

WATERBURY BOARD OF EDUCATION
MINUTES ~ RESCHEDULED REGULAR MEETING

Wednesday, November 16, 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 (6:35), 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.

BROWN: We want to keep a few people in our prayers tonight. Superintendent Ouellette.

OUELLETTE: In our moment of silence this evening let us remember Ms. Patricia Perriello who passed away on Thursday, November 3. Ms. Perriello was an English teacher in the Waterbury Public School System at Crosby High School for 36 years. She also was adviser to the Crosby Chapter of the National Honor Society for 18 years. Let us remember Ms. Perriello and recognize her service and dedication to the students of Waterbury this evening.

BROWN: Thank you. Let us also keep in our prayers one of our students who passed away and his family and our school community will keep him in our prayers. Thank you.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

Commissioner Hernandez 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 Sweeney.

SWEENEY: Here.

CLERK: Commissioner Theriault (arrived at 6:35 p.m.). Commissioner Jason 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 Sweeney and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to receive and place on file the following communications:

1. Email communication dated November 3, 2016 from Robert Goodrich regarding removal of item from Consent Calendar.
2. Copy of communication dated November 7, 2016 from Civil Service certifying Eileen Digsby for the position of Lunch Aide.
3. Copy of communication dated November 7, 2016 from Civil Service certifying Dale Simard for the position of Maintainer II.
4. Copy of communication dated November 7, 2016 from Civil Service certifying Ana Coelho for the position of Food Service Helper.
5. Email communication dated November 11, 2016 from CAGE regarding Policy Highlights.

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

5. APPROVAL OF MINUTES

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to approve the minutes of June 9, 2016 Workshop, June 16, 2016 Regular Meeting, October 27, 2016 Workshop, and November 3, 2016 Regular Meeting.

BROWN: Discussion? I just want to thank Carrie, we are now officially updated. So moving forward it will be on a regular basis which is great. All in favor, opposed, abstain. Motion carries. Thank you.

6. 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: Is there any member of the public who wishes to speak?

Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Stango, it was voted unanimously to return to the regular order of business at 6:34 p.m.

BROWN: Discussion? All those in favor, opposed, abstain. Motion carries. Thank you.

7. SUPERINTENDENT'S ANNOUNCEMENTS

Dr. Ouellette read and distributed the following announcements:

Last Thursday I attended the Teacher of the Year ceremony at Bushnell Hall along with Ann Grace Spizzoucco, Waterbury's 2017 Teacher of the Year. Lauren Danner, a science and biology teacher at North Branford High School was named 2017 Connecticut Teacher of the Year. She will now become Connecticut's representative for 2017 National Teacher of the Year.

Last night Reed School hosted the city's Community Conversation. It was very well attended by community stakeholders, parents and district staff. Discussion points included education, civic responsibility, safety, and neighborhoods. There was a great deal of thoughtful feedback given to the topics. We are hopeful the grant will move forward with the input that was provided.

Yesterday we presented a check for \$4,646.25 from a "Pink Out" to St. Mary's Hospital. In honor of Breast Cancer Awareness Month, employees were invited to wear pink on Friday, October 28, and to donate to the hospital's The Women for Women organization, which provides free mammograms for women who are unable to afford one.

We will be distributing first period report cards this week.

As you all know, next week is Thanksgiving. We will be dismissing early on Wednesday, November 23, for the Thanksgiving recess. There will be no school on Thursday, Thanksgiving Day, or Friday, November 25.

I would like to take this opportunity to remind parents that Parent Conferences will be held on Wednesday, December 7, for elementary and high schools, and on Wednesday, December 14, for middle schools. All schools will have early dismissal both days.

BROWN: Thank you Superintendent. Commissioner Van Stone.

T. VAN STONE: Thank you Madam President, through you. A couple of things, we have an award winning team from Wilby, there sports team that is unified that we honored a few weeks ago but I also want to make note all our schools, Kennedy and Crosby, who have teams, will be partaking in an event tomorrow, it's like a mid-break event at Oxford High School to go between soccer season and basketball season for a pizza and dance event at Oxford High School. A teacher there at Oxford High School,

Jen LaCapra, has organized this and hopefully we have some representation there. I know we can't do it we're all preparing for a weekend away at CABA so unfortunately I cannot attend because I would definitely have done so. So hopefully along with our celebrated Wilby team, our other teams that are doing that event, this is a great event, great participation so hopefully Superintendent you will have someone represent us as a Board at that event.

OUELLETTE: Will do. We'll certainly look into our ILDs, Chief Academic Officer. Thank you.

T. VAN STONE: The second thing I want to bring up, I've asked in the past and excuse me because I'm fighting a little cold, keeping track of the O & G, what I call time and material contract where they have an office set up, they have different things they do for us and in the past I have been critical of all the people who are on that contract and I have not received in a very long time the status of how many hours they've charged us on that account. So is that something we can look forward to as a Board to understand that?

SUPERINTENDENT: I'd be happy to do that Commissioner.

T. VAN STONE: Thank you. I think there may actually be some information for us present so.

Mr. Brenker distributed a document to the Commissioners.

