

**WATERBURY BOARD OF EDUCATION**

*MINUTES ~ REGULAR MEETING*

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

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

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

**ABSENT:** Commissioner Hernandez.

**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.

OUELLETTE: Thank you Madam President. As we take a moment to remember those who have passed, please remember one of our students Aaron Toro who passed away on Thursday, December 1 unexpectedly. Aaron was a junior at Crosby High School who will be greatly missed. Please keep Aaron and his family in our thoughts and prayers this evening.

Also let us remember Mr. Steven Zipoli who passed away on Saturday, December 3. Mr. Zipoli was a teacher in the Waterbury Public School System for over 20 years, most recently as a 7th grade social studies teacher at West Side Middle School. Let us remember Mr. Zipoli and recognize his service and dedication to the students of Waterbury this evening.

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

Commissioner Jason Van Stone 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.

RODRIGUEZ: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Theriault.

THERIAULT: 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 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 November 25, 2016 from Civil Service certifying Yesenia Gonzalez for the position of Lunch Aide.
2. Copy of communication dated November 28, 2016 from Civil Service certifying Diana Gomez Giraldo for the position of Food Service Worker.
3. Email communication dated November 29, 2016 from Robert Goodrich regarding Valuable Resource and forum on ESSA.
4. Copy of communication dated December 5, 2016 from Civil Service certifying Sean Allen for the position of Maintainer I.
5. Copy of communication dated December 6, 2016 from Civil Service certifying Ivette Feliciano for the position of Administrative Associate I.
6. Notice of personal injury dated December 7, 2016 from Attorney Collier regarding John Laurie.
7. Copy of communication dated December 8, 2016 from Civil Service certifying Shannon Sullivan for the position of School Inspector/School Maintenance Manager.
8. Email communication received December 9, 2016 from CABA regarding Policy Highlights.
9. Complaint received December 12, 2016 from State of Connecticut Labor Department regarding Waterbury Board of Education and Kathleen Ouellette and Erik Brown.

BROWN: Discussion? All in favor, opposed, abstain. Motion carries. Congratulations Mr. Shannon. I'm sorry, Shannon Sullivan.

BRENKER: Thank you Commissioners. You know that John Cross left us and at that point Shannon Sullivan was the Supervisor of the tradesmen and he agreed to step up

and be the acting School Inspector. He's done an outstanding job, we're very happy to have him with us. We went through a long interview process, selection process, and the Superintendent has agreed to promote Mr. Sullivan, he's our new School Inspector.

*(applause)*

BRENKER: He promises that tomorrow all the boilers will be running.

## **5. APPROVAL OF MINUTES**

**Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Stango, it was voted unanimously to approve the minutes of the December 1, 2016 Regular Meeting.**

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

## **6. PUBLIC ADDRESSES THE BOARD**

BROWN: Does anyone from the public care to speak this evening?

## **7. SUPERINTENDENT'S ANNOUNCEMENTS**

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

I received correspondence from Jason Szanyi, Deputy Director of the Center for Children's Law and Policy in Washington D.C. He stated: "I am writing to thank you and your staff for participating in the work of the Waterbury DMC committee. As you know, this multi-disciplinary stakeholder group has been focused on analyzing data on racial and ethnic disparities in Waterbury's juvenile justice system and identifying reforms that could reduce those disparities and benefit youth of color and their families.

Many of the group's activities have focused on narrowing the front end of the juvenile justice system. Thus, many efforts have involved working on strategies within the Waterbury Public Schools. We have been especially encouraged by the District's renewed engagement with the School-Based Diversion Initiative, participation with the Waterbury Police Department's Civil Citation Program, and efforts to provide clear guidance to parents and young people about reentry to the Waterbury Public Schools following a juvenile justice placement.

We appreciate the time and energy that your administrators and educators are dedicating to the DMC committee's work. We have begun to see positive results, including a reduction in school-based arrests, as a result of those efforts. We look forward to continued collaboration and continued positive results in 2017."

We have been successful in our three applications for 21<sup>st</sup> Century Community Learning Center grants. The State Department of Education received 40 grant applications and awarded fourteen grants statewide, so we are very pleased to learn that our three applications will be funded. These are five-year grants. The applications were for Washington and Driggs School (\$190,000), North End Middle School and Enlightenment (\$145,350), and Walsh Elementary (\$95,000).

One of Waterbury middle school students, DaTavas Freeney, has been given the opportunity to attend a National Leadership Conference in Washington D.C. This opportunity is awarded to students worldwide that have excellent academics and has displayed leadership.

