

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Thursday, January 21, 2016 at 6:30 p.m.

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

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

ALSO PRESENT: Superintendent Kathleen Ouellette, Chief Academic Officer Darren Schwartz, and Interim Chief Operating Officer & Chief of Staff Gary Miller.

1. SILENT PRAYER

President Brown called the meeting to order at 6:32 p.m. with a moment of silence.

BROWN: I would like to ask Commissioner Stango to say a few words about a teacher, former teacher who has passed away.

STANGO: Thank you Madam President. In our silent prayer tonight I ask that we remember Mr. Martin J. DeFazio, Sr. Mr. DeFazio was a retired teacher having taught for our district at Hopeville and then for a long time at the West Side Middle School. Marty was born in Waterbury and spent his entire teaching career in our city. We remember Martin DeFazio, Sr. and his family in our silent prayer this evening.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

Commissioner Sweeney 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: Present.

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. Communication dated December 15, 2015 from Cathy Tsacoyeanes regarding her position at Sprague School.
2. Copy of communication dated December 18, 2015 from Civil Service certifying Robert Brenker for the position of Director of Personnel – Education.
3. Civil Summons from Joshua Marciniszyn dated December 28, 2015.
4. Copy of communication dated January 5, 2016 from Civil Service certifying Cheryl Tretiak for the position of Paraprofessional.
5. Copy of communication dated January 5, 2016 from Civil Service certifying Jennifer Atkinson for the position of School Secretary.
6. Civil Summons from Wellington Ferreira dated January 5, 2016.
7. Communication dated January 7, 2016 from Maria Feliciano regarding her son.
8. Copy of communication dated January 7, 2016 from Civil Service certifying Maria Perez Armendia for the position of Paraprofessional.
9. Copy of communication dated January 7, 2016 from Civil Service certifying Isabel DeSousa for the position of After School Snack Coordinator.
10. Copy of communication dated January 12, 2016 from Civil Service certifying Erika Lanza for the position of Supervising Vice Principal – Hopeville School.
11. Copy of communication received January 14, 2016 from Kyle Tehan regarding car theft at Wilby High School.

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

5. PUBLIC ADDRESSES THE BOARD

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:36 p.m.

BROWN: Discussion? All in favor, motion carries. All speakers are encouraged to submit prepared written statements to the Commissioners. Comments shall be limited to a maximum of five minutes. The Chairman will disallow a speaker from continuing to speak if slanderous or defamatory remarks are made. There will be no responses this evening to any questions or concerns raised; they will be referred to the Administration for review and response. Thank you.

Athena Wagner, Highland Avenue, had the following comments: I have a question and I'd like to know, first of all we have two African American principals in this school district – one seems to be continually negatively targeted. My question is what has the Board of Ed directed the Superintendent to do that would decrease the likelihood of losing them to another district the same way we lost three African American ILD's? And it wasn't just about the salaries being competitive. Will Rice took a pay cut. Some of it is because of the gross lack of opportunity and upward mobility due to the nepotism and political cronyism in this department. I also want to know what happened to the Minority Teacher Recruitment and Retention grant? Where did it go? Where did it go? Also, your schools, you have some schools that are off the chain. You know it, I know it, schools know it, they're off the chain. Do I need to call them? Driggs, Wilby, Gilmartin, Walsh. I don't know what other ones but that's four too many. You don't know what you're doing. It's been going on too long. You don't have the answers. We've been waiting for you with some answers.

Now, let me go to the Principal Brown situation, he's on paid administrative leave for some Facebook nonsense. I don't care what you have going on legally, that's for the attorneys to deal with and hash out and work out, but to disrupt the smooth and normal operations without taking into consideration the impact that it's gonna have on that school climate, on those parents, on that staff, on those students, you're wrong. And then not to inform the staff that their principal won't be in today, so they're left fumbling in the dark, who does that? It's wrong. I'm calling for the Superintendent's resignation tonight; we've had enough, enough. If you can't handle it step down, get out, find somebody that can because this district is going to hell in a handbasket and our kids can't wait for you all to get it together.

Lisa Lessard had the following comments: I'm echoing actually everything that Athena Wagner did say and I'm here in accordance to the NAACP tonight. James Monroe, the President of the NAACP, our President, basically would like to be here but there's an urgent Democratic Party meeting tonight that he has to be at and he's going to try to be here before the end of the meeting. We are here in accordance to Ms. Karen Harvey and the Personnel Committee. We know she was taken off as Vice Chair however she is no longer on the School Personnel Committee, she is no longer on the Building Committee, she is no longer on Finance Committee. Three of the hottest committees here in this City of Waterbury. We have Ann Sweeney, Chair – Building Committee. We have Ann Sweeney, Chair – Legislation Committee. We have Ann Sweeney, Chair of Policy Committee. We don't see Karen Harvey's name on this list anywhere for Chair, period. Basically on the School Personnel Committee you have Chair – Charles Stango, you have members – Mr. Rodriguez, Republican. Oh, I forgot to say Charles Stango, Democrat; Pagano, Democrat; Sweeney, Democrat; Theriault, "I". Basically when it comes to Stango being Democrat we know he's probably going to vote, I mean Republican, he's probably going to vote as a Republican towards the administration. We have Rodriguez, probably gonna do the same, we have Pagano

who's going to go towards administration, we have Sweeney who's definitely going to go towards the administration and then we have John Theriault a free thinker who thinks for himself and by himself for the better interest of each and all taxpayers all the time, always. So basically when it comes to R.A.C.C.E. they've been asking, they've been asking and asking again. What have they been asking for? Where is the grant money for the \$25,000 and the \$50,000 going? Is it being spent as intended? Well I listened to your last workshop and from what you had to say I don't think so. In accordance to Erik Brown and what happened there, I really want to say being a member of the NAACP, being on the executive board committee, as well as others that are here tonight, we're disgusted, we're demanding for Karen Harvey be put back on the Personnel Committee. She basically would tell Paul Guidone when she was there, how she was there, and she'd say to Paul Guidone she obviously should have a sleeping bag because she was there each and every time more than anybody else ever was. She did the hard work. She did what she needed to do for each and all and believe it or not without her on the Personnel Committee, who's a big asset to the Personnel Committee, this district and our children and the people within, . . . African American are at a great loss and also within the Latino community are in a great loss. So we're asking, we're demanding, we're mandating that Karen Harvey gets her seat back. If it's not Chair, her seat in the Personnel Committee because that's what needs to happen, that's what deserves to happen and we the public sitting here are gonna make sure it does happen because we can come here with the same speech for the next year or the next two years and we will keep on saying what we're saying tonight until it's listened because Athena was being nice, she was really being nice. I'm Caucasian, I'm standing here right now telling you with what happened to Erik Brown and what happened to Karen Harvey we see and what happened with R.A.C.C.E. and you not giving the information you need, we see one word that stands there and one word only – racist towards the African American community within this district and if you don't change it you better change it because we're upset. Thank you and God bless.