T. VAN STONE: And the reason I asked for this is I questioned when we signed this contract, I wasn't in favor of it, to keep track of who is charging us for what I refer to as time and material for the different services. So I'm glad we got this report. I'll take it in. Thank you Mr. Brenker for bringing copies for all the Commissioners. I asked them all to look at this and realize that this is a contract that came to light especially with the West Side Middle School roof where I was very critical of the fact that what I thought as a service contract did not come to fruition and warn us of possible issues. So please take a look at this, hopefully we look at not only the personnel but the office space that we allow for this contract and I know Superintendent typically I wouldn't bring this up in your section but you have taken such an interest in our budget so that's why I did bring it up there. So thank you and thank you Mr. Brenker for supplying the information.

BROWN: Any other comments?

Bring it up here

8. PRESIDENT'S COMMENTS

BROWN: I just wanted to again thank all of our staff for helping to do turnout for the working city's challenge, there's a very tight timeframe, we have to have a letter of intent by December 1 so we had about 70 parents and family members there last night so it was very, very great. Staff was there, I want to thank Noreen and Darren and Pam and Adela. Actually Jade Gopie was there with two teachers from Crosby so the school was well represented and a parent liaison. So we're very grateful for that support.

Today I was able to go to the Born Learning graduation. It's the first of the year's classes and it was great today. We had about 18 parents who, with very difficulty and really trying to do their best came with their children. Grandparents were there and they really engaged in a six week course on parenting. It was really great. And the principal came up, she was great, Mrs. Sutter. It was a great community event. So we look forward to doing more of that. Thank you.

Would anybody like anything removed from the Consent Calendar? Commissioner Harvey.

HARVEY: Yes Madam President, item 9.5 please.

BROWN: Commissioner Stango.

STANGO: Nine point one.

BROWN: Any other items? Hearing none, I'll read the Consent Calendar.

President Brown proceeded to read the Consent Calendar, Items 9.2 through 9.4 and 9.6 through 9.12.

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 9.2 through 9.4 and 9.6 through 9.12, as listed:

- 9.2 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of a Memorandum of Understanding with United Way of Greater Waterbury for the Born Learning Academy Program.
- 9.3 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of an Agreement with Waterbury Youth Service System, Inc. as required by the Youth Service Bureau Grant for truancy prevention services.
- 9.4 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of a License and Purchase Agreement with Edgenuity to provide student online products and services.
- 9.6 With the approval of the Committee on Policy, the Superintendent of Schools recommends approval of the new policy "Business and Non-Instructional Operations – Student Data Privacy" (#3520.13).
- 9.7 With the approval of the Committee on Policy, the Superintendent of Schools recommends approval of the new policy "Students – Alcohol, Drugs, and Tobacco (including performance Enhancing Substances)" (5131.6).
- 9.8 With the approval of the Committee on Policy, the Superintendent of Schools recommends approval of the new policy "Personnel-Certified/Non-Certified – Medical Marijuana Standards" (4118.235).

- 9.9 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Heidi Doolan, WHS, and five chaperones to take 40 students to New York, NY on November 30, 2016 to attend a performance of "The Color Purple".
- 9.10 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Michael Sullivan, CHS, and three chaperones to take 25 students to Salem, MA on November 17, 2016 to visit historical sites.
- 9.11 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
E. Racine, Jr.	Reed café/gym: Fri., Nov. 18, 4:30-6:00 pm (school dance)
L. Lombardi	Rotella café: Thurs., Dec. 1, 5:00-9:00 pm (sch. Vendor sale)
M. Perz	Tinker café: Mon., Nov. 14, 6:00-7:00 pm (PTA meeting)
C. Imperato	Wilby café: Sat., Dec. 3. Noon-5:00 pm (video game tournament)
M. Rocco	Career Academy: Nov. - May, (5 Tuesdays) 4:15-7:30 pm (Project Love)
M. Ocasio	Bucks Hill gym: Mon, Tues, Thurs, Fri., 3:00-5:00 pm, 11/4/16-12/23/16 (NEMS boys basketball team practices)
C. Harris	Wilby media ctr.: Wed., Dec. 7, 6:00-7:00 pm (presentation to students)
J. Silva	WSMS café: Fri., Nov. 18, 2:30 - 7:30 pm (Captivating Kids meeting)
T. Gradowski	Maloney café: Tues., Nov. 29, 4:00-8:00 pm (family math night)
V. Demirali	Sprague gym: Thurs., Nov. 17, 5:00-7:00 pm (family bingo night)
R. Arroyo	Enlightenment café/gym: Mon, Wed, Thurs., 1/9/17-6/9/17, 1:30-5:30 pm (partnership with New Opportunities/Palace Theater after school program)
D. Currier	Chase gym: Wed., Nov. 30, 5:30-7:30 pm (reading family night)

- 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 by outside organizations and/or waiver requests, subject to fees and insurance as required:

GROUP	FACILITIES AND DATES/TIMES
Taft Pointe Condo Assoc.	WSMS café: Mon., Nov. 28, 6:00-8:30 pm
Karina Smith	(condo members meeting)

REQUESTING WAIVERS:

