

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ REGULAR MEETING*

Thursday, February 6, 2014 at 6:30 p.m.

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

**PRESENT:** President Stango, Commissioners Awwad, Brown, Harvey, Hayes, Hernandez, McEntee, Rodriguez, J. Van Stone, and T. Van Stone.

**ALSO PRESENT:** Superintendent Kathleen Ouellette, Chief Academic Officer Anne Marie Cullinan, Special Advisor to Superintendent Paul Sequeira, and Chief Operating Officer & Chief of Staff Paul Guidone.

STANGO: Before we begin I would like to note the presence tonight of the Class of 2014 of Parents Supporting Educational Excellence. Would you all please stand to be recognized.

*(applause)*

STANGO: Parents Supporting Educational Excellence is a civics initiative providing strategies and tools to prepare parents, grandparents and guardians to build leadership skills. Their focus is to enable and change educational policies and practices through partnerships with schools, therefore improving education for all children. Seventeen individuals are currently enrolled in the Class of 2014; their graduation will be in June at some point. Parents Supporting Educational Excellence is a program of the Commission on Children and the Connecticut Center for School Change. And we welcome you and thank you for joining us tonight. I congratulate your efforts. Please note that if there's anything we can do for you as you progress to let us know. We are all in this together as we work for the students and families of Waterbury.

### **1. SILENT PRAYER**

President Stango called the meeting to order at 6:48 p.m. with a moment of silence.

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

Ms. Melissa Serrano Adorno, a member of the class, led everyone in the Pledge of Allegiance to the Flag.

### **3. ROLL CALL**

CLERK: Commissioner Awwad

AWWAD: Here.

CLERK: Commissioner Brown.

BROWN: Here.

CLERK: Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hayes.

HAYES: Present.

CLERK: Commissioner Hernandez.

HERNANDEZ: Here.

CLERK: Commissioner McEntee.

McENTEE: Present.

CLERK: Commissioner Rodriguez.

RODRIGUEZ: Here.

CLERK: Commissioner J. Van Stone.

J. VAN STONE: Present.

CLERK: Commissioner T. Van Stone.

T. VAN STONE: Here.

CLERK: President Stango.

STANGO: Here.

#### **4. COMMUNICATIONS**

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

1. Copy of email communication dated January 14, 2014 from Jimmie Griffin regarding City's hiring practices.
2. Email communication dated January 23, 2014 from Tony Santora regarding taking another look at renaming of Bucks Hill School.
3. Copy of communication dated January 16, 2014 from Civil Service certifying Ralph Perillo for the position of Plumber Foreman.
4. Copy of communication dated January 14, 2014 from Civil Service certifying Sandra Palermo for the position of Paraprofessional.
5. Copy of communication dated January 22, 2014 from Civil Service certifying Amarjit Matharu for the position of Paraprofessional.
6. Copy of email communication dated January 30, 2014 from Jimmie Griffin regarding Civil Service Commission's role in Waterbury.
7. Copy of communication dated January 31, 2014 from Civil Service certifying Nancy Gambini for the position of Paraprofessional.
8. Copy of communication dated February 3, 2014 from Civil Service certifying Shon Alves for the position of Maintainer I.

STANGO: Motion has been made and seconded. Any discussion? All in favor, opposed, motion carries.

## **5. APPROVAL OF MINUTES**

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to approve the minutes of the Special Meeting of October 29, 2013, Rescheduled Committee Meeting of October 29, 2013, Rescheduled Regular Meeting of November 13, 2013, Rescheduled Committee Meeting of November 13, 2013, Regular Meeting of November 21, 2013, Sheriff Call Meeting of December 1, 2013, Rescheduled Committee Meeting of December 2, 2013, Regular Meeting of December 5, 2013, Committee Meeting of December 12, 2013, Regular Meeting of December 19, 2013, Committee Meeting of January 9, 2014, and Regular Meeting of January 16, 2014.

STANGO: Motion has been made and seconded. Any discussion? All in favor, opposed, motion carries.

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

Upon a motion by Commissioner Jason Van Stone 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 6:54 p.m.

STANGO: Motion has been made and seconded. All in favor, opposed, motion carries. All speakers are encouraged to submit prepared written statements to the Commissioners. Comments shall be limited to a maximum of three minutes. There will be no responses this evening to any questions or concerns raised; they will be referred to the Administration for review and response.