Claude Williams, Bishop Street, had the following comments: I'm here to speak on the issue of recruitment and retention of minority teachers in the district. On December 1, 2015 I filed an online application with the Board of Education. As of this date I have heard nothing from them whatsoever, nothing. I'll read you some of the highlights of my application: experience: Director of Mt. Olive Senior Center, former District Manager/Office Manager/Tax Preparer for H & R Block for 10 years, former Systems Engineer for the Bell System for 20 years. My educational background: graduate of Bishop and Driggs Schools which propelled me to be a graduate of the Taft School in Watertown which propelled me to be a graduate of the Warden School of Business at the University of Pennsylvania with a BS in Economics with a Major in Finance and a Minor in Management. They also asked me to put the application my statement as to what would make a good teacher and a few other things. Describe the skills . . . are necessary to be an outstanding teacher: one, knowledgeable in your subject matter; two, conversational and fluent in the English language; three, ability to relate to all students regardless of their intellectual ability. How would you address a wide range of skills and abilities in your classrooms? Work collectively with all students but provide special attention to students who have trouble grasping the concept associated with the classwork. Give struggling students additional work to take home to help them grasp the concepts associated with the classwork. Please provide a statement of your educational philosophy. I believe all students are entitled to a quality education. As I was fortunate to be blessed with great educational opportunities, I feel it is my

responsibility to help the students of this generation to get a quality education and possibly have the same opportunities I was afforded in my educational work career.

As I said, I applied December 1, 2015 and I'm dismayed I have not heard anything from this district regarding my application. Yet in the last three weeks I've gotten five or six emails from Kelley Services asking me to sign up with them so they can find me opportunities to be a substitute teacher in district 14, district 15, out in Oxford, Southbury, Woodbury, Wolcott, ,Cheshire, all over the place outside of Waterbury. You really think I want to go out there and help those kids and not stay here and help the kids I know, the kids in my community have the opportunities I have? That's the only reason I'm here tonight is to question I have not been contacted at all. Thank you.

Earl Whitaker, Springbrook Road, had the following comments: I'm here representing my grandson whose name appears in the upper left-hand corner of my statement. I circled the heading "bullying" because it becomes a factor halfway through my story, I wanted to prepare you for that so I don't have to stop in the flow of my five minutes. On or about October 7, 2105, we had attended open house at Gilmartin School that my grandson attends. We met his teacher Mr. Colin Pratt who does social studies and student council. That's important because Mr. Pratt informed us one – that my grandson asked him if he treats him differently because he is black. And his second statement was that he was informed by my grandson that my grandson would like to run for student council. At the time my grandson's average was 64, his grade at the end of the marking period of 84.

We move onto October 22, on or about October 22 was election day, it turned out to be election day, although my grandson attends Mr. Pratt's class every day he was not made aware of election day so I would like somebody on this panel to look into it and tell me maybe I missed some posters, flyers, banners, or bunting saying that election day was coming. There were none, we didn't see any, if you find some please let me know. Either way he was unprepared for election day that day yet he got a piece of paper and a pencil, drafted a speech, and won handily the vice presidency. So we heard nothing from the school any congratulations or anything like that.

Moving onto November 16, I received a call from Vice Principal Dwyer indicating that my grandson had been involved in an altercation with an eighth grader. It was informed that he was gonna be suspended, he was suspended for two days, the eighth grader for four days. Little did we know that it was an ongoing situation, they were taking mediation unbeknownst to our family and that day of the altercation somebody either willfully or neglectfully placed the eighth grader in my grandson's seventh grade homeroom class so there was an ongoing situation. But nobody took accountability; the only ones taking accountability were these two young men.

On November 17 my wife went and she was informed that there was an ongoing situation. I was very upset to say the least. So we're here. I had a meeting on November 25 with Dr. Burzler, Vice Principal Dwyer, and Mr. Pratt. We offered a resolution and he be reinstated and face his student council and we will live with the results of that vote. We still offered this resolution today and we'd like for you to enforce that. So that's been my statement and I thank you for your patience and time. Thank you.

Larry Ward had the following comments: I'm here on behalf of my friend and a person I truly respect that's Karen Harvey. I know for a fact that Karen she is a person that has integrity, she do not bend over, she don't play politics. She's also very soft spoken, she also knows Robert's Rules of Order and she speaks the truth. And her agenda is always for the youth in our schools in the City of Waterbury and I hold that very highly because I know she's devoted to do the best she can to make sure that they get the service that's due them. She don't play politics. Apparently there might be some issues among Commissioners about the way she speaks or how she speaks, but the truth is is this, any time someone speaks the truth, you always make people uncomfortable, she do speak the truth and there's always going to be opposition on whether you accept it or not. I look at the programs on TV, I see how she handles herself, and I think what is due her is the respect that's due her. I think what happened when the Mayor could make a statement about some Commissioners that do not want to support her and for him to make a statement that he support Brother Rodriguez, that's just like saying you're not supporting her, that you're opposing her, and I don't think that influence should have anything to do with the way the Commissioners should be run. It should be unbiased, it should be for the youth first and I for one think that she should be put in position, a voting position, and I'm not talking about just put in a position for personnel, she should be there for voting, she has the experience, she has more experience, she has more experience than practically 90% of this Board right here and I would like to see her reinstated into that position. Even if you don't reinstate her into that position, still put her there because she needs to be there. And also Ms. Ouellette I remember, I was at this meeting when you came to Waterbury you wanted to meet with ministers of Grace Baptist Church, the City of Waterbury, I was there. You introduced the ILD's and you shared with us how you was gonna do the best you can to bring the community together and how you were going to recruit. Karen is one of the person that was there, she wasn't at that meeting, but I was there and I'm trying to hold you up to that because I don't know what's going on about how the recruiting, the minorities recruit here in Waterbury, I just know one thing I just know I don't see results and I'm there. Most of you all don't know me but I do, just like Karen, I take an interest in the youth of Waterbury, I served the City of Waterbury and I worked with the youth of Waterbury, I've been in that Turnaround School for four years, I've been at Walsh for four years, Mr. Theriault he can attest to that. I'm there to teach these . . . how to be responsible, I teach them how to play chess. They call me Mr. Chessman simply because there are thousands and thousands of kids that I taught how to play chess. I care and if this Board will get beside the politics and understand it's the youth that's in this here city that needs you. We need to put people in place that's gonna make a decision, an honest decision and be forthright, not politics because all of that is down the drain when you look at where are future youth is going and how our school department is still failing. Thank you.