Town Plot Sports	Tinker gym: 11/18/16-4/8/17, Sat. 5-9 pm & Sun. 12-8 pm (\$9,828.)
F. Forino	Maloney gym: 11/26/16-4/8/17, Sat. 1:30-8 pm & Sun. 1-6 pm (\$7,875.)
	WSMS gym: 12/3/16-4/8/17, Sat. 5-8 pm & Sun. 4-8 pm (\$5,838.)
	Duggan gym: 11/19/16-4/9/17, Sat. 9-5 pm & Sun. 12-8 pm (\$12,852.)
Congresswoman Esty	Crosby lobby, café, 6 classrooms: Sat., Nov. 19, 7:30 am-2:00 pm
Sherri Vogt	(service academy interviews) (\$765.)
Our Lady of Mt. Carmel	Tinker gym: 11/12/16-3/11/17, Saturdays, 8 am - 4 pm (\$6,048.)
J. Egan	(basketball program)

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

Town Plot Sports F. Forino	WSMS gym: 12/1/16-4/7/17, Thurs. & Fri., 6-9 pm Driggs gym: 12/13/16-3/28/17, Tues. & Thurs., 6-9 pm Tinker gym: 11/21/16-4/7/17, Mon. thru Fri., 7-9 pm Duggan gym: 11/22/16-4/13/17, Tues. & Thurs., 6-9 pm
Our Lady of Mt. Carmel Sch.	Tinker gym: 11/14/16-3/10/17, Mon. thru Fri., 4-7 pm
Ct. Girl Scouts Allison Manglas	WSMS parking lot only: Sat., March 4 6 am - noon (delivery of cookies)
Ct. Girl Scouts S. Ardoe	Sprague classroom: Nov. to May, every 1 st & 3 rd Tues., 5:30-7:30 pm (scout meetings)
Yeshiva K'Tana Y. Brecher	Kingsbury gym: 12/13/16-4/13/17, Tues. & Thurs., 6:00-8:00 pm (middle school gym league)

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

10. ITEMS REMOVED FROM CONSENT

Committee of the Whole

9.1 Upon a motion by Commissioner Rodriguez and duly seconded by Commissioner Harvey, it was voted, by roll call vote, to approve for Waterbury Public Schools to participate in Durham School Services “Bus Tracker” app.

BROWN: Discussion? Commissioner Stango.

STANGO: Thank you President Brown. I had this taken off of consent because I intend to vote no on it and I felt that I should explain the reasons why. I actually have four reasons, very briefly, I believe that the app was born out of concern by a parent who back in the fall, the early fall during the first weeks of school, a student got off on the wrong bus, bus stop and was missing for “x” amount of time. I believe this app is not going to solve this problem even though it was, we learned that last week, but it was hyped up to be an answer to some of those problems which it will not be. This app won’t track a child. We won’t know, or a parent won’t know if a child is on the bus, won’t know if he got off the bus, he won’t know if he ever got on the bus in the first place. So tracking the bus actually will not have much of a bearing if we don’t really know if the child is on the bus.

My second reason is is that I believe that too many student id numbers will be floating out there in cyber space. A parent will submit for the app and then will give, could give the number to a grandparent, the grandparent could give it to an aunt, and aunt could give it to a cousin, a cousin could give it to the neighborhood. All this for the excitement of trying a new app with this student’s number being floated around. So I have a concern with that.

My next concern is is that I believe it’s exclusionary. Our district prides itself in providing free of charge whatever a student or family needs to attend out school. I know that the app is free, I realize that, but I am sure that there are a number of families out there who just do not have the hardware capacity to support the app or to take part with the app so that they can also be like every other parent who might want it. So I believe it’s exclusionary and for that reason I’m concerned with that.

My last concern is I'm concerned that there are unintended consequences with the app. I think the app offers information which could prompt many daily calls to the bus company and Central Office with questions, questions like I'm on my app and I see the bus over on Pearl Lake Road and it shouldn't be on Pearl Lake Road because yesterday it wasn't there and in fact it had to go on Pearl Lake Road because it was a detour. So this, well let me call downtown, let me call Central Office, we got to get to the bottom of this. So I think that that's going to be road blocks thrown in the way of just to clog up the works.

I'm also concerned that this will prompt parents to track the bus and to take the bus where it is at a different stop than where it should be to go pick up their child. We know they can do that with proper id but if this becomes ramped it's gonna be taking the child off the bus here and the next stop someone else is gonna stop it over there and it's going to stop the bus from attending to its daily routes.

So those are the reasons why, those are my concerns with the app which I will be voting no on. If I may paraphrase American poet Ogden Nash, a lot of quips he put out over the years, and one might be that I ran across was "progress might have been alright for a while but sometimes it may be needless and go on too long". So that's my comments on that. Thank you President Brown.

BROWN: Commissioner Sweeney.

SWEENEY: If I could exercise a moment, Mr. Brenker, I have some questions. At the Workshop I had requested the bus company or Mr. Hunter to do some research to see if any child's safety had been compromised with the use of similar apps in other localities. Was any of that done?

BRENKER: It was done, I spoke with Mr. Hunter, he's off today, and he has found nothing where they implemented it.

SWEENEY: And if a child's safety should be compromised and that compromise is tied to the use of this app whose liable?

BRENKER: The agreement that we will have with the parents, there will be a specific written agreement, will indicate that use of this is voluntary on their part and that the City has no liability for any unauthorized use of the application. It will be some more legal language than that.

