

**WATERBURY BOARD OF EDUCATION**

*MINUTES ~ REGULAR MEETING*

Thursday, September 15, 2016 at 6:30 p.m.

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

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

**ABSENT:** Commissioners Hernandez and Rodriguez.

**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 6:31 p.m. with a moment of silence.

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

Commissioner Harvey led everyone in the Pledge of Allegiance to the Flag.

**3. ROLL CALL**

CLERK: Commissioner Harvey.

HARVEY: Here.

CLERK: Commissioner Hernandez (absent). Commissioner Pagano.

PAGANO: Here.

CLERK: Vice President Rodriguez (absent). Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Theriault.

THERIAULT: Here.

CLERK: Commissioner Jason Van Stone.

J. VAN STONE: Present.

CLERK: Commissioner Tom Van Stone.

T. VAN STONE: Present.

CLERK: President Brown.

BROWN: Present.

#### **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 August 30, 2016 from Civil Service certifying Mariannina Sullivan for the position of Teaching Vice Principal, Washington School.
2. Copy of communication dated August 29, 2016 from Civil Service certifying Kevin DeGroat for the position of Maintainer I.
3. Copy of communications dated September 1, 2016 from Civil Service certifying Salam Measho and Dayonna Sears-Powell for the position of Administrative Associate I.
4. Email communication dated September 2, 2016 from CABA regarding Policy Highlights.

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

#### **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 6:34 p.m.**

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

**Jimmie Griffin, 41 Pilgrim Avenue, had the following comments:** I'm a little confused as to the Board of Education and whether or not we elect this Board of Education or the Board of Education is appointed by the Mayor. You know I'm really confused because I think that for some reason it seems to me that this Board is not running itself, that somebody else is running it. The Mayor defended Brenker I guess, this was the headline the other day and I sort of, I cringed because we got a problem in the system when it comes to minority hiring, all right that's been going on for years and years and years and years. One of the issues was in this same department we're talking about, the Personnel Department where you now want to combine two jobs and give it to one person who basically I opposed initially before the position because I didn't think that person without any kind of educational experience and you know college administration or some kind of administration was suited to be in this position with the kinds of conditions that exist in the Waterbury School System when it comes to personnel issues.

Another area that bothers me greatly is the Personnel Committee of the Board of Education. On the Personnel Committee you have not one African American out of five members. It's outrageous; I've never seen anything like this. And the whole issue that we're dealing with is about diversity, the lack thereof of diversity of school. I'm running for state rep by the way in the 72<sup>nd</sup> district and one of the reasons I'm running is because education is basically funded through the State of Connecticut more so than

local governments. I'm shocked, and I've been shocked for years as to why our state representatives in Waterbury don't have a keen interest in the local boards of educations and how they function and how they allocate to spend State money. You know with the recent statistical data that came down in relationship to numerous problems throughout the system and as a former administrator at a community college, I'm pretty aware, and also a member of Regional . . . with the community college, Naugatuck Valley Community College, what I found is that students that come out of public school systems across the State of Connecticut in urban areas when they get into a community college environment they have to take remedial programs. There's a large percentage of students that are being graduated, social promotions that go into high schools. So I would be in favor of course of some kind of region exams that existed back in New York when I was coming to New York, they had region exams and that's something I think that was recommended. But I think that they need to have some measurement of students that are graduating from these high schools in Waterbury that end up in a community college and have to take a year of preparation in English, basic English, math, and reading; it's outrageous with all the money that goes into the school systems. You know so I think you guys got to do a better job. I think you need to do a better job in relationship to the fact that you are elected. The Mayor is only an ex-officio member of this Board. I don't think that anytime I could look at this Board visibly and see the votes on this Board and how they go, it's amazing, it's almost like a rubber stamp for what he wants. Education is a priority and we should be more concerned about our children in the City of Waterbury then we have in the past. And I would just like to see some improvements in that area because somethings got to be done about this. You know no people on the Personnel, not one black on the Personnel Committee.

The other day you shut down a hearing, the President of the Grievance Committee, it's the second time that he didn't show up. I mean what's his name Rodriguez, whatever his name is, he didn't show up. So you know we were standing outside, no notice whatsoever, 30 people out in the cold, nobody shows up. The reporter was there from the Waterbury Republic American. It's a travesty, you got to straighten this mess out, it's time for change in Waterbury.

**Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Sweeney, it was voted unanimously to return to the regular order of business at 6:40 p.m.**

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

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

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

The Mary Jane Vita Insurance Agency, as part of a Farmer's Insurance initiative, donated two boxes of school supplies to the Family and Community Engagement Center (FACE). The supplies will be distributed to students or teachers who visit the center in the first few weeks of school.

On Wednesday, September 14<sup>th</sup>, I attended the kick off of a new initiative called Wingman at Gilmartin School. The Wingman Program for Schools is a youth leadership

program where students are encouraged to help shape school climate. Student leaders are trained to help peers to increase empathy and compassion while combatting the root causes of rejection, exclusion and isolation. The program is part of Dylan's Wings of Change, a foundation that was established to honor Dylan Hockley, one of the young victims of Sandy Hook. The kick-off featured guest speaker Eddie Slowikowski.

The official dedication of the Crosby High School athletic fields will take place tomorrow evening, September 16, at 6:00 p.m.

The 4<sup>th</sup> annual Dads Matter Too! Community Awareness day is this Saturday, September 17<sup>th</sup>, from 8:00 a.m. to 2:00 p.m. in Library Park, rain or shine. The event will include fun activities for all, including a 5K run, a Kids Fun Run, a 1 mile Dad's Walk, a bounce house, free haircuts for kids, music and entertainment. The opening ceremony will be held at 9:00 a.m.

The Waterbury Litter Prevention and Beautification Committee is sponsoring a free electronics recycling event that same Saturday, from 9:00 a.m. to 1:00 p.m. in the Sears parking lot.

U.S. Senator Chris Murphy is conducting an informational forum for citizens that same morning at Crosby High School, from 9:00 a.m. to 10:30 a.m. The topic will be revitalizing brownfields in Waterbury, how communities can restore and reinvest in these properties and the economic development opportunities available to the city.

Also on Saturday, the newly established FreeTHEM Foundation, Inc. is hosting a Community Outreach Event from 2:00 to 4:00 p.m. in Fulton Park. The FreeTHEM Foundation seeks to address the needs of youth who have parents or other caregivers with an addiction problem. The event will feature games, food, guest speakers and information on programs, resources and services in the local area.

Raymour & Flanigan is hosting a "Sprinkles of Hope" Community Day on Sunday, September 18, at the store from 11:00 a.m. to 2:00 p.m. Each child who visits the store will have an opportunity to decorate a cupcake. The company will make a donation to Give Kids the World Village, a nonprofit resort in Florida that offers children with life-threatening illnesses a free vacation with their families.

The U.S. Attorney's Office, in partnership with the FBI, DEA, and the City of Waterbury, will present a Heroin and Opioid Awareness Conference for Parents and Educators on Wednesday, September 21, from 5:00 to 8:00 p.m. at Kennedy High School.

The Global Leadership Institute is seeking candidates to join this year's program. Representatives have been conducting information sessions for interested sophomores and their parents at our schools. The sessions will conclude next week at Crosby (September 20<sup>th</sup> at 2:00 p.m.) and the Waterbury Career Academy (September 22<sup>nd</sup> at 2:00 p.m.).

## HISPANIC HERITAGE MONTH

Hispanic Heritage Month is celebrated from September 15th through October 15th. Once again this year, all of our schools will have the opportunity to participate in a

district-wide celebration as well as individual school activities. Each school will have the opportunity to showcase their work, and selected students will represent their school at a ceremony celebrating Hispanic Heritage at a time and date to be announced.

Middle and high school students have several options to choose from, including a poster contest and an essay or report based on research. Posters must depict the National Hispanic Heritage Month Theme “Hispanic Americans: Embracing, Enriching, and Enabling America.” The essay should be on someone of Hispanic descent who has made a positive impact. The report should highlight various elements of one Hispanic country’s culture.

Elementary students may write their version of a Hispanic folktale they read during their Literacy Block, create a poem in response to something read in accordance with Hispanic Heritage Month, or create a report/project about famous Hispanic people or Hispanic countries. Submissions may be from an individual, a small group or a whole class (such as a big book).

Completed work should be submitted by October 11<sup>th</sup> to the Bilingual/ESOL Education Department Office at 236 Grand Street, 1st Floor, Room 130.

