEZ: I would like for the Superintendent or Darren or whomever to provide the Board with all the activities that are going on in all of the schools. Someone came to me and they were looking to see if they could possibly go into one of the schools and they were giving all these other activities that the schools supposedly was doing. So I just would like for the Board to be aware of what actually is going on in all the schools as far as after-school programs, what schools are available for organizations to possibly use them, if that's at all possible.

SUPERINTENDENT: We'd be happy to do that, in fact the Board has requested a master calendar also and Will Zhuta is in the process of putting that together. One of the conflicts, and we can certainly share that with you at a workshop that we're experiencing is the Thursday meetings. There are 32 schools, there's a lot of activities going on, we are prioritizing those based on the requests to have the Board's presence at these events starting with the high schools to middle to the elementary. So we're trying to organize that. You will have that probably within the next couple of weeks. It will be almost impossible for you to attend all these events. But again, the Board may revisit looking at their calendar; certainly you have Thursday nights really tied up. We will have the calendar for you and certainly the Board could have a discussion on that as well. But you're also requesting a list of all the after-school and before school?

HERNANDEZ: No, just after.

SUPERINTENDENT: Mr. Schwartz, did you write that down? Perfect.

BROWN: Commissioner Sweeney.

SWEENEY: I have not forgotten about the move to Monday night, it's coming.

HARVEY: May I? What is taking so long to do this? I mean it's just a simple meeting of the, I think it's in our Bylaws, I think it's a Bylaw issue, so why is it taking so long?

SWEENEY: We've got to pull a committee together.

HARVEY: Well, we've been together. I thought by the beginning of this school year we would be able to change our meeting date back to Monday. So I don't understand what's taking so long. I'm just a little frustrated with that because I brought that up like three times.

BROWN: Thank you.

HARVEY: I have to bring up, folks, I was looking in your report Superintendent regarding the beginning, the first day of school and good things happened so I'm gonna start with the negative and then end with the positive. The negative is that I was, my nephew was starting kindergarten so he wanted Auntie Karen to see what he was wearing the first day of school so I was receiving pictures regarding that. Then I started to receive other pictures from my sister and she said, texted and said I think you should be aware of this and she sent pictures on the school that, I won't mention the school, the lines, the line that existed from kids who had not registered so she said you should really be aware of this. Then I started getting other pictures from other folks that had my cellphone. Lines of children and parents either unregistered or they weren't sure if they were at the right school or they were, so then started inquiring about why that existed and you know there, I guess we have some parents that did not take the time to register their children but then I heard well it's partly that but it's also partly the Intake Center took their phone off the hook. I said how do you know that happened because we're getting a fast busy. I said so why would the Intake Center take the phone off the hook on the first day of school? So then I learned that at another school the crowds were so, there were so many, it was like they were overwhelmed with this phenomenon I guess, that they posted the names of kids that were supposed to be there on the door of the school. And I said whoa, you can't, that's not safe at all, that shouldn't be. So later I learned that they took that down. So I hope that that never happens again. There seems to be confusion around the district, it seemed to center on the Intake Center as far as where the kids are supposed to be, what district they're supposed to be in. As a matter of fact I learned that today you just handled, a child was told by the person who was formerly in charge of the Intake Center that they're going to this school and no answers, no questions, no nothing but you found out about it and you said no, they're going back to their district school. But the school that they're districted to go back to supposedly is crowded. So I think there needs to be, first of all the Intake Center should never take their phone off the hook, never. Secondly, we should be prepared to know that there is a possibility that some kids may not register. So to have, I mean it was a beautiful day out there, so I would think we would have tables set up outside or something of that nature and not let the parents see closed doors, names on the windows, etc., cause that's not welcoming. So I would hope that we would next year be a little bit more organized with that. We have an issue with our schools being

overcrowded, students going to schools that they shouldn't go to, at, we know that. But who is running things here? Is it the Intake Center, is it you Dr. Ouellette? I mean exactly what's going on here? If we ask the parents how they felt the first day of school went, according to the pictures and I have it on the phone, I think it would be it didn't go well. So I think we need to look at that, I think we should have people stationed at each school to troubleshoot, to take care, because we know these issues are gonna come up, we know it's not gonna run smoothly. I have to mention that because my phone, I thought I was almost out there in the district, I was home but I was receiving these pictures. If you want to look at the pictures you're welcome to look at them.