SWEENEY: Okay, thank you. You know I understand that parents might find this application enticing for them and a convenience but I have real concerns about the safety of children and I understand that there are breaches through technology all the time, I understand bank accounts are compromised, credit cards are compromised, identity theft. But the only consequence, the only harm through breaching this application would be to children and that's a grave concern for me. I would hope that if we move forward with this that we would keep an eye on those kind of things and if the welfare and safety of even one child is compromised and that compromise is traced back to unlawful or illegal use of this app that we will suspend the use of this application immediately. I did some research, I could not find any information on this use of this

application by parents other than from software companies and bus companies who are pushing the use of the app. GPS has been used for a lot of years by bus companies to track their buses, by school districts to track their buses, it's relatively new as something that parents have the opportunity to do and that is available to the public, it's only been a few years that I can see. I saw a couple of districts that found that they had not adequately, put adequate safeguards in place and who had then suspend and go back and rework the application. So, again, I find it fairly new, I think we should be very cautious here. I think at the very least if we go forward with this we better keep a good eye on it. Thank you.

BROWN: Commissioner Van Stone, then Commissioner Theriault, then Commissioner Harvey.

T. VAN STONE: Thank you Madam President through you. I amazed that we're having so much discussion but that's okay, that's why we're here. If, if, if – if we base all our votes on all the ifs in the world I think we would vote no on everything that ever came before us. So I think we need, I've talked to a few people about this and just notifying where a bus is located I find it difficult to believe a child's in danger. As we heard from Mr. Jeff Hunter last week, anyone with true access to a child routinely, not often, but routinely, picks him up at a different stop so I'm not sure where concerns lie. I respect concerns, that's not a problem, but it's an app, it's tracing a vehicle. If I go on an app to look at traffic because everyone's cellphone is active, I know if my highway is red or green, I mean this is the world we're living in. We can't do things differently because of fear. So I think many more people than not think this would be a great idea and I think this Board should definitely go forward with it and in some ways this should be an operational decision and not even one this Board should even be voting on. It's before us, we're up for a vote, it's off the Consent Calendar, I see no reason why not to go forward. Thank you.

BROWN: Commissioner Theriault.

THERIAULT: I applaud Commissioner Harvey for initiating this, I think it's a good thing for parents to know where their bus is, whether it passed the stop or not, they could go a few more stops, if they missed the stop they could go a few more stops beyond and take their kids off the bus. There's all kinds of ways unscrupulous people can abuse the system and if it's not a computer then it's some other way. Unfortunately we have a lot of parents out there that might be estranged from their kids and there might be other issues and I think that's noted and we should be very much aware of that. But I said this at a previous meeting you know I get in back of a bus with 65 kids on it and it makes 40 stops. What? I'm going up East Mountain Road, that bus is stopping every three houses, I mean I could see curb to curb service to a point but it's a little ridiculous when you get in back of these buses. I mean, I don't know what our policy is on door to door service but I always thought that the kids were supposed to be picked up at one particular area and then dropped off there. So if we could look into this a little bit I would appreciate it because . . . , I mean we got enough problems with traffic out there with 84 without providing individual curb to curb service. And I see people in back of these buses and they're pulling their hair out going oh, not another stop. I went up East Mountain Road the other day and the bus stopped 12 times on one street. Thank you very much.

BROWN: Thank you. Commissioner Harvey.

HARVEY: Yea, I think discussion is very good when it concerns our kids and their safety. First of all just a few things that have been said as to how this whole idea was born. This was born out of discussions with the parents, parent groups. We did have an unfortunate incident happen where one of our children was left at a wrong stop. This idea was not prompted by that it was prompted, frankly, the day after that happening that I had to wait for my nephew to arrive at Auntie Karen's house and he was 45 minutes late roughly due to traffic. I attend at least two or three or four meetings with parents a month. There was concern, and it actually wasn't just this year, it's been in past years, how can we know where our students are, how can we know where our kids are. So I did research, and I did that research Commissioner Sweeney, I checked, Googled the State of Connecticut different types of apps that are used and researched their feeling on the app and I didn't find out anything about not wanting that app. Those that want the app, Commissioner, if they want the app then you have to upgrade to get the equipment, that's anything that you need. If you have a flip phone and your flip phone does not have the capability of having an app then you have to upgrade your system or you have to look for an alternate way, maybe you may have a tablet or a computer but you have to look for alternatives. This is not what this app is for, it's not to upgrade parents' equipment. So let's look and see what we have, what our district provides. Mr. Brenker, could you come to the podium and answer this question for me. So I go to the, what our district provides in terms of our school bus schedules. I'm using a tablet or I'm using my phone or whatever the case may be. So I look on the schedule and I see that bus 105, Maloney Magnet School, should be arriving roughly about 7:48 a.m., and we already established that there's no restrictions to accessing our website, correct, Waterbury Public Schools.

BRENKER: That's correct Commissioner, that's a public website.

HARVEY: And the only restriction is is if we want to go on our emails, that's different. But if we want to access the schedule, our school schedule which is published in the newspaper every school year and then transformed onto our website. So if I look up on the tablet and I look on this website and I see at approximately 7:48 to start, Maloney Magnet School, Congress Avenue at John Street. Then it goes Bank Street to Congress Avenue. Then it goes Congress Avenue to, I see what you mean Commissioner about the door to door type thing. But nonetheless, this is what we have. So if I look this up and unfortunately something happens to a child are we held liable because we have this on our website?

BRENKER: Well I'll give you my opinion but I'm not a judge. We post it for the public to see, it's in public view. Can someone use it and then claim that the Board of Education, City of Waterbury has some liability? Of course. But we feel there's a public need to post the information so we do.