## **7. PRESIDENT’S COMMENTS**

BROWN: Any questions for the Superintendent? I just have one comment, I just want to thank all the parents who came out throughout the district to open house last night. I had the chance to go to Chase School and Generali School and they were hopping, there were lots of parents, lots of communication going on and it was really great to see all the parents coming out. So thank you all very much, we’re off to a good start, a good school year, so we hope to continue that excitement for our students. Thank you.

Next, I’ll read the Consent Calendar. Would anybody like to remove anything from the Consent Calendar? Commissioner Harvey.

HARVEY: I just want to notify you that I’d like to pull something out under the Superintendent’s Notification, 10.1.

BROWN: We’re on the Consent Calendar now.

HARVEY: Point of order.

BROWN: Yes, what’s your point of order?

HARVEY: We were instructed to notify in the beginning when we wanted to pull something out of the Superintendent’s Notification that’s why I mentioned it.

BROWN: When we get to that item.

HARVEY: I understand you’re on Consent but we were told to notify you immediately.

BROWN: I’ll check on that Commissioner but I think you should wait till that particular item. But I’ll check. Thank you.

President Brown proceeded to read the Consent Calendar, items 8.1 through 8.5, as listed:

**8. CONSENT CALENDAR**

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to approve the Consent Calendar, items 8.1 through 8.5, as listed:

- 8.1 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of the following contracts and amendments for out-of-district student placements as required by their Individual Education Program (IEP):

<u>Contracts</u>	<u>Total Amount of 3 yr. Contract</u>	
Adelbrook		\$678,132.00
Boys and Girls Village		\$446,400.00
Connecticut Children's Medical Center		\$1,764,207.60
Children's Center of Hamden		\$228,058.20
Connecticut Junior Republic		\$133,921.50
CREC Riverstreet		\$736,303.44
Gengras Center		\$648,690.00
Grace Webb School		\$588,546.00
Klingberg-Raymond Hill School		\$213,193.44
Rushford Academy		\$187,348.14
Wheeler Clinic-Northwest Village School		\$2,925,559.44
<u>Amendments</u>	<u>Increase</u>	<u>Total Amend</u>
ACES	\$1,067,906.93	\$3,673,592.00
Amer School for the Deaf	\$110,087.13	\$733,499.13
High Roads School	\$262,910.43	\$2,344,814.43
St. Vincent's Special Needs	\$313,946.80	\$893,546.87
Benhaven	\$379,372.52	\$1,057,972.52

- 8.2 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Debbie Benjamin, WAMS, and four chaperones to take 45 students to Springfield, MA on September 27, 2016 to visit The Big E.

- 8.3 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Renu Saharan, WHS, and 11 chaperones to take 25 students to West Springfield, MA on September 22, 2016 to visit The Big E.

- 8.4 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:

<u>GROUP</u>	<u>FACILITIES AND DATES/TIMES</u>
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P. Whyte	Kennedy auditorium: Wed., Sept. 21, 5:00-9:00 pm (U.S. Dist. Attorney Office Opioid Awareness Forum)
N. Steck	WAMS café: Wed., Sept. 7, 5:00-8:00 pm (ice cream social) WAMS lib. : 10/12/16 – 6/7/17, monthly PTSO meetings, 6:00-8:00 pm WAMS drama studio: Wed., Sept. 14, 12:15-1:30 pm (auditions)
C. Wirth	WAMS lobby & dance studio: 5/22 & 23, 2:00-4:30 pm (rehearsal) 5/24, 2:00-9:00 pm (Dance Showcase)
M. Rocco	W. Cross gym: Thurs., Sept. 8, 6:00-8:00 pm (ice cream social) W. Cross library: Wednesdays, Oct. - June, 5:30-8:00 pm (monthly PTA mtgs.) W. Cross gym: Fri. Dec. 2, 5:00-8:00 pm (set-up) and Sat., Dec. 3 <sup>rd</sup> 7:00 am to 9:00 pm (Breakfast with Santa & Bazaar) W. Cross gym: Mon., Nov. 21, 3:00-9:00 pm (fundraiser pick-ups & Bingo) W. Cross gym: Thurs., Oct. 27, 4:00-9:00 pm (decorate) & Fri., Oct. 28, 3:30-9:00 pm (Halloween party)
L. Lombardi	Rotella aud.: Mon., Sept. 26, 6:00-8:30 pm (Det. Peter Morgan presentation on Cyberbullying and internet safety for parents)
D. Kaln	Wilby gym: Mon., Oct. 24, 8:00 am-1:00 pm (Blood Drive)
C. Harris	Wilby LLC room: Oct. – May, Tues., 5:30-8:30 pm (monthly book club mtgs.)
N. Smith	WAMS apron stage: Dec. – Jan., 2:25-9:00 pm (senior showcase rehearsals)
R. Ross	WAMS courtyard: Fri. Sept. 23, 5:00-6:30 pm (carnival for Habitat for Humanity)
*N. Clemente	Rotella aud.: Sept. 24, 1-3 pm (Teacher Collaboration Day)
Early Childhood	Oct. 7 and Nov. 8 (all day Prof. Dev. Days)
*R. Arroyo	Enlightenment café & gym: Sept. to June, Mon.-Fri., 2:30-5:00 pm (Partnership with Hispanic Coalition/after school program)