Jimmie Griffin, 41 Pilgrim Avenue, had the following comments: I shared with the Superintendent and President of the Board an FOI that I sent in on January 6 I think it was. I never received anything back; I'll just tell you what the contents of the FOI are. It's to the Education Department; I'm requesting the following information from the Waterbury Department of Education, Waterbury Center for Economic and Social Justice under the Freedom of Information Act, State of Connecticut. I need the following documents from your department: the last five most recent EE04 Employee Hiring Statistic Reports required by the Federal Government US Department of Education from the last submitted going back to 2006; a current updated City Affirmative Action Plan

and Contact Compliance combined; a current Minority Recruitment Plan and timeline indicating goals and objectives of the hiring recruitment plan. I appreciate your prompt action on this request to FOI to be addressed to me at my address. I left a number and thanked them in advance. I never received any response from the Personnel Director, the new Personnel Director that was hired. Now I picked up the paper, I didn't even know who he was, I picked up the paper this morning and I see this in the paper, the headlines, which to me are rather disgusting when I think about the fact that you have an administrator that's been sitting in that position, that's an African American, by overseeing a personnel department and also the fact that this is not a Civil Service position prior to, I mean a Civil Service hire prior to this time I understand which means that the personnel director of the Education Department should have been hired by the Education Department, not by the Mayor and Civil Service Commission, that's one point I wanted to make. It seems to me that there's some hanky pank going on with this whole hiring process and it's been going on for ages. We had a CHRO report in 2000 with detailed recommendations to the City; you never follow through on any of these recommendations. I had another report of the minority hiring back 20, 30, 40 years ago that we prepared for the NAACP, no results. I don't have the numbers that I need to pursue this because we're going to go the US Department of Education Civil Rights Commission with this. The City, and today another shocking thing today that was really shocking was one of your Board members, I didn't see the meeting, but in the paper today it reads City Board member tears up at thought of children not being fed. And then it says I'm a little bit discouraged right now because we . . . worked the summer program and seeing kids hungry and asking for whatever is left, I would think this Board would say do it, just do it, Hernandez said with her voice choking with emotion. Hernandez left the Board meeting to collect herself before returning. While some Board members voiced reluctance, they didn't voice outcry, outright opposition, Board of Education member Jason Van Stone asked if there was any way that the academic scores of the students could be tracked to see if providing meals would have an impact. Where in the world or how in the world can anyone make such an ugly statement about feeding, this is a school board member, making such a statement about feeding our kids, a program that's a free program to feed our kids, we got a board member questioning whether or not it's going to have an impact on their intelligence? Of course a hungry kid can't learn Jason, and that's one of the problems, we've got a lot of hungry kids going to school in Waterbury. You should apologize; you really should apologize for those outrageous comments. And I would like to echo that this Board of Education and the politics on this Board of Education are just outrageous, I've never seen anything like this. This Board is supposed to be an independent Board elected by the people to represent the people, not the Mayor. You understand, this is the Board of Education to represent the children in the City of Waterbury and not what the Mayor says to you to do, we elected you to do what's best for our children.

Arlene Arias had the following comments: I just want to start off by saying wow, the community really came out and spoke tonight, it's a form of checks and balances that I think are long overdue. I am appalled and offended by the elephant in the room and please correct me if I'm wrong, the police are here this evening and again correct me if I'm wrong, what is so threatening about the community presence tonight? Is there a criminal among us and who is that criminal? Does a possible critical discussion about race that may have been anticipated tonight place fear into your hearts and minds? Who ordered this? Who is behind this and why? Who really needs the protection in this school system? This sends a clear, a clear message that this City is afraid of the very

people, members of this Board were appointed to protect and advocate for. I have experience in psychiatry, I'm a licensed clinical social worker, I can teach a psychology 101 class with my eyes closed, I know a lot about guilt. Guilt reveals in itself in very interesting ways. Ethically and morally this is wrong, shame on the system. And to address just two other points that were made tonight, we should hold all teachers, that's all teachers and administrators to any rules around social media and Facebook posts. With all due respect to the gentleman that spoke about applying for a position, legislators are looking very, very closely in Hartford at the issue of hiring practices at the district level and minority applicants; this is part of some of the themes that are revealing themselves on a Minority Teacher Recruitment Task Force that I've been assigned to. The members of this task force are taking on real issues and a lot of this address much larger issues that center around systemic race and discrimination. Thank you.

Richard Wood had the following comments: I thought I'd stop by tonight to review some things that occurred today that I think have a positive value. You know I look into the problems that some of the arrests made for families. I have a client today that met with me and we were outside the education office and I said let's go in and let's ask some questions that you want answered because this is the place to get the answers. We went in and Dr. Ouellette's office treated us beautifully, no question about it. They sent us up to the third floor to meet with Janet and a few other people. The fellow over here offered me a chair, I asked who he is and he said Director of Personnel. I said well gee, maybe he thinks I'm here for a job. But the thing is we were treated beautifully. I had a Hispanic client who was very upset about her daughter being arrested, was not familiar with a lot of the things that go with it and how they are to be handled. Every step of the way she was treated not just properly but with kindness. I think you know what it's like to have a mother who's upset about a children, I mean you have to be very, very careful on how you speak with them, how you deal with them, and give them every latitude. Every question that she had was answered. If it couldn't be answered it was discussed and a timetable set for answering the question. The thing is that many of our parents are afraid maybe to walk into your office. I don't think they have anything to fear if anything about today was unique it was the fact that you couldn't ask for better treatment for a client or for a taxpayer. These people that have their children arrested are seriously worried because a lot of the information that they should be given hasn't been given to them yet, it's just, it's not an oversight it's the way the system works. Sometimes people have to ask a question to get an answer, if they don't ask the question then they're not going to find out what they need to know because they don't know that. But I thought you might like to see the better side of things for the education section, that things are being done right, not everything as you can see from my colleagues and my friends that are here about some things that I could wax liquid on also but I think this part of it, the way this client was treated, I thought you'd might like to know that the people that you've hired over in that building over there seem to be doing a damn good job. Thank you very much; happy new year.

Clifton Petteway, 116 East Farms Street, had the following comments: I'm just gonna take a minute to pretty much open up our hearts and to share with you our feelings and our concerns in the African American community. We are people, religious people, we put God first, we trust in God, and this week we celebrate the life and legacy of Dr. Martin Luther King who sacrificed his life for justice and equality. And 50 years later we are still fighting for justice and equality . . . in education right now, not only

across American, not only across Connecticut, but right here in Waterbury. So we, the African American Community, is going to continue to fight for equality and justice. Don't be offended, don't take it personal, but it's our God given right and with our faith in God he will prevail. So we support Sister Karen Harvey in her efforts to speak and continue to speak on integrity and justice and honesty for our children, Erik Brown who's doing a tremendous job, who's facing a lot of challenges, we want to continue to support our African American leaders. And for those who don't have the courage we're gonna pray for them but for us who do have the courage we're gonna continue to take a stand for righteousness until it prevails. Thank you.

Thomas Pelletier, 112 Concord Street, had the following comments: I came here tonight first of all I'd like to say as a person who works in the school system I'm a little troubled with, it was said here that these police officers, it's the same way they're treated when there's a basketball game of 40 or more people in a City building, it's the same way the Board of Aldermen has done it when there has been an overcrowding of people. To accuse these officers who are just doing their job and who are asked by the Chief of Police to come down here tonight and then to hear the City from a few speakers basically called a racist well you know I find it quite alarming when this City pulled together from the Mayor's Office, from Dr. Ouellette's Office, from everybody at Kennedy High School, you know people seem to forget that we have the State finalist, African American, Jahana Hayes, and I hear people in the background say well here we go, well she's gonna be with the City backing her again is most likely going to be our US teacher of the year. Now you know what I find also troubling is we had Charter changes in the past, five people would show up, now all of a sudden we have people demanding that we do a one-time change. Where were all these people when we had all these things going on the ballot, where were they then. Now people are coming here saying that we need to change the way government is and we're supposed to do a one-time fix. Well what happens down the road when Joe or whoever comes by and says well you did it for her, why not him? That's now how government works. Government works with people working together, coming together at these meetings, all meetings, whether it's Charter change, we had the Aldermen by District, this Mayor put on the ballot said if that's what the community wants then it's going on the ballot. Everybody forgets that and then when it didn't come out everybody's way they had the chance to speak, it's no good. You know it's unfortunate that we have a . . . in this government today you know where everybody used to get along, everybody used to come to the table, sit together and try to come up with a best way but the problem with the media and everything today is everybody thinks you have to have the loudest voice in the room to get anything done. You know and I feel for the minority teachers that we do have in this City and they're being used as punchlines, you know we seem to forget how many minority teachers we have. We just had a Vice Principal that's a minority, a Hispanic minority, at Enlightenment School, you know so I hope that this rhetoric could stop. You know we're here to fight for our children; we have a lot of issues. And lastly Madam President it was said tonight about the grant for getting more minorities, grants come from the State, the City can ask, the last time I checked reading the paper and watching the news the State just made five million dollar cuts, there's more to come. If we don't get serious here and stop having these petty arguments and start working together our children are not going to move forward. We have a Superintendent that's done her best but she's been pushed every step of the way with trying to make changes to help our children in the City and I'm just alarmed by that. Thank you.