In the next few weeks, several of our schools will be hosting winter concerts and other seasonal activities. They include:

West Side Middle School, Thursday, December 15 at 7:00 p.m.

Carrington, Wednesday, December 21 at 9:30 a.m.

Wallace Middle School, Wednesday, December 21 at 6:00 p.m.

Wendell Cross, Friday, December 23 at 9:30 a.m.

Our schools will be closed for the winter recess from December 26th through January 2. Classes resume on Tuesday, January 3. Schools will also be closed on Friday, January 6 for Three King's Day.

I would like to wish you all a safe and joyous holiday season, and a happy, exciting New Year. I hope you will take some well-deserved time off, relax, and enjoy spending time with your family and friends. Happy Holidays!

BROWN: Any questions for the Superintendent? Commissioner Van Stone.

T. VAN STONE: Thank you Madam President, through you. I did want to bring up tonight that it's close to or past the eleventh hour for us to make a decision on the future of the students and the facility at the State Street School. That cost of that school I've highlighted over the years to be very high, maybe more so than the return on investment. So I just want to know where we're at. We were promised a report on where we're going to go in the future. I want to be able to give the landlord a good head's up if we decide not to retain that for next school year.

SUPERINTENDENT: Thank you Commissioner. Mr. Brenker, Ms. Baker, and company have been working very diligently since the recommendation of that sub-committee all year. They are putting the final touches I believe on the PowerPoint, receiving some final data, looking over the educational specifications for Enlightenment as it was intended and that report and presentation will be forthcoming in mid-January after the New Year, beginning of the New Year.

T. VAN STONE: Thank you. You said Enlightenment; do we mean also State Street?

SUPERINTENDENT: I do, both.

T. VAN STONE: I will be going forward, last year we were made to feel a little guilty about giving late announcement of maybe moving on and I think some votes were actually changed that night because of that. So I really would like to move forward with this. I think the cost is draining us and I think we need to make some decisions on where we're going forward. So thank you.

OUELLETTE: So the Alternative Program will look at globally both settings and what will be the best organizational structure for alternative setting. Having said that, just one

quick announcement, our Chief Financial Officer, Mrs. Biolo, will be sending you a budget timeline so my intent is to have a quick budget, Finance Committee meeting, probably the first week in January. That timeline will be forthcoming as well.

T. VAN STONE: Thank you Superintendent.

## **8. PRESIDENT'S COMMENTS**

BROWN: Again, I wish everybody a Merry Christmas and a Happy New Year and the public safe holidays. We have a lot to be grateful for. I just would also like to announce that our next meeting is a Workshop on January 12 at Regan School and we will not be having the meetings during the holidays. Thank you.

Would anybody like to remove anything from the Consent Calendar?

*President Brown proceeded to read the Consent Calendar, items 9.1 through 9.3.*

## **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 9.3, as listed.**

9.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the 2017-2018 School Year Calendar as attached.

9.2 With the approval of the Committee on School Facilities and Grounds, the Superintendent of Schools recommends approval of the use of school facilities, at no charge, by the following school organizations and/or City departments:

<b>GROUP</b>	<b>FACILITIES AND DATES/TIMES</b>
R. O'Neill	Carrington café: Wed., Feb. 8, 6:30-8:30 pm (Anti Bullying/Laser Light Show Family Night)
M. A. Marold	Career Academy café, gym & classrooms: Sat., Jan. 14, 8 am – 2 pm (2 <sup>nd</sup> Annual Dr. Martin Luther King, Jr. Youth Day)
J. Hilbert Sch. Governance Council	Wilby LCC room and Library, hallway: Thurs., May 4, 2017 6:00-8:00 pm (Wilby Showcase)
D. Bakewell	Sprague gym: Tuesday, Dec. 13, 4:45-8:00 pm (Family Literacy Night)

9.3 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>
Triple Threat Dance Studio Jeffrey Pelletier	Rotella aud., café, gym: Sat., June 3, 2017, 10 am – 7 pm (Dance Recital)
Taft Pointe Condo Assoc. Karina Smith	WSMS café: Mon., Jan. 23, 6:00 - 8:30 pm (association meeting)

**REQUESTING WAIVERS:**

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

Ct. Rivers Boy Scouts	WSMS café & 2 rooms: Jan. 2017 thru Jan. 2018
Brian Fasci	1 <sup>st</sup> Monday each month for District Leaders Roundtable Meetings, 6:30-8:30 pm

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

**10. ITEMS REMOVED FROM CONSENT**

*There were no items removed from the Consent Calendar.*

**11. COMMITTEE ON GRIEVANCES**

**11.1 Upon a motion by Commissioner Rodriguez and duly seconded by Commissioner Sweeney, with Commissioner Theriault “abstaining” and Commissioner T. Van Stone voting “no”, it was voted that WTA Grievance 16-17-07, heard by the Committee on December 13, 2016, be DENIED.**

BROWN: Discussion? Commissioner Harvey.