- 8.5 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:

<b>GROUP</b>	<b>FACILITIES AND DATES/TIMES</b>
USA Wildcats	Crosby gym: Sunday, Nov. 20, noon to 4:00 pm
Cheryl Thomes	(showcase cheerleading exhibition)

**REQUESTING WAIVERS:**

Town Plot Sports Assoc.	Duggan gym: 11/1/16-4/9/17, Sat. & Sun., 9 am-5 pm
D. Cronin	(basketball program) (\$14,742.)
*Wtby. Knights Cheerleaders	Career Academy gym: Saturdays 1:00-3:30 pm
S. Clements	Sept. 17, 24, Oct. 8, 15 & 29 (\$735.)

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

Town Plot Sports	Duggan gym: 11/1/16-4/9/17, Tues. & Thurs., 6:00-9:00 pm
D. Cronin	(basketball program)
Girl Scouts	Regan café & lib.: Oct. thru June, Mondays, 6:00-8:00 pm
Carole Roy	bi-monthly scout meetings)
Girl Scouts	WSMS café: Fri., Nov. 4, 5:30-8:30 pm
Deborah Sabia	(leader/daughter event)
Wtby. Ballers	Wilson gym: Oct. thru May, Mon. & Tues., 5:30-9:00 pm
T. Lott	(basketball practices)
P.A.L.	Sprague gym: 9/12/16-3/13/17, Mondays, 5:30-7:30 pm

	(cheerleading practice)
Boy Scouts D. Drake	Rotella café: Mon., Sept. 19, 6:00-8:00 pm (join scouts night)
*St. Mary's School Brian Zaccagnini, A.D.	Carrington gym: Thursdays, Sept. 22-Oct. 27, 5:30-9:00 pm (basketball practice)
*Long Hill Bible Church E. K. Lott	Career Academy café: Thurs., Oct. 13, 6:30-8:30 pm (Pastors mtg.)

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

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

*There were not items removed from the Consent Calendar.*

## **10. SUPERINTENDENT'S NOTIFICATION TO THE BOARD**

BROWN: Point of clarification, I don't believe that we vote on the Superintendent's Notification to the Board, they are just notification, they don't require a vote.

SUPERINTENDENT: That's correct. I spoke with Attorney Wihbey today at Corp Counsel and they are consent and placed on file. If the Board wishes they can add it to new matter and vote that motion in but they cannot take it off Superintendent's Notification. Also it could be added to another agenda item in the future but when I reviewed the matter with her today she said that the Board does not have that in the statute to take that off but they can make a motion add it to a different agenda item in the future.

BROWN: Thank you. Number 10, Superintendent's Notification to the board. Could I please have a motion please?

**Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to receive and place on file items 10.1 through 10.8, Superintendent's Notification to the Board:**

### **10.1 Appointments:**

Brenker, Robert – Interim Chief Operating Officer/Chief of Staff, effective 08/29/16.

### **10.2 Athletic appointments effective immediately:**

Gonzalez, Victor – CHS Varsity Soccer Coach.  
Imperato, Christian – WHS Assistant Football Coach.

### **10.3 Athletic resignations effective immediately:**

Costa, John – NEMS Soccer Coach.  
Cheske, Winfield – KHS Assistant Football Coach.  
Cheske, Winfield – WHS Varsity Softball Coach.  
Mroz, Heather – CHS Head Cheerleading Coach.  
Merriman, Caitlin – CHS Assistant Cheerleading Coach.  
Petrosky, Daniel – WCA Assistant Football Coach.  
Rosa, Jennifer – NEMS Volleyball Coach.