**Rick Bachand, 27 Vivian Street, had the following comments:** Although I'm not from Waterbury, I'm a Waterbury new businessman, I own the Brass City Brawlers, the new semi-pro football team in town. First off I'd like to say thank you very much, I was up at the podium here a year ago pleading my case to have my team come to your town here and thankfully you guys saw fit to have us come. Quickly I just want to say that out of my 45 gentlemen who play on my team, 43 of them were from Waterbury and out of those 43, our program got 15 of those kids back into college that were not college bound or anything a year ago today. So as I pleaded with you and told you that my program works, my program works and it's gonna work even better next year and it's gonna be even better the following year. The main reason why I'm here tonight is because I want to speak really quickly about the field over at Crosby, that is our home field. We did get into some issues with the NEFL, that's the league that we play in, with that field because it just quite wasn't up to par for a semi-pro league. So I would ask you please to do whatever it takes to help us get that field up to par so we can keep continuing this program, get more of these kids back at school, get them back into the workforce, and keep Waterbury in the limelight in our league. Thank you very much.

**Jimmie Griffin, 46 Pilgrim Avenue, had the following comments:** First I must say that I'm very disappointed at what appears to be a predetermined decision to reject the SAW Grievance request to reinstate the contract of Principal Erik Brown coming from the BOE Grievance Committee that will be presented to the entire Board I guess tonight. I do not feel that the three brand new Board members who have little experience concerning personnel matters should have been allowed to sit on such an important contractual question and make such outrageous judgment statements to the

public such as those reported in the Waterbury Republican by Mr. Van Stone supporting denying the grievance, said Brown wasn't ready to be a principal. He also went on to say we're not in the business of training principals on the job, Van Stone said, he noted that Brown never served as a vice principal when he took the helm of Walsh, that's not to say he isn't a future principal, Van Stone said, which is outrageous. I have watched the politics being played by the Mayor ever since he hit the ground and when he was with the Board of Education who played a favor to Republican Board members in pushing his anti-brown and black agenda from day one, he appointed a Republican as President over the Board over an outspoken Black Board member to maintain control of the Board twice. Where the same nepotism and patronage in the City's Civil Service System has run rampant throughout the Education Department. I almost fell to my knees to pray when I found that he had hired the same lawyer to defend the flawed hiring practices in the City who had once defended this very Board of Education during the Giordano administration against the very same conditions that exist today in this education department. This Board should be ashamed of itself for putting politics before the children of the City who just happen to be 75% Black and Latino, if not more. Shame on you. And I say that because you know everybody screams that I'm always screaming racism, racism, racism, but you know when this is blatant as it seems to be here, it's outrageous, I've never seen anything like this. I can't possibly think of how some Board members just come on this Board that have no professional experience whatsoever on the Board of Education and make some kind of determination like this and the senior members of this Board allow them to sit on the Grievance Committee that's so important. I'd just like to say that it's a shame and that I hope you reject that report.

**Jose Gonzalez, 131 Cooke Street, 1<sup>st</sup> floor, had the following comments:** I was born and raised here in Waterbury, Connecticut and I am an athlete, I'm a member of the Brass City Brawlers. Going with the facilities that are up there, we do need repairs but we don't need repairs just for us and our team alone, we need the repairs for the Waterbury Patriots. I was a Waterbury Patriot, I was a Waterbury Patriot coach, and my friends and family now coach there, they help all those children and that field is used by so many people but with those potholes there's so much like risk of injury and as an adult we know those risks but for children, those risks shouldn't be there for them, no six year old should tear an ACL if they step in a pothole. So I'm just coming to you guys pleading to please help us with that field, please get it repaired for us so everyone could enjoy it and bring the City back to a while. Thank you for your time.

**Geraldo Reyes, Jr., 30 Madison Street, had the following comments:** First of all I'd like to congratulate again the parents' support group for our education for our schools, they are so needed and it gives me great joy to see that the majority of them are Latinos which comprise of the largest amount of the students that are there. So ladies, gentlemen, good luck with your new endeavor and we're proud of each and every one of you. Thank you for your work.

Second, I'd like to talk a little bit about the Crosby High School football field. It really hasn't changed that much since I ran track. That track field there is actually very, it's actually almost unusable. It's a shame that it's gotten so bad but having said that it gives us an opportunity and a platform to now make it a state of the art/world class track field and football field facility at the same time. Green-space being of the essence in the City of Waterbury, as the young men who spoke before me, there will be plenty of use

beyond the football field and the football field is in dire need right now. What I'd like to see before we look at a two point five or three million dollar renovation project at Crosby High School, I'd like to see some concessions made and some repair work done so that it's usable for the 2014 season because as I understand these monies are not going to be available until probably after this football season so I'd like to see us put some money into the field and actually grow grass and fix some of those divots that are on the field now so that nobody does sustain any life-long injuries on that field.