HARVEY: Could we receive a brief...

RODRIGUEZ: Sure. Description – on or about 9/14/2016 the grievant was denied her contractually obligated play director middle school stipend despite having completed the requisite duties of the position. This is according to the grievant. However it’s our understanding through the Grievance Committee and the evidence presented she already receives a stipend as a middle school music director.

BROWN: Thank you. All in favor, opposed.

T. VAN STONE: No.

THERIAULT: Abstain.

BROWN: Motion carries. Thank you.

**11.2 Upon a motion by Commissioner Rodriguez and duly seconded by Commissioner J. Van Stone, it was voted unanimously that WTA Grievance 16-17-08, heard by the Committee on December 13, 2016, be UPHELD. Central Office shall address personnel shortage.**

BROWN: Discussion.

HARVEY: Brief description please.

RODRIGUEZ: Grievant indicates that on nine school days in the month of September the grievant was denied her contractually obligated duty free lunch and her preparation period. Moreover the staffing shortage at Generali ABA Program constitutes a

significant to safety and inhibits the implementation of student IEPs. We heard, this is actually a follow-up grievance that you're going to hear next, is very identical, two teachers from the same school with the same concerns. They lost a permanent position that wasn't refilled. They had a substitute come in, these are special education students, and the substitute could not deal with this particular student population so they feel that they need a substitute that has some sort of experience of dealing with special education particularly kids with autistic challenges and so we did uphold their grievance with the understanding that Central Office, Bob Brenker and folks will continue to support and try to identify qualified substitutes.

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

**11.3 Upon a motion by Commissioner Rodriguez and duly seconded by Commissioner Sweeney, it was voted unanimously that WTA Grievance 16-17-09, heard by the Committee on December 13, 2016, be UPHELD. Central Office shall address personnel shortage.**

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

**11.4 Upon a motion by Commissioner Rodriguez and duly seconded by Commissioner Sweeney, it was voted unanimously that WTA Grievance 16-17-13, heard by the Committee on December 13, 2016, be UPHELD. Parties shall begin impact bargaining.**

BROWN: Discussion? Commissioner Harvey.

HARVEY: Description please.

RODRIGUEZ: The description from the WTA grievance is that there was unilateral changes made to the previously agreed upon students success plan, number three and four according to their contract, that any changes to this particular plan must be agreed upon by WTA and we in the Grievance Committee had the opportunity to see the evidence presented by WTA and we did agree that changes were made to the student success plan that looked more like a comprehensive curriculum instead of an advisory sort of workshop session. So we felt as a Grievance Committee to uphold the grievance and have Central Office, have them begin to have impact bargaining between Central Office and WTA.

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

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

**Upon a motion by Commissioner J. Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file items 12.1 through 12.5, as listed:**

- 12.1 Athletic resignations effective immediately:  
Flammia, Pete – JV Baseball Coach, WCA.  
Palermo, Stephen – Intramural Soccer Coach, Duggan.  
Palermo, Stephen – Rod Dixon Run Club.

12.2 Grant funded appointments effective immediately:

Callahan, Jessica – Grants Specialist, Competitive Grants Office, 35 hours p/week @ \$25.00 p/hour, non-union with benefits governed by UPSEU, funded by Title I and General Fund.

Francis, Sherene – Substitute Recreation Specialist, SDE & 21<sup>st</sup> Century After-school Programs, maximum of 10 hours per week @\$12.00 per hour, non-union and without benefits.

12.3 Extended School Year appointments effective immediately:

Cassella, Andrea – Substitute Teacher, Regan School.

White, Phyllis – Substitute Teacher, Regan School.

Williams, Kim – Teacher, Regan School.

12.4 Teacher new hires:

Name		Assignment		Step		Effective
Byrd	Diana	CHS	Business	MA+15	2	12/15/16
Russo	Stephanie	WHS	Special Ed	BA	2	1/3/17
Strumi	Manuela	Chase	Gr. 2	MA+15	2	12/8/16
Wells	Traci	CHS	ELA	6 <sup>th</sup>	6	12/5/16

12.5 Resignations:

Benedict (Coords), Elizabeth – NEMS Special Ed, effective 01/05/17.

Mangi, Theodore – Reed grade 7, effective 12/19/16.

Stankus, John – Kingsburg Physical Education, effective 01/02/17.