HARVEY: Alright, and it is very detailed information long before this app was thought of. And so I have, I'm looking, thank you Mr. Brenker, I don't want to keep you standing because we'll probably have to call you back up.

BRENKER: I'll wait.

HARVEY: In the morning, it gives me the detail of the stops, and I'm looking at one school and in the afternoon it tells me what the stops are according to bus, according to the school, gives me my route id, etc., very, very detailed. Thank you. So my point here is that what the parents were asking, what they're asking for is some idea of where their student, where their child is. Yes it is done pretty much, the request, I mean we're living in a time where "apps" are very useful. We of course are going to look at the safety factor making sure that we insure that our kids are safe but beyond that you know this is a parent request. If you don't have the capability, not the capability, the equipment to access this app then it's something you can't access, you're going to have to upgrade your equipment. So what I want to do is thank Mr. Brenker, Jeff Hunter, and all those involved in making sure that we have this capability. I would hope that we could look, I mean make sure, I think it's a time for us to check and make sure we have all the processes in place to ensure that our kids are safe. But again, I'm gonna repeat what I said last week, when our parents ask for something, if it's something we can do I think we need to listen and not look for ways that we can discount it. So I thank you for the support and I hope we will vote this app in. Thank you.

BROWN: Commissioner Pagano.

PAGANO: Thank you Madam President, through you. The app already exists for all intents and purposes it's called the published bus routes, it's there, it's pretty descriptive other than the time where each one is and all you need is a start point to figure out where the next one is gonna be because the map is there. This also delineates the school bus number and probably within probability standpoints it's probably very close to what you're gonna see on your screen because GPS is not an instantaneous triangulation method, it takes time to figure out exactly where it is so it won't be exactly on the spot it delineates on the map, it will be in an area of probability that it's very close to it. And I hear the points of student id's getting out there. Those student id numbers are probably out there anyway one way or another in the families and the risk factors are already established by publishing the routes and the data where we're going. So I'm agreeing with Commissioner Harvey and the rest of the folks that are supporting it. The families are asking for it and it's just easy to think the negative outcomes and I agree there are risks there but no higher than the risks that are already established and published on the website and also it's in the paper on a season basis. Thank you.

BROWN: Thank you. Vice President Rodriguez.

RODRIGUEZ: Thank you President, through you. I too, I want to commend and applaud Commissioner Harvey for spearheading this effort and more importantly the parents who voiced their concerns. We talk about parental involvement, we preach that so many times and yet if parents recommend something we sometimes fall to deaf ears. And I think we need to change that mindset. Listen I think this is one, it's 2016, times are changing, we live in a world where technology is so important and it's part of our everyday life. Sure there are risks in everything we do, I think that what we should do is if we go forward with supporting it that we revisit again and see what the outcomes were, how did it work, what do parents really think about it, but giving it an opportunity I think it's worth it and I think the parents deserve it. If I had kids that were in the public school system currently I would be ecstatic about the opportunity because you know what for us our kids are our most vulnerable, particularly the elementary children, and so the high school students, you can keep them at school, but the elementary school

students are important and families really are very protective of our small children. So I think this is important, I will support it wholeheartedly, and again I applaud Commissioner Harvey for bringing it to our attention. Thank you.

BROWN: Thank you. Commissioner Stango.

STANGO: Just for the record I was a little surprised that it was an action item and not just an informational item coming before us at the Workshop because if I had known that I would have voiced my concerns at the Workshop, which I did, and I would have been fine with it. But if it's gonna come to this table for a vote then I will put my concerns forward at the table for the vote. If there was no vote, I'm fine with it. But if there is I will state my case. Thank you.

BROWN: All in favor.

THERIAULT: Roll call vote please.

ROLL CALL VOTE ON ITEM #9.1:

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

Nays: Commissioners Stango and Sweeney – 2

CLERK: Eight/two – motion passes.

Committee on School Personnel

9.5 Upon a motion by Commissioner Stango and duly seconded by Commissioner Harvey, it was voted unanimously to approve of the revised job specifications for the position of Talent and Professional Development Supervisor.

BROWN: Discussion? Commissioner Harvey.

HARVEY: I had misgivings somewhat after last week and especially after the announcement of the freeze on hiring per the request of the Mayor. I read in the newspaper that the Mayor is fully supportive of moving forward with this position and that, for the most part, put my mind at ease and so I am looking forward to this posting. Dr. Ouellette, you weren't here last week, I'm not sure, I asked the question to Mr. Brenker, when do we plan on posting this position? So could you shed some light on this?

OUELLETTE: As soon as the Board approves this. Our announcements and postings will go out Friday.

HARVEY: Very good, very good. Thank you. I expressed that I had concerns because we have lost two minority educators.

BROWN: If we could stick to the motion please Commissioner Harvey on the job specifications for the position of Talent, it's not about loss of personnel.

HARVEY: Madam President if I can finish my comments.

BROWN: On the specific specifications that's before us.

HARVEY: Madam President, if I can finish my comments, so I look forward to putting someone in this position so that we can stop the bleeding. Thank you.

BROWN: Any other comments? All in favor, opposed, abstain. Motion carries. Thank you.

11. COMMITTEE ON POLICY

11.1 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Jason Van Stone, it was voted by roll call vote, *yet the motion failed*, to approve the revisions to the Bylaws of the Board as attached.