Erica Cooper, 885 North Main Street, had the following comments: I would just like to speak about the after-school meals for the children. I'm not a politician, I don't care to be a politician or go through all the politics, what I am here for is the children and that's what I will always be here for. As far as the after-school meals for the kids I think it's a great idea. If we're worried about costs, we're all taxpayers so it's not directly just coming out of each one of our money but this is something that needs to happen. I wasn't here for your comment Mr. Van Stone as far as would it help them academically. We do know that if a child goes to school hungry there is no way that they can think. We also know that when children are acting out we don't really know the core of what's going on at home, it could be they're going through their adult issues as far as with their parents as far as there being no lights, there being no food, this is something serious. So anyway that we can help the kids, we need to help them. No it's not gonna be what else do we do next for them, it's right here and right now, the meals will help these kids. I'm running an after-school program, last summer I ran a summer camp with 74 kids and those kids, we had kids coming in there that asked could they take their snacks home to bring to my parents. That's serious. Could I bring this snack home to my sister because she doesn't have anything to eat? When that type of thing happens we need to open up our eyes and really listen. We can feed these kids; it's not a big deal, why can't we do it? President Brown, you came to the summer program, you sat there for an hour or two so you know first-hand. So if we don't vote yes for this shame on us, shame on us; it's just a meal that may save their life or keep them fed for that day so at least their stomach will be a little bit fuller that morning. I am urging you and begging you to let this program pass for these kids.

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business at 7:16 p.m.

BROWN: Discussion? All in favor? So moved.

6. SUPERINTENDENT'S ANNOUNCEMENTS

Dr. Ouellette read and distributed the following announcements:

Ms. Debra Atkins, social worker and speech/language pathologist at Washington Elementary School, has been nominated for the 2015-2016 National LifeChanger of the Year award. Sponsored by the National Life Group Foundation, the LifeChanger of the Year program recognizes and rewards the very best K-12 public and private school educators and employees across the United States who are making a difference in the lives of students by exemplifying excellence, positive influence and leadership. A total of 16 winners will be chosen by the selection committee to receive cash awards that are split between the individual winner and their school. The national Grand Prize award is \$10,000. The top five winners will also be honored at a national awards ceremony. Winners will be announced in spring 2016.

This past Saturday, January 16, I had the pleasure of attending and giving greetings at The 1st Annual Dr. Martin Luther King Junior Youth Explosion at Waterbury Career Academy. This event featured workshops for both parents and students, as well as the presentation of awards to several students who demonstrated exceptional commitment to community service.

Parents, caregivers and providers are cordially invited to a discussion with the CT Office of Early Childhood (OEC) to provide feedback on their strategic plan. Participants will have an opportunity to share their thoughts regarding ways to improve public policies and direct funding to better support young children and their families. The discussion will take place on Wednesday, January 27 at the Waterbury Arts Magnet School cafeteria. The snow date is Monday, February 1. The time is 5:00 to 7:30 p.m. A light dinner and child care will be provided for children ages three and older.

As part of an Italian class, a select group of Wallace Middle School students have been invited to attend “An Intimate Conversation with Lidia Bastianich” at the Palace Theater next Wednesday evening, January 27th. Lidia Bastianich is an Emmy-winning host of Public Television’s and Food Network’s “Lidia’s Kitchen” and “Lidia’s Italy”. World Languages teacher Ralph Belvedere explained, “This is truly a great experience for our students and our school’s Italian language program. Bringing the language and culture of Italy firsthand to our students will be a great experience.” Parents will provide transportation to and from the Palace Theater. The students will participate in a special meet-and-greet with the star prior to the show.

Waterbury Arts Magnet School will hold a special event on Friday, January 29, 2016 at 8:00 a.m. to celebrate National School Choice Week. This event will feature student performances focusing on the theme of "Choices".

Wallace Middle School will present “Into the Woods, Jr.” on Friday, January 29, at 6:00 p.m. and Saturday, January 30th, at 2:00 pm in the Crosby/Wallace Auditorium.

The lottery application period for Maloney and Rotella Magnet Schools begins February 1 and ends at 3:00 p.m. on Friday, February 26.

Kindergarten registrations for the coming school year will begin in February. A list of days and other important information for parents is available on the district web site.

7. PRESIDENT’S COMMENTS

BROWN: Any questions? Thank you. I have no comments this evening. Would anybody like anything removed from the Consent Calendar? Commissioner Harvey.

HARVEY: Item #8.5 please.

BROWN: Okay, thank you. Anybody else? Commissioner Van Stone.

J. VAN STONE: I’d like to remove Item #8.2.

BROWN: Any other?

President Brown proceeded to read the Consent Calendar, Items 8.1, 8.3, 8.4, and 8.6 through 8.15.

8. CONSENT CALENDAR

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to approve the Consent Calendar, Items 8.1, 8.3, 8.4, and 8.6 through 8.15, as listed:

- 8.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the 2016-2017 school year calendar, as attached.
- 8.3 With the approval of the Committee on Finance, the Superintendent of Schools recommends acceptance of the Arts & Culture Collaborative Waterbury Region 2016 Regional Initiative Grant and approval of the Regional Initiative Grant Contract for the same.
- 8.4 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of an Agreement with University of Bridgeport for the period of July 1, 2015 through June 30, 2016 to provide student interns.
- 8.6 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the job specifications for, and new position of, Network Specialist II, as attached.
- 8.7 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the job specifications for the position of PreK – 12 Reading/English Language Arts Supervisor.
- 8.8 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the additional position of High School Vice Principal for the Enlightenment School.
- 8.9 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of the pilot high school course “Teaching Assistant Seminar”, as attached.
- 8.10 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of the “Active Classroom” pilot study, as attached.
- 8.11 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Elisa D’Agostino, WAMS grade 8, and six chaperones to take 50 students to Philadelphia, Hershey, and Lancaster, PA from May 17 through 19, 2016 to visit various sites.
- 8.12 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 36 students to New York, NY on March 2, 2016 to attend a performance of Fiddler on the Roof.
- 8.13 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Cassandra Fann-Pierce, KHS, and five chaperones to take 30 students to New Orleans, LA from March 23 through 27, 2016 to volunteer for Habitat for Humanity.