10.4 Grant funded appointments effective immediately:

Amato, Alicia – Classroom Assistant (recalled from layoff list), Walsh School, 35 hours p/week, school year only, salary and benefits governed by UPSEU #68, funded by School Readiness Grant.

Crutchfield, Latisha – Hall Duty Monitor, CHS, \$94.00 p/day, school year only, non-union and without benefits, funded by Title I.

DeCena, Divina – Parent Liaison, Washington School, 30 hours p/week @ \$15.12 p/hour, school year only, non-union with benefits governed by UPSEU #69, funded by Title I.

McCull, John – Hall Duty Monitor, WSMS, \$90.00 p/day, school year only, non-union and without benefits, funded by Title I.

Seay, Jay – Hall Duty Monitor, State Street, \$90.00 p/day, school year only, non-union and without benefits, funded by Title I.

Wood, Shynea – Title I Liaison to the Homeless, 35 hours p/week @ \$24.72 p/hour, 12 month position, non-union with benefits governed by UPSEU #69, funded by Title I.

10.5 Adult Education appointments effective immediately:

Williams, Karrin – Health Instructor, 20 hours p/week @ \$32 p/hour, non-union and without benefits.

Zeffiro, Lucien – Math Instructor, 20 hours p/week @ \$32 p/hour, non-union and without benefits.

10.6 Teacher new hires:

Name		Assignment		Step		Effective
Brown	Cara	WHS	Special Ed.	BA+15	2	8/25/2016
Burgess	Naeema	CHS	School Psych.	PHD	6	8/25/2016
Carroll	Shabana	Rotella	Gr. 4	MA+15	3	8/25/2016
Cassella	Andrea	Regan	Gr. 4	BA+15	2	8/25/2016
Hanlon	Rebecca	Bunker Hill	Special Ed.	BA	1	8/25/2016
Krier	Benjamin	Bucks Hill	Gr. 5	MA+15	2	8/25/2016
Lang	Helene Michelle	NEMS	ELA	MA	5	8/25/2016
Marcano	Daniel	Bucks Hill	Bil. K	MA	3	8/25/2016
Plunkett	Kathleen	WCA	Allied Health	MA	8	8/25/2016
Robalino	Alexandra	Bucks Hill	Gr. 4-Bil.	MA	9	8/25/2016
Sapone	Vincent	WCA	Science	BA+15	6	8/25/2016
Swanson	Kimberly	Bunker Hill	Art	MA+15	3	8/25/2016
Williams	Sloan	Kingsbury	Music	MA	6	8/25/2016

10.7 Resignations:

Blacker, Christina – WMS Math, effective 08/25/16.

Retano, Michael – WCA Tech Ed, effective 08/22/16.

Spring, Francis – WHS Math, effective 08/25/16.

10.8 Leave of absence requests:

Linehan, Megan – Tinker grade 3, requesting an unpaid childrearing leaving of absence from October 6, 2016 through December 2, 2016.

Mancini, Jacqueline – Maloney Magnet School grade 1, requesting an unpaid childrearing leave of absence from March 27, 2017 through the end of the 2016/17 school year.

BROWN: Discussion?

HARVEY: We do vote on the notification, like we're doing now, Superintendent's Notification to the Board, and there is a discussion. So I just wanted to clarify that. That's all I have.

BROWN: All in favor, opposed.

THERIAULT: Roll call vote please.

**ROLL CALL VOTE ON MOTION TO RECEIVE AND PLACE ON FILE ITEMS 10.1 THROUGH 10.8:**

YEAS: Commissioners Pagano, Stango, Sweeney, J. Van Stone, T. Van Stone, and President Brown – 6

NAYS: Commissioners Harvey and Theriault – 2

BROWN: Motion carries. Number 11 – Unfinished Business of Preceding Meeting Only.

THERIAULT: Just a point of order.

BROWN: Yes Commissioner Theriault.

THERIAULT: Just a point of order, I know we just voted on that but it seems...

BROWN: Tell me your point of order sir, what are you questioning?