The last thing I wanted to talk about was the "Gathering" event. I would like to have the Board of Education start getting the information down to the teachers, the principals, administrators and then obviously the children. The 2014 "Gathering" which is going to be held on May 17 with a rain date of May 18, is probably gonna be the biggest event that Waterbury has had in quite some time. Our expectation is somewhere in the 15 to 20,000 range and the leadership of this "Gathering" has put a strong and a big emphasis on children. Our event last year drew somewhere between 8 and 10,000 depending on whose number you took. This year we're gonna put a big, big, big emphasis on children. So I just want to start the ball rolling with the Board of Education, put this in your heads and your agendas so we can figure out a great way to process this down through the administration, through the teachers, through the leadership, and then to the children and their parents. Thank you.

**Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business at 7:04 p.m.**

STANGO: Motion made and seconded. Any discussion? All in favor, opposed, motion carries.

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

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

First, let me welcome members of the Parents Supporting Educational Excellence class who are attending this evening's Board of Education meeting. We are always pleased to have our parents participate in this program as well as the Parent Leadership Training Institute. Both of these excellent programs, offered through Waterbury Hospital, provide training to parents who want to become more involved in their schools and communities. I would also like to congratulate Angela Holmes, who was recently named Parent Leadership Coordinator for the programs. Angela has been a very active member in our schools and in district parent leadership for the past several years. She is currently president of our Title I District Parent Advisory Council and an active member of the School Family Community Partnership district action team.

The Policy Committee met on January 30, 2014 to review the response to Recommendations for Walsh School Governance Council. Paul Whyte, Supervisor of School Turnaround; Gina Calabrese, Interim Principal of Walsh School; and Mary Ann Marold, Education Liaison to Government, Business, and Community attended to discuss the response. The response outlined a timeline to hold elections for parent, teacher and community members of the Walsh School Governance Council. The

response also included the plan for amending the bylaws of the Walsh SGC to bring them into compliance with state statutes.

The Committee reviewed the response and made recommendations to include specific times for the meetings for the SGC. The Board is expected to review the new bylaws that will be submitted and are mostly written by CABA for School Governance Councils. A draft of the response was sent to the Department of Education for feedback and the final response was approved by the Policy Committee. The final response was forwarded to the Connecticut Department of Education on January 31, 2014 (see attached). Once the members of the council are duly elected, revisions to the bylaws will begin. New bylaws will be presented to the Policy committee upon adoption.

Mayor Neil O'Leary accepted a first place award recently at the United States Conference of Mayors (USCM) for Waterbury's *Kid's Marathon Program*. The Conference, held in Washington D.C., gave six awards to mayors of cities with outstanding programs that encourage healthy weight through balanced diet choices and regular physical activity. The grant awards were divided into small, medium and large city categories, with first place and second place awards given in each category. In the medium city category, Mayor O'Leary and the city of Waterbury were recognized with the first place award for their collaborative efforts on launching the *Kid's Marathon Program* with the Rod Dixon Kid's Marathon Foundation. The \$120,000 grant will support the 2014 Kid's Marathon Program, a partnership between the YMCA, City of Waterbury, Department of Education, Boys and Girls Club, Police Activity League (PAL) and Connecticut Association of Schools, aimed at introducing the sport of running to youth ages 7-12, over a 12-week period and at no charge to the participants. The Kid's Marathon Program is designed to target city youth lacking in physical activity and good nutrition habits. Students run 1-2 miles, two or three times per week, completing a cumulative 26.2 mile marathon over the course of the program. They also received positive and practical guidance on nutrition that helps foster long-term healthy eating behaviors. In 2013, the program's first year, 438 students participated, with the culminating 1-mile run occurring at Crosby High School before a crowd of family, friends and supporters. A total of \$445,000 in grants was awarded to support both new and existing programs. Dallas, TX; Denver, CO; Little Rock, AR; Monrovia, CA; and York, PA were also recognized for their mayoral-based initiatives.

The Connecticut Center for Advanced Technology has received word from the State Department of Education that its Math and Science Partnership proposal, named "Next-Gen Science CT" (NGSC), has been selected for funding. Waterbury is considered a participant in this grant. The other project facilitators include UConn, CCSU, and the University of Hartford. The project will provide professional development that will allow teachers "to delve into the kinds of curriculum, instruction, and assessment that can achieve the vision of the Next Generation Science Standards". This unique project will also yield a valuable Next-Gen Science CT Toolkit that can be used throughout the district as well as others statewide.