- 8.14 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
K. Yamashita-Iverson	Maloney café: Fri., Jan. 22, 6:00 - 8:00 pm (Japanese New Year party for 5th graders & family)
Mayor's Office Monroe Webster	WAMS atrium, café, art classrooms: Sat., April 30, 8 am – 2 pm (annual family & housing expo)
Human Resources	Kennedy café: Thurs., Feb. 11, 2:15 - 6:00 pm (maintainer exam)
CSEA/SEIU	Kennedy café: Fri., Feb. 19, 2:30 - 5:00 pm (café member's mtg.)
N. Clemente	Sprague gym: Wed., Jan. 20, 4:00 - 7:00 pm (Math Night)
E. Boutote	Career Academy: Fri., Feb. 5, 6:30 -9:30 pm (Valentine's Dance) (snow date: Fri., Feb. 19th)
Joseph Silva	WSMS café: Fri., March 18, 2:30 - 5:00 pm (grant meeting)
Police Dept. Lt. Mark Ryan	Wilby gym & track: Sat., Jan. 30, 6:30 am - 2:30 pm (police officer physical agility exam)
E. Racine	Reed café, rms.: Feb. 1st thru Mar. 28, 3:00 - 4:30 pm (after school program) Reed café: Sun., Jan. 24, 1:30 - 5:00 pm (3rd Annual Dad, Me and Football Family Event)
M. Marold	Career Academy: Sat. Jan. 16, 8:00 am - 2:00 pm (snow date: 1/23/16) (1st. Annual Dr. Martin Luther King Jr. Youth Day) (Ok'd per G. Miller)
C. Damor	Wilson gym: Tues., Jan. 26, 5:00 - 7:00 pm (Family Fitness Night) (snow date: 1/27/16)
J. Reed	Kennedy lib.: Tues., Jan. 26, 2:00 - 5:00 pm (Science Council mtg.)

- 8.15 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
Yashiva K'Tana of Wtby. Tamar Kornitzer	Wilby auditorium: Sat. & Sun. Jan. 23 & 24, 9:00 am - 6:00 pm (school play) (ok'd per G. Miller)

REQUESTING WAIVERS:

Long Hill Bible Church Eric K. Lott	Reed café & classroom: Sat., Jan. 16, 9:00 am - 2:00 pm (workshop) (ok'd per G. Miller) (\$504.)
Hoops 4 Life Deneen Fryer	Crosby gym: Jan. 24, 31, Feb. 7, 14, 28; 3:30 - 5:45 pm (basketball clinic) (\$546.)

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

Wtby. Reds Baseball Michael Cleary	Gilmartin gym: Mondays 1/28/16-3/29/16 5:30 - 7:30 pm (baseball training)
---------------------------------------	--

BROWN: Discussion? All in favor? Thank you.

9. ITEMS REMOVED FROM CONSENT

Item #8.2 – Committee of the Whole:

RODRIGUEZ: Ladies and gentlemen, with the approval of the Committee of the Whole, the Superintendent of Schools recommends approval to participate in the Connecticut State Department of Education’s “School-Based Diversion Initiative” (SBDI), **so moved.**

SWEENEY: **Second.**

BROWN: Discussion. Commissioner Van Stone.

JASON VAN STONE: Thank you Madam President. Last week during the Workshop on this item we had a number of questions and the group I think very ably presented the program. They happened to mention that they had been in the district before and rattled off a couple of schools they had done work in. In the time of the past week I had the opportunity to go back and look at just some cursory numbers from schools that they had done their work and I really didn’t see a whole lot of marked improvement as far as the results coming out of those schools. So given that fact plus the fact that they hinted towards that after their two year grant for the \$50,000 a year person, the ticket would be left up to us to pay, I think those things together along with the fact that we already have the Juvenile Review Board and some other things that we’re doing on our own, I will be voting against this item tonight.

BROWN: Thank you. Any other discussion? Vice President Rodriguez.

RODRIGUEZ: Thank you Madam President. On the opposite of my fellow Commissioner Jason Van Stone, I will support this and I’ll support it because the school-based diversion, the idea is to work with kids that are at-risk, kids that are most likely to be arrested or have behavioral issues and I think that if we can have additional staff committed to working with those kids, you know the prison to the pipeline from school based arrests is real, it exists. In addition to the work I work here, I work full time for the Connecticut Court Support Services Division of Juvenile Services so I see these same kids. So if we can prevent them from going into the system I think we have to do that work. So, we talk often about when we higher administrators at high positions I hear often times fellow Commissioners and folks say we need to hire staff that impacts the kids directly. Well you know what this program impacts the kids directly. That \$50,000 is peanuts in terms of what our budget has. And so I would encourage the fellow Commissioners to support this very important initiative. While there may be some other programs that do something similar, I think they can work hand in hand and the more resources we provide these kids the more likely they will succeed. Thank you.

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

HARVEY: Thank you. I just want to reiterate my comments from last week, on arrest. Anything that we can do to prevent our children from being arrested and I’m talking about from the point whenever behavior occurs, before the arrest, I’m for it. So I will be voting yes. This is a never-ending, I can say this, I hope at some point it will be ending but whatever resources we can provide for our students in this regard the merrier. So I will be voting “yes” for this. Thank you.

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

THERIAULT: I echo Commissioner Harvey's remarks. Any time we see a student that's gonna be arrested, and I hate to be kind of a broken record and reiterate once again, I was the principal in the alternative school, the Enlightenment School, for three years. It's probably one of the most helpful and the most important things I did on the face of the earth other than raising my kids and marrying my beautiful wife. But outside of that I mean to save these kids from an arrest that's gonna tarnish their educational record for the rest of their life. Any other resources that we can get, I agree with our Vice President also, if we have redundancy we have redundancy. Okay maybe that's a good system of checks and balances, even if it saves one kid from this turmoil of going down the pipeline of incarceration and then incarceration and incarceration. Maybe it saves one kid, maybe the 50 grand was worth it. So I'll be voting in favor of this. Thank you.

BROWN: Thank you. Commissioner Tom Van Stone.

TOM VAN STONE: Thank you Madam President, through you. A year or so ago when we talked about the Juvenile Review Board I was against it and I have not seen any data including that I requested to make me change my mind. It was, I felt, granting excuses. That model aside, this model when I looked at it last week I liked it, I did like this model, it was very different. We can say it's similar to but different but I think it's very different. This is a model I think has some potential, maybe it hasn't shown results just yet, but I think it's very different . . . the Review Board and I will be voting in favor of this tonight because it is a good model. I hope we can make this one work because we need it to work. Thank you.

BROWN: Any other comments? I will be voting in favor of this. It's a research based program where we'd be foolish not to accept the expertise that was presented at that Workshop. You have high level people who are willing to come into our school district...

SWEENEY: Point of order, the Chair cannot enter the debate.

BROWN: Thank you, okay. I could vote though.

ROLL CALL VOTE ON ITEM #8.2:

Yeas: Commissioners Harvey, Hernandez, Pagano, Rodriguez, Stango,
Sweeney, Theriault, T. Van Stone, and Brown – 9

Nays: Commissioner J. Van Stone – 1

Item #8.5 – Committee on Finance:

PAGANO: Ladies and gentlemen, with the approval of the Committee on Finance, Whole, the Superintendent of Schools recommends approval to participate in the At-risk After School Meals Program, **so moved.**

STANGO: **Second.**

BROWN: Discussion? Commissioner Harvey.