THERIAULT: I'm questioning the procedure, the parliamentary procedure as regard to the interpretation of the Corporation Counsel. If we go by the rule of what the Corporation Counsel told us through the Superintendent then in the future we should not be voting on anything with regard to notification to the Board as we just did. That's my point of order.

BROWN: Okay, thank you, I'll take that into consideration and look at it.

HARVEY: And another point of order. If and when we receive any clarification from Corporation Counsel I believe that should be in writing. So if that is indeed the case we don't have that in writing. So I would hope that the Superintendent, whatever was discussed in regards to, because I don't think the right thing was discussed but whatever that discussion was that we receive that in writing.

BROWN: Superintendent.

SUPERINTENDENT: Yes. Thank you Madam President. Yes, I mean I concur with you immensely, I did not anticipate a removal from, well I did and I did not anticipate that, I just wanted clarification for the notifications. I did some research based on the

job description for the Superintendent of Schools that has the right of interim assignments. When I look back to the interim agendas back on approval of interim principals, supervisors, interim Chief Operating Officer and Chief of Staff, it has always been under the Consent Calendar and the motion stands. Now I would be happy, in fact Attorney Wihbey is preparing a statement for the Board, didn't anticipate this so you will certainly have that and she is more than willing to discuss that further and further options that the Board would like in the future.

HARVEY: Yes, I would recommend that we do, through you Madam Chair, I would recommend that we do because we keep coming across this type of situation and we are allowed to talk about, we understand that it is an appointment and your prerogative to do so, but I believe we have the right to, we approve money, we approve policy, and we can discuss it. So if need be, I want to see what the, in writing, what Attorney Wihbey has to say but I believe, if that's the case, that we need to change some things so we can at least talk about it and I think we already can.

BROWN: So just to be clear your question is whether or not in the Superintendent's Notification to the Board, if individual items can be removed or discussed as an individual basis.

HARVEY: Can they be discussed. I believe we can because of Robert's Rules of Order. We understand that we can't, that's an appointment, and we can't vote it up or down but we most certainly can discuss it. Just like the discussion that occurred last week in the Workshop, we can talk about it. So that's what the clarification is needed, in that area.

THERIAULT: Just one more point of clarification.

BROWN: The second time, Commissioner Theriault.

THERIAULT: The other was a point of order; this is a point of clarification, second time, different interpretation of a topic. If a Board member wants an opinion from the Corporation Counsel we can't get one, we have to come before the Board, make a motion, have it seconded, and voted upon. I'm sure the Superintendent may be in a different category with regard to an interpretation with the Corporation Counsel and the policies and procedures and parliamentary procedures of the Board of Education and I'm glad to see that she did do her homework, as she always does, researching it and finding out which people were appointed, which ones were not, and what is the past practice with regard to the Board. The Superintendent does do her homework and she does do her footnotes and she's trying to do things the right way. Some of us feel that we're a little bit hogtied, but we're a little bit stymieing in terms of our power, it seems as though our power seems to be dwindling and dwindling. But that being what it is, that's it. Thank you.

BROWN: Commissioner Van Stone.

J. VAN STONE: I just have a question. I heard the Superintendent and I want to make sure I heard her correctly, you said for past practice for interim positions whether they be principals, in this case COO, did you say that's normally on the Consent Calendar or under the Notification to the Board?

SUPERINTENDENT: Notification to the Board, all interms.

J. VAN STONE: That's what I thought you meant. I think you said consent and I wanted to make sure...

SUPERINTENDENT: I'm sorry, not feeling up to par Commissioner.

J. VAN STONE: That is what I thought you meant. So what you're saying is it being on the Superintendent's Notification is keeping with how it's always been.

SUPERINTENDENT: That's correct.

J. VAN STONE: And the second thing, I would echo both Commissioners, we clearly are allowed to talk about these items, the action that we're taking however, if we were all voting this down, all these things would still happen we just wouldn't have them on file so removing them or not removing them is somewhat of a moot point. Right now these items are not up for approval by this Board it's simply whether or not we're gonna document them. I think everything tonight happened as it should of. If we wanted to talk about them more we clearly could.

BROWN: Commissioner Van Stone.

T. VAN STONE: No point of order, I originally had my hand up.

BROWN: We're on number 11, okay.