Alright, so that's the negative, the positive. A day with high fives – I am so pleased with the men in our district, particularly our African-American men who attended Bucks Hill, Walsh School, and I think Reed School as well, I heard about this in Hartford, given them the high fives, welcoming the kids back, getting them excited about being in school, coming back to school, and I just thought it was great. And I think it's something we should extend throughout the district to welcome the kids back, to get them enthusiastic about going back to school. This is what we talk about when we want the community to be involved. This is thinking outside the box, this welcoming the kids back. The kids are not gonna forget this, they're gonna remember this. I think we should also do this periodically, just welcome them back to school, line up, like the same thing we did for the first day of school. So I'm just really please. The headline reads "A Day of High Fives – City Students Welcomed Back with Encouraging Gestures". I think that is excellent, I think we should do this throughout the district. Something else I think we should do throughout the district, we should do more outreach. Crosby held, it wasn't in the paper, didn't get the press that it should have gotten, Crosby had a Walk for Success. The teachers, the community, went out to the community and welcomed the ninth graders to Crosby. I think that Wilby, this needs to be done at Wilby, needs to be done at Kennedy, it needs to be districtwide. We had a teacher that on her own, a Wilby teacher went to, attended some of the churches in the community just to talk about Wilby and welcoming Wilby. I didn't like the pamphlet that was handed out because I didn't think, it contained very important information but you couldn't read it. So I thought that was an excellent idea. But I think we need to organize, well before the beginning of school and see how we're going to, what kind of outreach we're going to do to welcome our kids back. That's all I have, thank you.

7. SUPERINTENDENT'S ANNOUNCEMENTS

SUPERINTENDENT: I just want to summarize my announcements.

Dr. Ouellette summarized and distributed the following announcements:

On Friday, August 19, I attended the presentation of a \$2,500 Diversity Construction Group Foundation scholarship to one of our recent Kennedy High School graduates, Jacklyn Nano. According to their website, the Foundation "focuses on the issue of racial and gender capacity in the construction industry." Its goal is to "provide encouragement and financial assistance to high school students that wish to pursue a bachelor's degree in a major that will lead to a career in the field of Construction Management."

The annual Back to School Rally took place last Wednesday afternoon. Once again, the weather cooperated, and several hundred parents and students visited Library Park for the free food, fun, information and giveaways.

Prekindergarten students at Duggan School received new backpacks filled with school supplies, courtesy of Hubbard Hall. Parents attended a special preschool orientation on Monday morning and received the backpacks so that students could arrive to school on their first day with the new backpacks. Connecticut Hoops for Help donated book bags to Kingsbury, Reed, Gilmartin, and Sprague School. The Southbury Training School also donated backpacks that went to Kennedy, the Waterbury Career Academy and Carrington School. Special thanks to Hubbard Hall, Connecticut Hoops for Help and the Southbury Training School.

We had our first day of school on Monday, August 29. Some schools held special activities to welcome students back from summer vacation. For example, at Walsh, Bucks Hill, and Reed Schools, men including volunteers from state and local agencies; central office leaders; partner organizations, community leaders, aldermen and police officers greeted students with high fives and cheers. It's a small gesture of encouragement to help set the tone for the day and made the kids feel good coming back.

Facebook friends of Orchid Florist voted Rotella Magnet School as their favorite school in a poll. Orchid Florist thanked the entire Rotella staff for all they do for the youth of the community by sending a rose to each staff member on the first day of school.

We will conduct our portion of the United Way campaign early this year. Last Friday several representatives of United Way attended professional development sessions at individual schools and spoke to staff about the contribution United Way makes to our local community. The official United Way Campaign Leadership Breakfast and Kick-Off will take place next Thursday, September 8, at 7:30 a.m. at La Bella Vista.

Jahana Hayes has been spending the past few weeks on a trip to Africa, as part of her duties as National Teacher of the Year. She forwarded some spectacular photos of her trip, and they are available for viewing on our district website.