BROWN: Discussion? All in favor, opposed, abstain. Motion carries. Thank you. Item number 13 – Unfinished Business of Preceding Meeting Only. Number fourteen – Other Unfinished, New, and Miscellaneous Business. Commissioner Harvey.

HARVEY: Thank you. I just, as I stated in our committee meeting, wanted to give a brief, Superintendent, you might want to stay for this report, this is a report that I'm giving on the educational symposium.

BROWN: She's listening.

HARVEY: She's talking. There was a symposium given that I attended December 1, NAACP Education Symposium, and it was held Thursday and Friday, Commissioners. Thursday evening was a lecture that was given by Dr. William Harvey, President of Hampton University. I chuckle because Dr. William Harvey, my father's name is William Harvey, and we had a very interesting conversation following his lecture as to our heritage, etc. Nonetheless he gave me some homework to do to see how far back the Harvey's, if we were connected. But anyway, he has been in this position for some 40 years and his main focus, to quote him, we must have an intentional; we must be intentional about changing the current landscape, that is as it relates to the hiring of minority teachers. He spoke about we need to do a better job of marketing the profession to our students. We market every other profession but we don't market the teaching profession. He also talked about partnering with our HBCU's, Historically Black Colleges and Universities. And he stated that most of the minority teachers are being trained in our HBCU's. He expressed the need for strong mentoring, particularly those, not only when they are new teachers but also our current teachers to retain the teachers that we have, they need support, and they said that this mentor that is

assigned to the teachers, should not be in the role of evaluating that teacher. Thursday evening Jahana Hayes, myself, I did see Bob Brenker there, and it was good to see Dr. Tucker there for the lecture. It was a very, very good lecture. I have a pamphlet to give the Superintendent if you have not received it that spells out the symposium. On Friday there were workshops, excellent opportunity for networking. We had 20 HBCU's represented in addition to students that were in the, studying to be teachers. Very good time there. A workshop that I attended, those 20 schools, went through their curriculum as it relates to education and teaching. So it was very interesting to see what they had to offer in regards to the hiring of minority teachers, it was really very, very good. Again, I'll have a pamphlet to give to the Superintendent. I think it was mentioned that a few weeks ago that Granville Academy did attend, did provide a college tour of our HBCU's and I'm trying to see if we can get them to do a presentation on it, it was very successful. Judge Mosley was very pleased with the behavior of our kids that attended this tour and I think they are to be commended. A lot of our students who are part of Young Educators Society, the YES Society, did attend. I had the honor of talking with some of the advisors and I think we need to look, Mr. Brenker, need to check and see, a lot of our advisors do not receive stipends like the other advisors and that talk needs to, I believe needs to come before us. It's ironic that we are in need of minority teachers and that we need to market this profession to our students yet the advisors do not receive a stipend like the other advisors of other clubs.

Some dates to remember Commissioners, we have an MLK Youth Explosion scheduled for January 14, 2017; we're in the planning stages now. There will be eight awards given and there will be workshops. Now there are eight awards that will be given, my argument is that we're getting a lot of people that will be donating, it's my contention if we're getting these awards and we have a lot of people that want to donate we should give more awards but that's under discussion. The workshop and the Explosion will be at the Waterbury Career Academy starting at 8 a.m. until I believe one. I will get that information once we confirm that.

Also, on February 9 which will be the same evening that we have our Workshop at the Waterbury Career Academy, we will have a dedication of the Media Center, dedication of the Kay Wyrick Media Center, during our Workshop, we have to work out the particulars on that but the community is invited. As you recall we did vote to dedicate, to name the media center after Kay Wyrick so we will have that dedication during Black History Month which plans are underway as we speak. But that will be during our Workshop that we will have that plan. That's all I have. Thank you.

BROWN: Commissioner Van Stone.

T. VAN STONE: Thank you Madam President, through you. Back on November 16 we had a vote here to amend our bylaws to change our meeting schedule. That was a tie vote. I voted no and per Robert's Rules I then would have been able to bring it to a motion to have a revote and this week I considered doing so. However we had a grievance meeting the other night that I attended as a non-member. The meeting with people waiting in the hallway was delayed 35 minutes because we did not have a quorum. So if we has a group feel that we could become more of a group by committee and have that govern us that changed my mind about bringing this motion here tonight. We need to rethink what we want to do. Do I want to be a group that governs more by committee, absolutely, but when we have our employees who are there for the grievance hearings, lawyers, I only can imagine what that was costing everyone, waiting

for a quorum, I'm not sure we're ready to make that move so I did not make that motion tonight. So if we want to go back into the Policy Committee, rethink this, but the only way this could happen is if we have a commitment from members of this Board. Thank you.