HARVEY: I pulled this out purposely for the audience to see how we vote on this. This is the particular, I believe, item in regards to afterschool programs and what was discussed in the paper. I just want to say that along with Commissioner Hernandez I really surprised that Walsh School was not included in the first round. So I just want to state that. But also in regards to the discussion regarding our kids and you, I was a little disturbed by the discussion as well. I think when you, I can recall being at a picnic and kids were there, it was a great event in the WOW area, it just so happened it was in the WOW area but I noticed, I was put in charge of handing out chips so I noticed that a certain young lady kept coming back and I kept giving her chips and what she was doing was storing the chips, storing up because she didn't really know if she was going to get another meal later on that evening. It just so happened that I had a bag that I could put it in so she could take it home. And it just touched my heart because you know she didn't know where her next meal was coming from. This is not all kids, this is some kids. So anytime that we have the opportunity to provide meals to our kids I think the vote should be yes. And if it means that we Commissioners have to volunteer cases like that where we're distributing food or just go and just watch, it just so happens it's the WOW Community Center, that every time they have a program they have food because the kids are hungry. You don't want to deny a child a meal. So I'm gonna be voting yes for this and I pulled it out so you can see how the Commissioners vote on this so that's why I pulled it out. Thank you.

BROWN: Thank you. Commissioner Van Stone and then Commissioner Hernandez.

TOM VAN STONE: Thank you Madam President, through you. The way we are talking about this I'm not real happy about that people think I want a student to go home hungry they don't know me. If people want to call me a racist I find that very offensive and they don't know me. The reason I have brought up comments against this is I have fought very hard not just for items like this but I fought very hard that the budget we govern here as the Board of Education need to be for education. I have fought very hard why we spend so much money to give a quarter of a million dollars to the Palace Theater because that money should go to our students for education. I have fought very hard for other rental properties that I don't feel meet our needs because I don't like where that moneys going. So the comments I began with if that's what people feel, fine. We need to get back into the educational business, that's where we belong. Now if these grants are out there and community organizations would like to go for these grants, I will be 100% behind you. But when the Education Department needs to manage, and it's not a free lunch, there's no such thing, okay. We have our personnel who will have to deliver this which means we have to pay the liability on these folks delivering this. We have to play our employees at Crosby High School to prepare. Look at the big picture please, before I'm called negative comments which I will take very offensive cause there's people still in this audience tonight that know very well where I stand on just about every position. I have reached out to this community and you know where I stand. Understand the big picture, this is the Board of Education, this is not the board to solve social economic needs. That is why we have a community. And if we want to find these grants for communities to serve these needs, as I stated, I will back you. We need to get back to the education business. Thank you.

BROWN: Commissioner Hernandez.

HERNANDEZ: First of all I don't want anyone to just assume that it's the North End that needs this program, it's the South End, it's the West End, and it's the East End. It is the City of Waterbury youth. Now I can understand where Commissioner Van Stone is coming from, we are supposed to be in the business of education, yes. But unfortunately if a grant comes across the educational department's desk and they feel that it is something that could be utilized in our schools, in our afterschool programs, then by all means let's do it, let's just do it. I was really, really taken back last week at some of the comments that were handed out and I really truly didn't know where they were coming from and I was offended, just a tad, at some of them and I was very shocked at some of what got said. So I will be voting "yes" for this because as I always said it takes a village to raise a child and if that means we have to feed every child then let's just do it.

BROWN: Thank you. Any other comments? Vice President.

RODRIGUEZ: Thank you Madam President. I echo Commissioner Hernandez's comments. I grew up poor, seven brothers and sisters, housing projects, my Mom barely spoke English, and I remember going to summer school programs to get a meal so I could really relate to a lot of these kids who will be receiving these meals. In a perfect world a kid would come to school fed, ready to do their work, uninterrupted, right, they'll have a great family at home, but realistically that's not what we see in this city. A lot of these kids are coming from single parent homes and I know that's not our problem but in a sense it is our problem because it's our community and we have to help develop that community to help educate that community. A lot of these kids are being raised by grandmoms, right, so I would encourage folks who are hesitant about feeding these kids to volunteer at the shelters, see it first-hand, go to DCF, because, you know, thank God I educated myself, I worked hard, and my kids don't experience not one bit of what I experienced growing up, thankfully, because I don't think they'll survive. But just because my kids live like that, I know that there's a lot of kids in this community that are suffering, that are hungry, and I think it's up to us, yea, we're not in the business of socioeconomics, listen, we're in the business of helping these kids in whatever capacity we can so that they can succeed in the future. Whether that be feeding them, whether that be ensuring that they understand how to save a dollar, we play a major role in the child's development, listen, we're with them for 12 years and we have to be there for these kids because if we turn our backs on them, what do you expect them to do to us? It's our responsibility. Say what you want but you know that meal will help these kids because often times they'll go home and there's nothing to eat. In Waterbury there's a lot of poor districts, a lot of homes that are broken, and a lot of folks that are suffering. And so that's just one bit that we can do, I'm all for it. Thank you.

BROWN: Thank you. Commissioner Van Stone.

JASON VAN STONE: Thank you Madam President, through you. I think Vice President Rodriguez makes a great point. I do have hesitancy about this and I have gone to soup kitchens and I make sure every, especially around the holidays, I make sure I bring my kids down there to serve people who are less fortunate because it's important to know all the blessings you have in your home. It might not be wealth, but there are things I'm sure everyone at this table has that a lot of people in Waterbury don't and I get that. Having coached youth at PAL there were times I would make sure

that the first or last half hour of practice was me buying a bunch of pizzas because I knew these kids probably weren't going to eat. That's what I did in my private function as a citizen of this City. The general philosophical difference I have is that the government, whether it be us here at the local level or the feds or the state, can't be everything for everyone all the time. It's easy to say everyone should eat; of course, I don't want one kid to go hungry in this City, ever. I'm not against this program because I'm evil and I want kids to go home hungry, I don't think anyone is, you have to be insane to want that. But I think history has shown us the more we create these programs, as well intentioned as they are, they're not helping. The more we work on poverty at this giant government level the worse things get. We need, as individuals, as small pockets, as communities, to help our people and we can't always hope that the government will bail us out. It's a simple philosophical difference. I'll do everything I can to make sure everyone gets fed myself, as an individual, I don't think it's under the auspices of a government, a Board of Education, not a board of hunger, not a board of social services. If we can focus on educating our kids that helps them eat, that helps them create a better growth model. It saddens me that the things we're talking about here tonight are food and arrests, that's because we, and generations before us have failed. If we can just get back to the education part of this and make sure that at the end of each day the kid that walked into our building left better emotionally, spiritually, intellectually, they could fix all the stuff we've broken, but we start talking about this and never get to the meat, never get to the key that could unlock a future for each of these kids. I'd like to feed everyone, I'd like to make sure everyone had a warm bed at night and I know that's not the case in far too many homes here but I don't think that this program is the right arena. If you were to show me another one in the social services aspect in a community group, in a church, I'll support it 100%. I think we as a Board of Education need to get back to our prime directive which is educating. Thank you Madam President.