The WOW/NRZ Youth Council's 11<sup>th</sup> annual Black History Celebration was held Tuesday evening. I, along with Vice President Harvey and Mrs. Cullinan were in attendance. Crosby High School's Principal Michael Cain was a guest speaker and Dr. Aresta Johnson, Instructional Leadership Director, received a Directors Appreciation Award. This was a delightful event to kick-off the celebration of Black History Month.

SUPERINTENDENT: Finally I just want to recognize also Mr. Steve Baldwin, the Athletic Director of Wilby High School, he's announcing this evening that the PBIS feeder school program in which North Division schools are given tickets for students and their families to attend a Wilby High School basketball game this evening, tonight over 100 students and their families from Sprague, Reed, Kingsbury, and North End Middle School will enjoy the game at Wilby High School Wildcats as they take on the Cheshire High School Rams. Thank you Mr. President and I'll entertain any questions the Board may have.

STANGO: Any questions?

HARVEY: I'd just like to mention that Commissioner Hernandez was also present at the WOW.

SUPERINTENDENT: I'm sorry; I'm so sorry Commissioner Hernandez. I was sitting right next to the Vice President, she wouldn't let me forget.

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

STANGO: Very briefly, we are about the midpoint of the school academic year, as per usual this time of year see's disruptions to the school calendar due to the winter storms leading to the cancellation of school. As of today the last day of school is June 13 and that's a Friday and I think it's an actual ending point, so we're all in agreement that we have no more snow days I believe. Any additional snow days will extend the school year into the next week of June 16, 17, 18, and so on. Also, another announcement regarding the Board's calendar. When reviewing the calendar for February I noted that Waterbury Schools have a mini-break on Monday, February 17 – President's Day and on Tuesday, February 18 – Lincoln's Birthday observed. These days are holidays for students and teachers and White Collar workers and Blue Collar workers. In considering the quick turnaround from our Workshop through the break, I see that the next Thursday comes real quick. Therefore I am rescheduling the Regular Meeting of the Board on February 20<sup>th</sup> to February 27<sup>th</sup>. The Board's Regular Meeting of February 20 will be rescheduled to before our Workshop at Kingsbury School. And that concludes my comments.

Does anyone wish to remove an item from the Consent Calendar?

*President Stango proceeded to read the Consent Calendar, items 9.1 through 9.5.*

## **9. CONSENT CALENDAR**

**Upon a motion by Commissioner Harvey and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to approve the Consent Calendar, items 9.1 through 9.5, as listed:**

- 9.1 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of the Department of Education's 2014-2015 Capital Budget request, as attached.

- 9.2 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the ED042/Phase I for the Kennedy High School Addition & Alterations Project (State Project #151-0288 EA).
- 9.3 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of a Construction Contract with Quality Improvements, LLC for the Bucks Hill School Partial Roof Replacement Project.
- 9.4 With the approval of the Committee on School Facilities and Grounds, the Superintendent of Schools recommends approval of the use of school facilities, at no charge, by the following school organizations and/or City departments:

<b>GROUP</b>	<b>FACILITIES AND DATES/TIMES</b>
R. Augelli	Washington gym: Tues., Feb. 4th 5:00-7:00 pm (Movie Night) Washington gym: Tues., Feb. 11th, 4:00-9:00 pm (Rainforest Program)
Lauren Elias	Kennedy aud.: Wed. & Fri. Mar. 26th & 28th, 5:00-9:00 pm, (Tinker School play)
P. Poulter	Regan all purpose room: Thurs., Feb. 13th 6:00-7:00 pm (PTO mtg.)
R. O'Neill	Carrington café: Wednesdays-Feb. 19, March 19 & May 21 5:00-7:00 pm (Literacy workshop)
L. Lopez	Rotella aud., gym, café: Wed., Feb. 26th, 5:00-9:00 pm (Rotella lottery open house)
J. Gopie	Crosby gym: Tues, April 29th 2:00-6:00pm (set-up for Fair) and Wed., Apr. 30th 6:00am-3:00pm (STEM Fair) Crosby gym: Fri., Apr. 4th 2:00-11:00 pm (Crosby class dance) Crosby café: Wed., May 21st 2:00-9:00 pm (super senior supper) Crosby lib.: Tues., Feb. 4th 6:00-8:30 pm (annual Title I meeting) Crosby aud.: Thurs., June 5th 2:00-9:00 pm (awards night)
K. Effes	Tinker gym: Thurs., Feb. 13th 5:00-9:00 pm (Valentine Dance) Tinker café: Thursdays – Feb. 20, Mar. 20, Apr. 24, May 22 5:30-8:00 pm (PTA meetings) Tinker gym & café: Fri., Mar. 14th 5:00-9:00 pm (PTA/Bingo)
K. Pinho	Rotella aud.: Sat. & Sun., April 26, 27, 10:00 am - 8:00 pm, (Rotella's afterschool play)
M. Marold	Walsh media ctr.: Wed., Feb. 5th 5:30-7:00pm (Governance Council election) Walsh media ctr.: Tues., Feb. 11th 5:30-7:00pm (Governance Council mtg.)
M.A. Amendola	Chase computer rm.: Fri., Jan. 31st 3:00-6:00 pm (access health enrollment)
D. Currier	Chase café: Thurs., Feb. 13th 5:30-7:30 pm (family bingo-pizza night)
C. Dance	Wilson café: Wed., Feb. 26th 6:00-7:00 pm (family math night)
*Diana Monti	Reed café: Thurs., Feb. 13th 5:00-6:30 pm (Family Math night)
*A. Midgen	Kennedy café: Thurs., Feb. 20th, 2:00-5:00 pm (ratification vote for café workers)
*Human Resources	Kennedy café: Fri., Feb. 21st 2:00-5:00 pm (Civil Service exam)

- 9.5 With the approval of the Committee on School Facilities and Grounds, the Superintendent of Schools recommends approval of the use of school facilities by outside organizations and/or waiver requests, subject to fees and insurance as required:

<b>GROUP</b>	<b>FACILITIES AND DATES/TIMES</b>
<b><u>REQUESTING WAIVERS:</u></b>	
Hoops 4 Life	Kennedy gym: Sat. & Sun. Feb. 22nd & 23rd. 1:00-9:00 pm

Deneen Fryer	(basketball tournament)	(\$2,214.)
*Wtby. Knights	Wilby aud.: Sunday, Feb. 16th 10:00am-2:00pm	
Courtney Jones	(sports awards ceremony)	(\$410.)

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

Girl Scouts of CT.	West Side MS café & music rm.: Tues., Aug. 19, 2014	
Donald Carlson	3:30-9:00 pm (Girl Scout kick-off event)	
Wtby. Basketball Acad.	Maloney gym: 4/21/14-7/7/14 Mon. & Wed. 5:00-7:00 pm	
Christopher Fisher	(post season basketball training)	
Girl Scouts of CT.	Wilby café: Fri., May 2nd 4:00-9:00 pm	
Shannon Longo	(Girl Scout dance)	

STANGO: Motion has been made and seconded. All in favor, opposed, motion carries.

**10. ITEMS REMOVED FROM CONSENT**

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

**11. COMMITTEE ON FINANCE**

**11.1 Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, with Commissioner Awwad “abstaining”, it was voted to approve a contract between Northwest Regional Workforce Investment Board, Inc. and Waterbury Department of Adult Education to provide Adult Basic Skills and ESL Education.**

STANGO: Motion has been made and seconded. Any discussion? We have Mr. McCasland here regarding that grant if anyone has any questions before we proceed. Yes, Commissioner Van Stone.

J. VAN STONE: Mr. McCasland, if you could just give us a brief overview of what this grant will help provide at the Adult Ed space.

DONALD McCASLAND: This grant is going to be a partnership with the Northwest Regional Workforce Investment Board in Waterbury Adult Education. We’re going to be running two programs – one is going to be customer service with JFES individuals who are people who receive certain state assistance and this will help them to become employable. They’ll be certified by the State Retail Association and it will be a credential that will make them more employable. The second part will be our typical Waterbury Adult Technical Training Center CNC Manufacturing Training Program. And in both, that particular course will involve blueprints, mathematics, hands-on training, it’s a 240 hour course, there are two credentials that are national that come with that, one is the National Institute of Metal Workers and the other is . . . and in both instances we are incorporating the I-BEST teaching model which would have your authority and your professor on the subject with a go teacher to assist in the classroom 100% of the time.

STANGO: Anyone else? Further discussion? All in favor, opposed, motion carries.

AWWAD: Abstain.

STANGO: One abstention, sorry.