BROWN: Discussion? Commissioner Theriault.

THERIAULT: I'll be voting against this tonight because of the sheer volume of the work that this Board does and the enormity of the, not only the paperwork, we look at the Board of Aldermen and they have a large body of work to do also but if we have one meeting a month that means that the public can only address the Board one meeting a month unless we're gonna change our rules again and allow them to speak at the workshop. So I'm not in favor of this. I could see toning down, I could see some efficiencies that the Board could do to make especially our workshop meetings less long and cumbersome and burdensome, but quite honestly I'm not in favor of cutting down the opportunity for the public to speak nor am I in favor of doing a Workshop meeting that probably will last six or seven hours like they used to. I could remember going to workshops that went from 5:30 to 1:00. So if you want to get back into that mode, all right. If you want to cut the public out, all right, but not on my dime. My dime is gonna go for keeping the situation the way it is. If you wanted to change the day, I wouldn't have any problem with that, but to say that we're gonna have two meetings a month and then we're gonna use the other two meetings for committee meetings I don't see that really as happening quite honestly. If want to have a committee meeting before a regular workshop meeting we could do that. If we want to have a committee meeting before a regular meeting, we have done that. So I think this was well intentioned and well thought out, but I really don't think it takes into consideration the enormous amount of work and the opportunity for the public to speak. I mean there are occasions in this school system where we fill up this entire hall all the way up to the stairs so now we're gonna say to the public you can only talk once a month. Unless we're gonna have special meetings and I think that's really what's gonna happen here, if you go through with this, you're going to have all kinds of special meetings and you're gonna have two meetings a month anyway. But that's just my opinion. Thank you very much for listening to me.

BROWN: Commissioner Van Stone.

T. VAN STONE: Thank you Madam President. I hear Commissioner Theriault's concerns, I have those and more. My three years now on this Board I don't see us having the quantity of committee meetings or the quality of committee meetings. I

would love to say we can go to a committee format and bring items of vote to the floor. But I just don't see it. I also agree with Commissioner Harvey where there's not a balance on committees. I personally have been only on three committees this year and that includes being promised some chairs that were taken away at the 11th hour. So I don't think we have committees set up properly. Now if you want to say we go to this setup and we reevaluate committees well then maybe I can think differently. But right now as much as I'm absolutely in favor of a committee setup I don't think we're set up to allow it to happen in the proper manner. If we want to reevaluate the committees then fine, but that's not part of this amendment tonight. This amendment is strictly to have fewer meeting nights which is great for people that have not committed four nights a month to our meetings. I attended a committee meeting last night that I'm not a member of so that's what we committed to when the people went to the polls and elected us. So if we want to reevaluate the entire way we do committees that's fine but as much as I'm in agreement with a committee format, the way we have it set up right now I cannot be in favor of so thank you.

BROWN: Commissioner Harvey.

HARVEY: Originally this idea was to, first of all it was proposed before the beginning of our school year and kicked around for about two years and finally we got to it. So once we arrived at looking at this, you know I can understand people are committed to a meeting on Thursdays, etc., and we've already hashed out why we move from a Monday night meeting to a Thursday night meeting. So in Committee we thought of some ideas we said okay, there should be more committee meetings, etc., we talked more about it at the Workshop. But in looking at this I think we were able to elicit a lot of discussion last week at the Workshop, frankly, I think this should go back to Committee for further discussion and I think it needs to go back because when we talked about going to a committee format, I already voiced my displeasure with the way committees are selected, members of committees are not selected fairly. I am a perfect example, I don't have any chairs other than what I proposed for an ad-hoc committee. The chairs that I had were taken away from me for whatever reason and no explanation for that so that means we are operating unfairly on this Board. So I'm not in favor of moving to a committee, I would like to, I think we should in theory, but not the way we operate now, not here in Waterbury on this Board. So I think we should send it back to Committee for further discussion and in addition to that, our by-laws, we need to look, we look at our by-laws every year, we really need to look at this, really need to look and see if we have, if our by-laws are working for us. But as it relates to this I would recommend we send it back to Committee for further discussion. Thank you.

BROWN: Any other comments? Commissioner Stango.

STANGO: Thank you President Brown. I think that going with a new format idea would be a much more efficient use of our time. As I went through it last week what we do at a regular meeting and what we do at a workshop and how we can make adjustments there, I think we need to give it a chance, I don't think what we do week to week to week here now is working all that well as we can see. However, if we try to make that change to the two meetings a month, give it a shot, see what happens, we got nothing to lose doing that I don't think. However if we do that it's going to be incumbent upon Central Office, Superintendent, and President of the Board to really work diligently to set an agenda because as we can see, when we have a week in between meetings there's certain things that have to get onto the agenda to be vetted or we won't be meeting our

timeline. And as Commissioner Theriault said, he fears there will be some special meetings if we do this. I agree there will be some special meetings there and there, that's going to happen, it happens now so it's going to happen, but we have to work on it. For the last four years this Board has been moving towards a stronger committee level board and doing work in the committee level, that's always been a goal of mine to do that. At one time we had no committees hardly ever met. But we're trying to move in that direction and I think this is a good step to bring us there. So I would say my vote would be to go with the plan, give it a shot. Thank you.

BROWN: Thank you. Any other comments? All those in favor.

THERIAULT: Roll call vote please.