BROWN: Any other discussion? Commissioner Pagano

PAGANO: Madam President, through you. For me this is a simple decision, I'm going to be voting "yes". Education is nourishment of the mind and the soul and I believe that the mind and body are connected totally and you got to feed both to get out the proper output and proper adjustment. So I'll be voting "yes".

BROWN: Commissioner Hernandez.

HERNANDEZ: I do believe there are quite a few organizations that also are doing exactly what we're trying to do today with this program. Now I asked Mr. Schwartz exactly where the money, where is the money coming from. So if I could I would like for him to just come and kind of give us another little spin on where the money is coming from cause what he told me was that it's from federal money that we've already paid. So if we've already paid it why not use it.

SCHWARTZ: Good evening. The money is coming from the federal government. It is a program that was adopted I believe around 2004 and it expanded over several years and it is a federal program through federal coffers and it's there for you to either partake in or not. I am not sure what happens to the federal money for those communities that do not partake in the program, assuming it goes back into the federal coffers. But that money has already been taken out and they offer this program via that structure. So it

would not cost the local citizens or the town any additional money other than the money that the federal government and the taxes that are going to that that the federal government has decided to put towards these programs.

BROWN: Thank you. Commissioner Stango.

STANGO: I'll be voting "yes" on this program also. I'd like to look at this program as an additional snack for the kids in the last afternoon. Anyone who knows kids knows they can eat snacks every hour on the hour and still not have enough. I don't like it being called a supper program. I don't like the idea that perhaps it's taking the place of the supper meal. The supper meal provides nourishment not only in food but in everything else. I'm not saying that because I don't think that the kids are getting it, I just don't want it to be perceived as a replacement. Give them a snack, give them a snack every hour, that's fine with me, but I don't want anyone to think that they are getting supper in school and so I will be voting yes. Thank you.

BROWN: Madam Clerk, roll call vote please.

ROLL CALL VOTE ON ITEM #8.5:

Yeas: Commissioners Harvey, Hernandez, Pagano, Rodriguez, Stango,
Sweeney, Theriault, and Brown - 8

Nays: Commissioners J. Van Stone and T. Van Stone – 2

CLERK: Eight/two, motion passes.

10. COMMITTEE ON GRIEVANCES

10.1 Upon a motion by Commissioner Rodriguez and duly seconded by Commissioner Sweeney, it was voted that WTA Grievance 15-16-01, heard by the Committee on January 12, 2016, be tabled per a mutually agreed to date with the Waterbury Teachers Association.

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

10.2 Upon a motion by Commissioner Rodriguez and duly seconded by Commissioner Sweeney, with Commissioner Theriault voting "no", it was voted that WTA Grievance 15-16-02, heard by the Committee on January 12, 2016, be denied.

BROWN: Discussion? Commissioner Harvey.

HARVEY: Can we have a brief narrative on what occurred with 15-16-02.

RODRIGUEZ: The description is administrative and supervisory positions, the June 2015 Civil Service examination and subsequent scoring violated the 2013-2016 CBA article four, section five, and all other relevant articles. There was not credit given to teachers who have previously worked in an acting capacity. The relief sought is that the credit be given to teachers who have worked in an acting capacity and other remedies deemed appropriate. The grievant was WTA and it was a class action grievance. And I

understand that . . . is he available for us? Can you give us an update on this because I know we moved it forward to your attention to work it out with the WTA?

BRENKER: I met with the President of the WTA and with Scott Morgan the Provisional HR Director for the City. There's a contract clause that states that we have to resolve an impasse before we can consider adding the credit to the score. Mr. Egan will provide something to us, we'll sit down, we'll sign off, and then we'll work to add that to it.

BROWN: Any other questions? All in favor.

THERIAULT: Opposed.

BROWN: One opposed. Abstentions?

10.3 Upon a motion by Commissioner Rodriguez and duly seconded by Commissioner Sweeney, it was voted that WTA Grievance 15-16-06, heard by the Committee on January 12, 2016, be suspended, per mutual agreement with the Waterbury Teachers' Association, for further investigation by the Director of Personnel.

BROWN: Discussion? Commissioner Stango

STANGO: Just a question on the wording. The first grievance 15-16-01 was tabled but this 15-16-6 is suspended, is that what you said? Is there a difference.

RODRIGUEZ: It could have been tabled; this is how it was written up.

BRENKER: The grievance was based on the way we provide the sick leave at the beginning of the year. Approximately six years ago the practice was changed so that the teachers would get their 15 days of sick leave and their three personal days on the first day they worked, not on the first day of the school year. I committed to the Teachers' Association I would review it, I have, there's no basis in law or policy which is someone's idea that it would reduce the use of sick leave if you couldn't have it when you started the school year. So we've amended it, payroll has amended it. The individual grievant has been credited with the amount herself. So it will be resolved.

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

11. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Theriault, it was voted unanimously to receive and place on file items 11.1 through 11.7, as listed:

- 11.1 Athletic appointments effective immediately:
Hernandez, Ivan – Freshman Boys Basketball Coach, WCA.
- 11.2 Athletic resignations:
Vecca, David – Varsity Baseball Coach, WHS, effective 12/4/15.

- 11.3 Grant funded appointments effective immediately:
 Clemente, Susan – promotion to Special Education Office Manager, 12 months per year, 35 hours per week @ \$16.48 p/hour, UPSEU position.
 Hoosain, Rozeena – Parent Liaison, NEMS, 182 days, 30 hours p/week @ \$15.12 p/hour, non-union with benefits governed by the UPSEU agreement.
- 11.4 Rotella Magnet School’s After School Program appointments, Session 2, January 11 – March 31, 2016, Monday through Thursday, funded by RMS’s Operating Grant:

Administrator: Robin Henry, Principal
A/V Tech: Brian Michaud
Grants Facilitator: Jean Zastaury

Teachers – Enrichment and/or Academics

Altieri, Christina
 Argenta, Lauren
 Barrett, Ellen
 Cipriano, Nancyjean
 Ciuffo, Stephanie
 D’Aniello, Kara
 Dooling, Joan
 Ecke, Lisa
 Freeman, Rosalie
 Ledbetter, Brenda
 Lee, Ellen
 McLaren, Ashley
 Monroe, Mary
 Ouellette, Bernadette
 Pribila, John
 Rinaldi, Heather
 Romano, Lisa
 Russaw, Crystal
 Santovasi, Monica

Aides

Beaudoin, Janet
 Generali, Linda
 Lanouette, Victoria
 Lopez, Elizabeth
 Mancini, Nancy
 Meehan, Lisa
 Santos, Jeannine
 Vicenzi, Valerie
 Walters, Kimberly

Paras

Begin, Debra
 Cicchiello, Ersilia
 Sugrue, Kathleen

- 11.5 Teacher new hires:

Name		Assignment		Step	Effective
Angelini	Susan M.	WHS	Spec. Ed.	MA/4	11/30/15
Balancik, Jr	Benjamin	Bunker Hill	Spec. Ed.	B+15/4	12/14/15
Chepulis	Kim K.	Regan	Grade 3	MA/3	12/7/15
Glick	Stephen E.	WSMS	Spec. Ed.	6 th /4	12/10/15
Grazhdani	Eneida	Sprague	Grade 3	BA/2	10/5/15
Holden	Kimberly E.	Gilmartin	Gr. 7 & 8 Math	MA/12	1/4/16
Korper	Geoffrey	WMS	Science	MA/10	12/17/15
Lasky	Jane	Wilson	Speech/Lang Path	6+15/2	8/24/15
Loh	Pamela	WHS	TESOL	BA/10	1/4/16
Mejica	Migdalia	Chase	Gr. 2 Bil.	M+15/6	11/2/15
Morales	Angel	Bucks Hill	Gr. 4 Bil.	6+15/9	10/23/15
Thompson	Merissa	CHS	School Psych.	6+15/2	12/3/15

11.6 Retirements:

Gelband, Genya – Enlightenment/State Street ESL, revised eff. date of 03/01/16.
Hutchings, Joanne – WAMS/KHS French, effective 06/30/16.
Ladden, Brian – Rotella Music, effective 06/30/16.