## **12. COMMITTEE ON GRIEVANCES**

### **12.1 Upon a motion by Commissioner Rodriguez and duly seconded by Commissioner J. Van Stone, it was voted by roll call vote, that the School Administrators of Waterbury grievance regarding Erik Brown, heard by the Committee on January 8 and 23, 2014, be denied.**

STANGO: Motion made and seconded. Any discussion? Vice President Harvey.

HARVEY: I just want to make sure that the public is aware of what we're voting on here, this is the grievance of Erik Brown and just so that you understand because we have parents here and I hope you're taking good notes because you know I'm coming to speak on the 12<sup>th</sup> so I will have questions, you will receive a quiz on tonight's meeting, just so you know. But anyway, just so you understand what we're voting on, the vote "yes" is in agreement with what the Grievance Committee determined; a "no" vote is that that person does not agree, that Commissioner does not agree. So just so you know what we're voting on and why this is not on our Consent Calendar. Thank you.

STANGO: Commissioner Hayes.

HAYES: I just wish we had more discussion on this, I think it's pretty obvious that we don't have the right resolution to this issue. The grievance is a statement that there's a violation of the established procedures of the school district and contract and in this case we have a principal who was demoted based on an evaluation outside of the district. I saw no record of anything over nine years of any concerns raised by the current Superintendent or the previous Superintendent stating that he was doing anything wrong and ultimately he was demoted, not taken out. I don't believe that was the appropriate move, I believe he should have been mentored, we've had other cases in the City where something similar happened, we had a Turnaround school at Crosby, the principal there now and rightfully so is the principal at Waterbury Career Academy. We have claims made by unidentified, anonymous teachers. I just don't think that that's right that someone's career should be adjusted and have money taken away simply based on anonymous complaints. We've had this happen before at other schools, some of the teachers were moved out, we gave mentors to the current principal. Again, we're talking about someone who's been here for over eight years and who was never told, locally, by his direct leadership and . . . that he was in fact doing anything less than what he was expected to do. So that's why I can't see going along with having this demotion, I believe we could have transferred him if we thought that was in the best interest of the district, we could have provided him with support, he's been provided with a lot of support and when it comes to a basic fairness, all of our administrators are evaluated and should be evaluated the same way. I don't know what would happen if we went out and hired someone independently to come out and evaluate every teacher of every underperforming school that we have in this district. If we were to follow that we may have to get rid of all of them because of the fact that a lot of our schools are underperforming. I know Walsh is one of the worst performing schools but I do believe that the staff there has worked hard and I just don't believe that it's in our best interest, not to mention the fact I think down the road when it goes through the process eventually he's going to be made whole and I'd just like to avoid that and try to resolve

this at this point. So, again, I'll be voting against the recommendation of the Grievance Committee.

STANGO: Further discussion?

HARVEY: Roll call vote please.

STANGO: I'm sorry, Mr. Mayor.

MAYOR: So I'm standing here wondering whether I should comment or not on this situation – the easy thing to do would be to not comment but after listening to Commissioner Hayes' comments I think that I have the right, and not only that, the obligation to comment. So I would disagree with Commissioner Hayes' view as to where this is and how we got here and I would remind all these Commissioners here tonight, many of which were not on this Board eight years ago when Mr. Brown was hired as the principal, not was the Superintendent here, she inherited this situation. And it is a situation that none of us, none of us really want to be a part of but understanding that it's not about the person, a person, a single person, it's about the children and it's about the district. The fact of the matter is is that this Board that was in place eight years ago, and the Superintendent that was here eight years ago, has direct responsibility for this problem tonight – absolutely, positively, without a doubt. Mr. Brown was hired out of a classroom environment in the City of New Haven to lead Walsh School as its principal. The policy of this district eight years ago was that before anyone was to be put in a principal's position they would do two years as a vice principal, that didn't happen here, the unspeakable happened here, the unimaginable happened here. Mr. Brown was taken out of a classroom and put into one of the most challenged schools in the State of Connecticut with absolutely no administrative experience whatsoever, none. Absolutely wrong – wrong for the district, wrong for the students, and wrong for Mr. Brown. Now as far as not knowing that there was a problem at Walsh School, I would suggest Commissioner Hayes is the only person in Waterbury that didn't know that there was a problem at Walsh School, but he was also the President of the Board when Mr. Brown was taken out of a classroom and put in a position of failure without any mentoring, without any experience, without any anything. So the truth of the matter is is that I was Commissioner on this Board for almost three years and there were many problems at Walsh School, problems that were brought up by the union leadership, problems that were brought by parents, problems that were brought by others in the community, not always blaming, by any stretch of the imagination, Mr. Brown, but saying clearly why is it that Walsh School is the lowest performing schools, or one of the lowest performing schools, in the State of Connecticut. Now I'll stand here before you very comfortably and tell you that I was in Walsh School quite a bit when I was a Police Chief of this City because of the PAL Program right down the street and I found Mr. Brown to be always helpful and always trying but the truth of the matter is, quite frankly, I don't think he had the mentoring or the skills to know what was involved with being a principal of a school and it was so much easier to look the other way, to look the other way when all these complaints and all these innuendos were being made, so much easier for the former Superintendent not to get involved and just to make believe the problem didn't happen. And I was here for it, and I had personal discussions with Dr. David Snead about the problems at Walsh School, personal discussions, and so have many of you, and let's be honest about that because we were all in the room together when Walsh School was talked about. So at