ROLL CALL VOTE ON ITEM #11.1:

Yeas: Commissioners Pagano, Stango, Sweeney, Jason Van Stone, and
President Brown – 5

Nays: Commissioners Harvey, Hernandez, Rodriguez, Theriault, and
Tom Van Stone – 5

CLERK: Five/five – motion fails.

12. COMMITTEE ON GRIEVANCES

12.1 Upon a motion by Commissioner Rodriguez and duly seconded by Commissioner Harvey, it was voted, with Commissioners Theriault and T. Van Stone voting “no” and Commissioner Stango “abstaining”, to approve that WTA Grievance 15-16-18, heard by the Committee on November 15, 2016, be DENIED.

THERIAULT: Point of clarification, we mixed all these up the other night so if you could just give us a refresher in terms of the category we're looking at because we kind of had number one, number three, number one and so forth.

RODRIGUEZ: You got it Commissioner. The description – class size, the number of classes, Allied Health staffing model in effect at a particular high school since November 2015 constitutes an ongoing violation of article five, section four, of the 2013-2016 CBA and all other articles deemed relevant. The grievant was seeking additional compensation for teaching of additional class periods and any other remedy deemed appropriate. It was an Allied Health program where they had two programs – one for juniors, one for seniors. The senior teacher resigned, had a vacancy. The teacher for the junior program was, felt really bad the senior kids were going to be, that program was going to be dismantled and cancelled so she agreed, on her own, she was not given that extra responsibility by the principal, she agreed to take on additional responsibilities and while doing so she realized I think she was a little bit over her head and then decided to file a grievance seeking additional compensation. We heard it and we denied that request.

STANGO: Just for clarification, I'm sorry, through the Chair. Is this involving the Crosby program?

RODRIGUEZ: Yes.

STANGO: Okay, I just needed to know that.

BROWN: All those in favor, opposed.

THERIAULT: No.

T. VAN STONE: No.

STANGO: Abstain.

BROWN: Motion carries. Thank you.

12.2 Upon a motion by Commissioner Rodriguez and duly seconded by Commissioner Sweeney, it was voted, with Commissioner Theriault voting “no”, to approve that WTA Grievance 16-17-01, heard by the Committee on November 15, 2016, be DENIED.

BROWN: Discussion?

THERIAULT: I don't know if we need a description; just the topic will be okay.

RODRIGUEZ: This was where the WTA followed sort of a class action grievance for the K through eights claiming that an additional room instruction, that there was an additional class added to the schedule yet the Grievance Committee heard the evidence from both sides and we believe that there was no actual proof that an actual class instruction was provided to these teachers so we denied the grievance. Thank you.

BROWN: All in favor, opposed.

THERIAULT: Opposed.

BROWN: Abstain? Motion carries.

12.3 Upon a motion by Commissioner Rodriguez and duly seconded by Commissioner Sweeney, it was voted unanimously to approve that WTA Grievance 16-17-12, heard by the Committee on November 15, 2016, be UPHELD. Per contract, the district has hired an additional Speech/Language Pathologist.

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

13. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Sweeney, it was voted unanimously to receive and place on file items 13.1 through 13.7, as listed:

- 13.1 Athletic appointments effective immediately:
Conte, Joseph – WHS Assistant Track Coach.
Flammia, Peter – WCA Winter and Spring Strength and Conditioning Coach

Mauro, Jennifer – WHS Assistant Cheerleading Coach.
 O’Toole, John – WCA Fall Strength and Conditioning Coach.
 Parks, Eric – Carrington Intramural Boys Basketball Coach.
 Rosa, Jennifer – NEMS Softball Coach.
 Soucey, David – Carrington Intramural Girls Basketball Coach.
 Tattersall, Samuel – NEMS Soccer Coach.

13.2 Grant funded appointments effective immediately:

Beierle, Karen – Instructional Tutor – English Language Arts, maximum of 19 hours p/week @ \$25.00 p/hour, school year only, non-union and without benefits, funded by Title I.
 Blaschke, Jennifer – Physical Education Teacher, State Department of Education and 21st Century After-school Program Grants, maximum of 10 hours p/week, salary according to WTA contract, non-union and without benefits.
 Gomes, William – Instructional Tutor – English Language Arts, maximum of 19 hours p/week @ \$25.00 p/hour, school year only, non-union and without benefits, funded by Title I.
 Ortiz, Hector – Substitute Recreation Specialist, State Department of Education and 21st Century After-school Program Grants, maximum of 10 hours p/week @ \$12.00 p/hour, non-union and without benefits.
 Patterson, Daniella – Substitute Recreation Specialist, State Department of Education and 21st Century After-school Program Grants, maximum of 10 hours p/week @ \$12.00 p/hour, non-union and without benefits.
 Paulson, Veronica – Instructional Tutor – English Language Arts, maximum of 19 hours p/week @ \$25.00 p/hour, school year only, non-union and without benefits, funded by Alliance Grant.
 Rollins, Ti’Shai – Substitute Recreation Specialist, State Department of Education and 21st Century After-school Program Grants, maximum of 10 hours p/week @ \$12.00 p/hour, non-union and without benefits.
 Vilchez, Anthony – Substitute Recreation Specialist, State Department of Education and 21st Century After-school Program Grants, maximum of 10 hours p/week @ \$12.00 p/hour, non-union and without benefits.