11.7 Leave of absence requests:

Marques, Lauren – Kingsbury Grade 3, requesting an unpaid childrearing leave of absence through June 30, 2016.
Melendez, Diana – WAMS Spanish, requesting an extended unpaid childrearing leave of absence from January 20 through June 30, 2016.

BROWN: All in favor. Number 12 – Unfinished Business of the Preceding Meeting Only. Seeing none, moving on to #13 – Other Unfinished, New, and Miscellaneous Business. Commissioner Theriault.

THERIAULT: Actually the letter that I wrote here was must stronger than I am initially going to present it at this time. But I'm gonna still say some of it. I did hear you President Brown on the radio regarding the building program, as I'm sure you heard me on the radio when I went on the radio. I was very careful not to make any disparaging remarks against my fellow Board members or in particular people. I did notice that you referred to me as someone living in the 50's, maybe because you didn't like my stance on the building program. So I'm gonna take that in jest. Yes, I did live in the 50's and yes, they were some of the greatest years of my life. I went through puberty in the 50's and I had a lot of fun. So that being said I'm gonna take it in jest. But I would point out to all of us that we are a Board as a whole; there's no "i" in board, there's only "we". We have no power individually to influence one another outside of this meeting. So phone calls that are made, indiscretions that are made, innuendos that are made, should not be allowed and should never, never, never be considered. So that's as far as I'm gonna go with it for now. I expect each of us always, and I always try, I'm not perfect, I expect each of us to treat each other with mutual respect and courtesy at all times. If you're stuck on an issue I can understand you're stuck on an issue but remember quiet, courteous, respectful dialogue is permitted, not shouting, roaring, innuendo, things like that. So that's enough said for now but if it happens to me at all in the future I will take it up before the Board. Thank you.

BROWN: Vice President Rodriguez

(Clerk's note: recording equipment malfunctioned)

RODRIGUEZ: Commissioner Theriault, thank you, I really truly thank you because we can disagree amongst what we believe in as Board members but I can tell you when we leave these meetings and we see each other, I can break bread with every single member on this Board and we can be best of friends, we may not agree philosophically and we may not agree on all the issues but I totally respect my fellow Commissioners so that is always welcomed and so greatly appreciated. And it's true, it's not an "i" on the Board of Education, it's a "we". We get beat up together and we celebrate together and so I welcome those comments because folks need to be reminded at times.

What I really wanted to speak about is really just how incredible, how wonderful, I attended the MLK event that Sean Mosley and Pastor Rodney Wade did a fabulous job

at the Waterbury Career Academy for the first annual MLK, I mean they had a great turnout, had a list of great speakers and it was truly a well community supported event, a well-attended event, and it generated some buzz not only throughout not only the City but also the state. So I want to give credit to those folks who really worked hard . . . very supportive in that effort . . . Commissioner Harvey, Commissioner Hernandez, Commissioner Sweeney, I think the entire Board pretty much, Commissioner Brown, . . . phenomenal event. Thank you.

BROWN: Commissioner Harvey.

HARVEY: While it's on my mind, there's no "i" in team folks but you know when things happen they happen behind the scenes and you wonder why it happens and you know you didn't do anything but it still happens, unless it happens to you, until it happens to you I question the conversation. I appreciate the support folks, I appreciate you coming down and supporting. What was done to me was done to you so I appreciate that. There's a need for representation, we had it, again, I still don't know why things happened, all I know is they happened. So I'm just saying, I don't know about breaking bread, etc., I'm here to represent the kids in this district, that's what I'm here for. I have respect for everyone on this Board but it's a working respect, okay, but I'm here for the kids and the community. That's what I'm elected for, I'm reminded every year that's what I'm elected for. I know this may go against what others think but I just feel I have to state that. So anyway, moving on. I want to also thank not only the folks that came out, the parent that spoke, I want to thank, let me first go back to the first annual youth explosion . . . the planning committee – President Brown, myself, Dr. Tucker, Mary Ann Marold . . . it was a tremendous amount of work put into planning this and the whole idea here was to teach our youth about the philosophies of Dr. King. There are complaints about well we don't teach Black History in the district and we really need to look into that. I know I've been fighting that since I was in high school so I really need to look at that. This is an attempt to make sure that we did that . . . need to tweak but I think it went very well . . . need to do, we had an oratorical contest, one of the skills of Dr. King that we remember are his speeches so I'd like to for Black History Month which is in February see if we can have an oratorical contest districtwide. I know I was involved in high school doing oratorical contests and I know what it did for me so I would like to have that same benefit for our kids in the district.

So on January 18 I was rewarded with a community service leadership award. The Waterbury Center for Economic and Social Justice awarded me a Martin Luther King, Jr. Community Service Leadership Award for dedicated service to the City. I want to thank Commissioner Tom Van Stone for texting me, you were out of the country but you congratulated me, I appreciate that. I want to thank . . . standing out and marched from the Martin Luther King Park to Grace Baptist Church where one of the Martin Luther King services was held. It was significant because it was done in the Martin Luther King Park here in the City, it was done on the day that we commemorate Dr. Martin Luther King and Dr. Martin Luther King is an idol of mine. So I really appreciate that, I appreciate the folks that came out in the cold to march, and I appreciate all of the concerns, all the concerns that were expressed. Again, I thank you. I was the first one to receive this award, from my understanding this is gonna be done on a yearly basis so again I'm just really very appreciative of that. Thank you.

EXECUTIVE SESSION

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to convene into Executive Session at 8:04 p.m. for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.

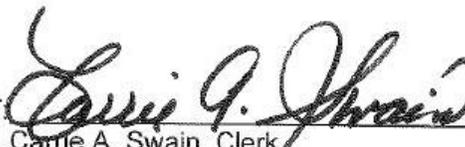
Present were: President Brown, Commissioners Harvey, Hernandez, Pagano, Rodriguez, Stango, Sweeney, J. Van Stone, and T. Van Stone. (Commissioner Theriault "recused" himself from the Executive Session). Also present were: Dr. Ouellette, Darren Schwartz, and Bob Brenker.

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Pagano, it was voted unanimously to return to the regular order of business at 8:18 p.m. with no votes taken.

ADJOURNMENT

Upon a motion by Commissioner J. Van Stone and duly seconded by Commissioner Hernandez, it was voted unanimously to adjourn at 8:18 p.m.

ATTEST


Carrie A. Swain, Clerk
Board of Education