the end of the day I don't like it that Mr. Brown has been demoted because quite frankly he was setup to fail. And I don't like it that I have to stand here in front of you and talk about this because it's not a positive thing for this district. So I suggest that we move forward but we learn something from this and what we should learn it not to deviate and not reinvent the wheel when we're making these promotions to these very, very important positions. I believe we've come a long way. I believe most of you would agree with that. But it isn't about the person, remember that, it's about the students, it's about the students' future, it's about the perception of this district and it's about doing the right thing. The leadership in that school needed a change for a variety of reasons, I believe Mr. Brown has a great future in this district but I also believe that he needs training and mentoring just like all of us who are in leadership positions. I believe Mr. Brown is very capable of being a good administrator someday but I just don't think he's ready for that right now. It's a hard decision, the Superintendent has made difficult choices in her tenure since she's been here, this has been probably one of the most difficult. I commend her for having the courage to do so, not an easy thing to demote someone at all, not easy at all, but when you think about what's right for the district, and right for the student's and right for the parents and right for the community, it is the right thing in this circumstance. Thank you.

STANGO: Roll call vote please.

***ROLL CALL VOTE ON ITEM #12.1:***

Yeas: Commissioners Awwad, Brown, McEntee, Rodriguez, J. Van Stone,  
T. Van Stone, and President Stango – 7

Nays: Commissioners Harvey, Hayes, and Hernandez – 3

CLERK: Motion passes seven to three.

***13. 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 13.1 through 13.7, Superintendent's Notification to the Board, as listed:**

**13.1 Athletic appointments effective immediately:**

Barbieri, Stephen - WCA Intramural Boys' Basketball Coordinator/Coach.  
Bonaldi, Gary - WCA Intramural Strength & Conditioning Coordinator/Coach.  
Clements, Shenquaya - NEMS Head Cheerleading Coach.  
Flammia, Peter - NEMS Head Girls' Basketball Coach.  
Laudisi, Lori - Carrington Intramural Girls' Basketball Coordinator/Coach.  
McDonald, Ryan – WCA Intramural Track Coordinator/Coach.  
Parks, Eric - Carrington Intramural Co-Ed Soccer Coordinator/Coach.

**13.2 Grant funded appointments effective immediately:**

Byrne, Sandra Mary – Assistant Tutor, 10 months per year, maximum of 10 hours p/week @ \$16.00 p/hour, non-union and without benefits, funded by the Education of Homeless Children and Youth Grant.  
Hofler, Darnell – Parent Liaison, WAMS, 180 days per year, 30 hours per week @ \$15.12 p/hour, non-union with benefits governed by the SEIU Agreement.

Magnavice, Jennifer – Substitute Teacher, WMS 21<sup>st</sup> Century STEM After-school Program.

Pino, Katie – Substitute Teacher, Maloney Magnet School's After-school Program.

Poulin, Mark – Network Specialist, Rotella Magnet School's After-school Program.

Russo, Joseph – Substitute Teacher, WMS 21<sup>st</sup> Century STEM After-school Program.

Steffero, Melissa – Assistant Tutor, 10 months per year, maximum of 10 hours p/week @ \$16.00 p/hour, non-union and without benefits, funded by the Education of Homeless Children and Youth Grant.

- 13.3 Driggs School's Truancy Clinic After-school Program appointments, 2.5 hours per day, four days per week, salary according to contract, effective immediately:  
Gomez, Bridgette (substitute) Griffin, Karen (two days p/wk)  
Ruffin, Mardelle (two days p/wk)

13.4 Teacher new hires:

Name		Location	Assignment	Grade/Step	Effective
McKay	Carolyn	Wallace	Special Educ.	BA+15/2	10/29/13
Milo	Jenna	West Side	English	MA/1	12/13/13
Peterson	Donna	Maloney	Art	BA+15/1	8/27/13 (correction)

13.5 Adult Education appointments:

Margiotta, Lysa – Substitute as needed @ \$32.00 per hour.