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

School	Last name	First Name	Assignment
Wilson	Orsini	Marie	Teacher
Chase	Salvia	Carol	Secretary

13.4 Teacher new hires:

Name		Assignment		Step		Effective
Bloemker	Daniel	WCA	Tech Ed-Manuf.	BA+15	4	9/9/2016
Brocksmith	Jennifer	WMS	Guidance	6th+15	5	11/21/2016
Dodge	Melissa	NEMS	Special Ed.	BA	2	10/1/2016
Guancha	Ruth	WCA	World Lang/Spanish	BA	1	9/21/2016
Knecht	Kimya	WSMS	Special Ed.	6th	3	9/28/2016
Magurne	Amanda	Carrington	School Psych.	6th	2	11/17/2016
Nordby	Lindsay	Walsh	Special Ed.	MA	2	8/29/2016

Poulter	Dennis	Generali	Gr. 5	MA	2	9/16/2016
Schmidt	Rachel	Duggan	Special Ed.	MA	1	10/3/2016
Schuck	Yechezkel	Bunker Hill	School Psych.	6th+15	6	8/29/2016
Shungu	Alex	WCA	Chemistry	6+15	6	8/25/2016
Wolff	Nicole	Kingsbury	Kindergarten	MA	3	8/25/2016

13.5 Teacher transfers:

Name		From	To	Effective
Franceskino	Jennifer	WCA Math	WCA Math Dept. Head	Nov-16
Harrison	Rebecca	Regan Reading	WMS Literacy Teacher /Interventionist	Nov-16
Larson	Jamie	Tinker SPED	WAMS SPED	Nov-16
Lawson	Doreen	Bucks Hill Title 1 Literacy	WHY Literacy Teacher /Interventionist	Nov-16
Lindley	Carly	WCA English	WCA English Dept. Head	Nov-16
Linehan	Megan	Tinker Gr 3	Districtwide - Math Facilitator/Coach	Dec-16
Nizzardo	Kari	WCA Science	WCA Science Dept. Head	Nov-16
O'Donnell	Patricia	Chase Gr	Chase Title I Literacy	Nov-16
Sylvester	David	WCA Social Studies	WCA Soc. Studies Dept. Head	Nov-16

13.6 Adult Education appointments effective immediately:

Zabbara, Ian – Part time Security/Custodial Aide, 25 hours p/week @ \$11.00 p/hour, non-union and without benefits.

13.7 Resignations

Jeon, Sunghee – WHS Math, effective 10/14/16.

O'Halloran, Kathryn – Duggan Tech Ed/Computer, effective 10/31/16.

Wilkesman, Carrie – WHS Special Ed, effective 10/31/16.

BROWN: Discussion? All those in favor, opposed, abstain. Motion carries. Unfinished Business of Preceding Meeting Only. Number 15 – Other Unfinished, New, and Miscellaneous Business. Commissioner Harvey.

HARVEY: I received a call from a parent who was somewhat upset by the fact that their child was in an afterschool program which the child took advantage of the previous years. Now this year, this school year, there is no busing and what that means is that the child is bused to school but because they take advantage of an afterschool program which ends about three o'clock or so then they have to find an alternate route to get home. And what that means particularly now is that the child either, the parents have to pick the child up and they both work, the child either has to be picked up by them, somehow, take the regular city bus home, walk to her house, she's 12/13 years old, in the dark, because she wants to attend this afterschool program, this afterschool program she's taking advantage of has to do with college prep. So what this means is that the parents have to decide which is more important, the college prep class or the safety of their child walking on the streets. So my question is this, how many of these programs are out there that we have cut the busing for these afterschool programs?

We promote these programs but we don't provide the busing, something we did in the past. So I'd like to know how many programs are out there that we're not providing busing for and what alternatives do we have, will we have in the future? If it were my child I would like for them to attend an afterschool program but if I didn't have a way of picking them up I don't know if I'd want my kids to walk the streets, 12, 13, 14 years old, or maybe younger, to get home. So I would just like to know how many of these after school programs provide this service and how many of them are our kids taking advantage of and in the past we provided transportation and now we we're not.

Next, I attended a ceremony, not a ceremony; a class, well not a class; it was a session in the community for creating a welcoming environment in your business and in your school, etc. It was very well attended, it was held at the Community Tabernacle Church up on Hewlett Street, almost standing room only. It is a program that we hope to provide here in our schools, in our district, it was a very good preview to what will be provided and very well attended. And I just want to thank Angela Holmes and SERC provided the session and it was very, very good. Thank you Madam President.

EXECUTIVE SESSION

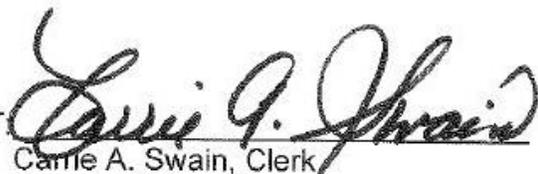
Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Rodriguez, it was voted unanimously to convene into executive session at 7:32 p.m. for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.

Upon a motion by Commissioner Stango and duly seconded by Commissioner Sweeney, it was voted unanimously to return to the regular order of business at 7:32 p.m. with no votes taken.

ADJOURNMENT

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to adjourn at 7:33 p.m.

ATTEST



Carrie A. Swain, Clerk
Board of Education