T. VAN STONE: Thank you Madam President, through you. So, what we just talked about, I'm gonna take a little different look at. I looked at a lot of different things and thought about a lot of different things about this item and actually maybe not influence because it is kind of hard to influence me but Commissioner Pagano said last week on how we shouldn't necessarily be in how the Superintendent's Office is run but maybe what drives how the Superintendent's Office is run. And if the Superintendent, the more I feel about it, feels that the people she wants around her are the people she wants around her that are non-bargaining unit folks, I think we should honor those decisions. Now I think our role there is counsel and opinion and I have had a very good open door policy with the Superintendent and I think most of us would say the same. Yes the Superintendent and I did discuss moving forward with this position. However if this is the person she wants in that position she should be granted that.

So I'm gonna change it to talk about budget which is probably the main thing I bring to this floor each and every year that I've been here. We've been criticized for what we put forward in the budget going forward. I don't think anyone on this Board has been criticized publically more than me on the things I want out of this budget. I've talked in the past about vacant positions, I've talked about our leases, I've talked about our contracts. And I've been on this floor, as well as face to face, criticized heavily by other people in City administration about what I bring to the floor on where we should spend our money. Now to this particular point, we do have a vacancy position for Chief Operating Officer/Chief of Staff. We have a vacant position for \$155,000. We do in this budget, which I bring tonight, I don't file this, this is with me all the time because we

don't follow this budget we basically have a blank checkbook that we do not think of like our personal checkbook, as long as we have checks we write them. We have a position for Director of Personnel for \$118,000. We recently with some additional duties raised that to in the neighborhood of \$130,000. We are now with this new temporary title raising it to \$150,000. So when I do the math and we budgeted for 155 for a Chief Operating Officer/Chief of Staff, we budgeted for a Director of Personnel for \$118,000. Okay, that's about \$274,000. So if we bump this salary up to the 150, 151 range for this one position and we say that we have not been able to bring in good candidates for the Chief of Staff position, we have now left a budget of \$123,000 to go see candidates. Simple math folks, if we couldn't hire someone at \$155,000 for this position how do we even think we can go find a candidate for 123? We write this budget under great criticism for a reason. We should follow it and we don't. Checks are in the checkbook, write them. We wouldn't do it at home but we have no problem doing it with the taxpayer's money. I want to see all the candidates that we have come through the door for \$123,000 for this position that we can't find for 155 and I will not be waiting very long because no one is coming through the door. We need to start following our budget. We continually put in our budget for a vacant teaching position \$55,000 especially with the Waterbury Career Academy, that's not going to happen. Let's put forward a real budget. Let's get rid of the stuff in the budget that we should not be paying for and I won't go down the list again because I'll be criticized again in the media tomorrow because everything I bring up is whoa, that's my buddy so I'm gonna write that check and the taxpayers are getting tired of it. If we need more experienced teachers that we need greater salaries for let's stop spending the money elsewhere and hire the right teachers, whatever it takes. But to continue to do it in this type of manner we're not moving forward. Thank you.

BROWN: Commissioner Harvey.

HARVEY: Still under Old Business. Well I'm gonna hit it on a different angle. First of all the issue of our responsibilities as Commissioners. If we as Commissioners have employees that come to us, they've gone the route that they should go but yet it doesn't seem like anything is happening or they're getting any satisfaction, so they follow the route and they happen to mention to us that there might be a morale issue, they have concerns with things that are occurring in the district. If we as Commissioners turn a blind ear to that then I wonder why we're in office. I do not advocate managing, what is it called, micromanaging, but if there are issues in this district, i.e. morale issues, we have to address those and we have to notify. Commissioner Van Stone you said you walk in and speak to the Superintendent, I did that, I did that, and I'm not sure if I received any results quite frankly. So I don't want to micromanage, I have better things really, a number of things to do but I can't turn my back on the employees here in this district and I won't. So that's why I mentioned what I mentioned. My concerns about what's happening in this district as it relates to personnel and I will continue to do that. Secondly, we have kicked the can down the road for a year. Paul Guidone has been out of this position, Chief Operating Officer, Chief of Staff; he's been out of this position for a year. I haven't heard any alternatives in terms of how we're gonna fill this position. Last week I recommended why don't we just look for a Chief Operating Officer or decide what we're gonna do, do we need a Chief Operating Officer or do we need a Chief of Staff and try that. I'd like to know who applied for this position in the past. Were there Waterbury residents that applied for this position that had educational background? We were not involved in this process Commissioners. So what happened in the past? I