Finally, a reminder to parents that our first Open House is scheduled for Wednesday, September 14 which will be an early dismissal day. Elementary schools will hold Open House from 5 to 7 p.m. High schools will hold Open House from 7 to 9 p.m. Middle Schools will have Teacher Collaboration/Professional Development time. Middle schools will hold Open House the following Wednesday, September 21, while elementary and high schools will have Teacher Collaboration/Professional Development time which will also be Early Dismissal.

BROWN: Commissioner Theriault.

THERIAULT: Just to piggyback on what Commissioner Harvey had said. I remember the Intake Center some time ago as being a central depot and you want to register you kid you have to go to that depot. That's probably changed now but I guess we can register them at their individual schools. Maybe the Superintendent can clarify that.

SUPERINTENDENT: Thank you Commissioner. I think some of this was at the middle schools in our travels from what I see. The high schools, they directly register at the high schools, middle schools directly at the middle schools and I think the long lines that we were seeing were at the middle school. And those, we will discuss with the ILD's as well. The elementary they register right at the Intake Center. What we're seeing, from when I spoke to the principals in my travels for the last couple of days, is that we've had quite an influx of middle school students – North End, Wallace in particular, West Side is remaining flat at this current time. Speaking to both those principals, Wallace and North End, quite a few influx of middle school students. As far as the high schools I don't have those numbers.

THERIAULT: So we do register students at the elementary also?

SUPERINTENDENT: No, at the Intake.

THERIAULT: So they can't show up at...

SUPERINTENDENT: No, they need to be at the Intake...

THERIAULT: So they can't show up at Carrington and say I just moved into the neighborhood, I want to register. The middle schools go at the middle schools and the high schools go at the high schools.

SUPERINTENDENT: We had a few at the high schools too, they were lined up a little bit, scheduling conflicts but all in all I thought it was well. I think some of the issues were really at middle, we're seeing high numbers coming in.

THERIAULT: And I do also agree that we need some form of identification whether it be a rent receipt, utility receipt, driver's license, they may not have it, they need something to show that they live in that neighborhood. When I see the buses, not so much in the morning but in the evening, it looks like we're door to door service on every kid. I mean, I can understand, you know, you're going up the street, but I thought that there was supposed to be individual bus stops where we pick up a group of kids and then drop off a group of kids but it seems like we're limousine service here, we're giving them a great service. Before I stop I did want to bring it to your attention that in my neighborhood I see at least six kids dropped off on my corner and they're dropped off at the corner and they don't live on the street, they go into cars and they go home.

SUPERINTENDENT: Perhaps Commissioner you and I can talk privately about that after the meeting.

THERIAULT: I think we need to look at that. If they're legitimately in the neighborhood, fine, because the problem is if they're not legitimately in the neighborhood and they're going to that school they might be depriving a student that legitimately lives in that neighborhood from attending in that particular grade. So we will talk privately. Thank you very much.

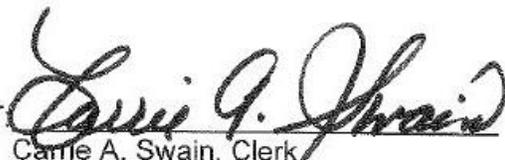
BROWN: Okay, thank you. There's no Executive Session this evening. Commissioner Sweeney.

SWEENEY: The Building Subcommittee for the Wendell Cross project met earlier and we selected our community members so we now have a full subcommittee. The Board of Aldermen has appointed Mike DiGiovancarlo and Roger Sherman as their representatives. The parent member is Jaime Dohoney and the community member selected tonight is Kerri Baker. We had a good number of requests to serve as a community member, I would encourage any of those individuals, the meetings of the subcommittee are open to the public, please come and join us, give us your input, we would be more than happy to have it but we were all in general agreement that we had gotten some good response from the community to serve as a member of that committee so we're pleased. That is our full committee and we look forward to coming into the fall and into the new year for those meetings to start.

ADJOURNMENT

Upon a motion by Commissioner Rodriguez and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to adjourn at 8:20 p.m.

ATTEST


Carrie A. Swain, Clerk
Board of Education