BROWN: Commissioner Theriault.

THERIAULT: I was one of the Commissioners that was late on the quorum. Unfortunately I was at Waterbury Hospital for three hours having an MRI for my back. They told me I'd be out of there by five o'clock but I wasn't out of there until 6:30. So I was the one responsible for that. Most of those meetings I do in fact attend and I did notify the Clerk of the Board and the Chairman of the Committee as to the reason why I could attend. I did attempt to attend but after being on the MRI table for an hour and doing various tests for two more hours it just didn't work out that way. So I apologize for the delay and people that were waiting during the grievance hearing. Sometimes things are just are unavoidable.

BROWN: Commission Pagano.

PAGANO: I was one of the other culprits that wasn't there that evening but I had already had commitments to be in New York that night and unfortunately when I get a notice four days before I have to be in the City I can't wiggle out of it, I got commitments. So I apologize also but it wasn't, I let the Clerk know that unfortunately I couldn't be there.

BROWN: Commissioner Sweeney.

SWEENEY: I also almost never miss a committee meeting but I had a last minute emergency, I let Vice President Rodriguez know the minute that I wasn't gonna get there and did text him as soon as I was done to find out we didn't have a quorum and I proceeded to the meeting the minute I could get there. So it does happen, it's unfortunate that it happens but it happens. We do have lives outside of this Board unfortunately and there are times when we have to change plans midstream and it's unfortunate.

In terms of bringing up a revote, that time has already passed. Robert's Rules does not allow for you to bring it forward for a re-vote once the next regular meeting has passed.

BROWN: Commissioner.

RODRIGUEZ: I smiled because, and I agree, it was almost like confession. I'm the Chair of the Grievance Committee, I wholeheartedly apologize to those folks who were waiting and one who was waiting to be heard thought he was going to be heard first so that he could go home to his wife who was celebrating her birthday. And you know often times we forget that you know we have personal responsibilities in addition to the commitment that we have to this district and sometime things do happen, life happens, and so I'm okay with that, I mean it occurs and so apologies were not necessary, I appreciate and to some degree I understand what Commissioner Van Stone, we talked after the meeting, about maybe some ideas to propose about maybe finding alternate committee members who happen to be there, allow them to be sort of the proxy vote and maybe that's a conversation we can continue down the road. But again, I just want to say thank you to each and every Board member, Commissioner, who are on

committees because in addition to us meeting on Thursdays, every Thursday I might add, we have committee meetings that we have to attend to and that does take away from our personal responsibilities at home. So again, just thank you, apologies accepted but wasn't really necessarily needed. Thank you.

BROWN: Commissioner Stango.

STANGO: Thank you President Brown, through you, if I can absolve you all from your sins I would, I'm not ordained yet. But I do think that, what we tried to move forward with a couple of weeks ago deserves more study and more work and more input and I hope that we will do that when we come back and look at it again. Obviously the Grievance Committee is a very difficult Committee because very important votes are taken and very important decisions have to be made and quorums need to be. Often times we will have a committee meeting and we don't have a quorum to disburse information and to get information and then bring it up at a Workshop again. But we can't do that with grievances. But I would hope that as we go forward we will revisit that because in talking with the members of the Board I've come to the understanding that maybe they didn't quite understand, some of them didn't quite understand exactly what we were trying to do and perhaps that's the Committee's fault but I think that going forward we would like to revisit that in the new year. Thank you.

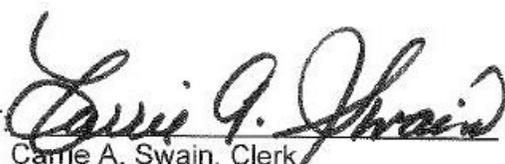
BROWN: Great, I welcome that discussion. There's no Executive Session this evening. Commissioner Harvey.

HARVEY: I just want to just reiterate the imbalance of our Committees as it stands now. So if we're gonna look at that we need to look at how these committees are not in balance. Some serve on five committees, some serve on one. So I think if we're gonna do that, I will not agree to anything that does not address that issue. But I'm in full agreement with Commissioner Van Stone in maybe looking at the alternate because I know as a result of not being on the committees I usually attend committee meetings although I'm not a member of it. So that may be a possibly a way out of this. But, again, I'm not gonna look at anything or agree to anything that does not look at balancing out the committees. Thank you.

## **ADJOURNMENT**

**Upon a motion by Commissioner Rodriguez and duly seconded by Commissioner Sweeney, it was voted unanimously to adjourn at 7:03 p.m.**

ATTEST

  
Carrie A. Swain, Clerk  
Board of Education