believe we need to stop kicking the can down the road and decide what we're going to do and stop filling the position as an interim position. I also have concerns about the way we fill interim positions, I think there's some disparities in the way we fill interim positions and we need to look at that. Again that's now the prerogative of the Superintendent but I think we need to bring to light what's going on here when we do these interim positions. So I would like to see a plan of action, what are we going to do with this position, are we just going to continue to do it as an interim and let the district run like this or are we going to make some solid decisions on what, who we're going to fill this position on a permanent basis. And I would like to also see if we, when another, what's the plan, are we going to fill the Talent and Professional Development position? When are we gonna fill that position. That is a key position that affects our hiring of our minority candidates so when are we gonna fill that. I have not heard any plans and I'm really waiting to hear that. Thank you.

BROWN: We'll move to number 12 – Other Unfinished, New, and Miscellaneous Business. Commissioner Harvey.

HARVEY: Quickly, we, although we had an unfortunate incident that happened this week involving one of our students and it turned out positively, a kindergartener, five year old student was dropped off at the wrong bus stop. That's still under investigation and I'm glad that everything did turn out okay and I'm glad for the resolutions that were made to correct the situation. I was listening on the news to various reports about this particular story and I learned that the New Haven district has an app for their parents, the bus company provides it. It just so happened that I spoke with Jeff Hunter, we lost a mutual friend so we were at the funeral and we spoke about this and he confirmed that yes we have that as well, we have that capability and he is actively looking into that. And I said to him let's not let this thing drag out for a year. So he is looking into this and hopefully the way he's talking we might be able to get something of this nature up within the month so I hope, that's good, and taking into consideration the safety precautions. But what it would do is trace, track the actual bus the student is on so it hopefully puts at ease the minds of our parents with students on the bus. So I just wanted to share that.

Next I sent an email to Dr. Ouellette, I was at a community function this past weekend and was asked why are students who live in the Park Road area, Park Road is the Western Hills Golf Course area, why are students who live in the Park Road area going to Driggs School. And I said no, that's not happening and so I bet a cup of coffee and I lost. It is so. We have students who live in the Park Road area attending Driggs School. Now Driggs School is fine, nothing wrong with Driggs School, but my question is how many schools does that bus pass to get to Driggs School? So the response was from, and thank you Dr. Ouellette, the response was from Mr. D'Agostino – yes, we need to look at our records, we need to look at our redistricting or districting plan because that is true. So I'm throwing this out there, we need to look at this, we talked about it. I cannot justify why someone living in the Park Road area, Commissioner Stango, you know where I'm talking about, why do we ship them to Driggs School? So I will be checking into that.

Lastly, I think we need to look at, in fact, communication, this is one of the things that the Ad-hoc Committee, one of the list of things that we want to look at, improving communication in this district, specifically I'm talking about the cancellation of the Grievance Committee hearing. We cancel all the time and that is true but there's got to

be some way we either put it on the website or advise people to look on the website if there's any cancellations because we're not doing the public well by not communicating and this is an ongoing basis. I'm not blaming Waterbury because it's Waterbury but it's just we have to do this thing better. So I'm looking at ways we could hopefully improve communication so we don't have 30 people standing outside in the hallway expecting a committee meeting or whatever and it's cancelled. So I'll leave you with that. Thank you.

BROWN: There's no Executive Session this evening. I'm sorry, yes there is, I didn't realize that.

### ***EXECUTIVE SESSION***

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to convene into Executive Session at 7:10 p.m. for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.**

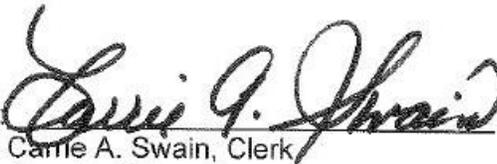
Present: President Brown, Commissioners Harvey, Pagano, Stango, Sweeney, Theriault, J. Van Stone, and T. Van Stone. Also present was Robert Brenker.

**Upon a motion by Commissioner Stango and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to return to the regular order of business at 7:24 p.m. with no votes taken.**

### ***ADJOURNMENT***

**Upon a motion by Commissioner Stango and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to adjourn at 7:24 p.m.**

ATTEST

  
Carrie A. Swain, Clerk  
Board of Education