13.6 Retirements:

Burt, Joanne C. – Crosby High School English, effective 06/30/14.

Darling, Maryann – Collaborative Instruction Coach, effective 06/30/14.

Grasso, Catherine R. – Tinker Grade 2, effective 06/30/14.

Hudimatch, Rosemary – Kennedy High School Music, effective 01/31/14.

13.7 Resignations/Terminations:

Baird, Bridget – Crosby Literacy Coach Turnaround, effective 01/24/14.

Chaine, Annette – North End Middle School Art, effective 02/14/14.

Pannone, Lori – Crosby High School English, effective 01/31/14.

Stabell, Thomas – WAMS Tech. Ed., terminated effective 01/17/04.

STANGO: Motion is made and seconded. All in favor, motion carries. The next item on the Agenda is Item #14 – Unfinished Business of the Preceding Meeting Only. Commissioner Awwad.

AWWAD: I have a question, I was wondering if we could just get some clarification, in our packet tonight, and I'm not sure if this is the appropriate time in the meeting, in the packet tonight we received a handout at the request of both myself and Commissioner Jason Van Stone regarding the absences of the staff at Crosby and I'm having a hard time figuring out what I'm looking at. Am I looking at it by day? There's nothing on the left hand side.

GUIDONE: Those are days through the beginning of the school year until the report was generated.

AWWAD: Okay, if I went back to the first day of school I could plug in whether that was a Monday, a Friday, or a Wednesday just to figure out why we had so many high absences on certain days?

GUIDONE: It doesn't show day by day by day; we could provide that report. That's how many times that individual...

AWWAD: This is an individual, people.

GUIDONE: It's by individual without names, that's how many days they were out in each of the categories from the beginning of the school year to the time the report was done.

AWWAD: Okay, I'm going to apologize then and ask that it be given back to me on how many teachers were out on any given day. It's hard to know who was out. I'm more concerned about on any given day how many teachers were out of the building.

GUIDONE: I understand the request and yes, that clearly can be provided.

STANGO: Commissioner Van Stone.

J. VAN STONE: Given that I was completely misreading the report then, can I be reminded what both SAW employees and WTA employees have as far as sick time or is it just accrued as they go along so it would depend on when they started and their tenure here?

GUIDONE: They receive "x" amount per year but they can accrue sick time.

J. VAN STONE: And just to confirm that these exclude extended leaves and FMLA, it's traditional sick time.

GUIDONE: That's correct. At your request Will eliminated any FMLA or other long-term related absences.

J. VAN STONE: So the people here with 21, 18, 17, that is excluding those, that's just people who decide to call in sick on that given day.

GUIDONE: That is correct. I would add for some of those outliers we have identified that about a month ago and anyone that had greater than 10 sick days at that time was called in by the principal for discussion

J. VAN STONE: Is that the first time we had ever done that?

GUIDONE: No.

STANGO: I'm going to go to Brown first and then I'll be back to you Commissioner Awwad.

BROWN: Thank you Mr. President, I just had a question in terms of how many days are you out before a teacher has to show doctor's verification of an extended illness?

SUPERINTENDENT: I believe it's five – consecutive.

BROWN: Five consecutive, okay, so we're seeing somebody with 17.4 so that necessary doesn't address that.

SUPERINTENDENT: It could be an FMLA.

BROWN: This report excludes that Superintendent.

GUIDONE: It excludes that at a previous request so those are unlikely to be consecutive or they would have been eligible for FMLA and that paperwork would have kicked in. So those are likely not consecutive.

AWWAD: Just to clarify what I'm looking for, I'm looking to include FMLA; I want to know how many regular teachers at Crosby are out of the building on any given day – FMLA, long-term leave of absence, so I do want that.

GUIDONE: So your request if anybody out, per day, at Crosby.

AWWAD: Thank you.

STANGO: Commissioner Hayes.

HAYES: I think the whole point of this is we wanted to see how many days we need substitutes for besides what the reason is for the absence.

GUIDONE: Unfortunately I had to leave that last meeting so I was just getting information back on what the requests were.

STANGO: Anything else on Unfinished? Commissioner Brown.

BROWN: The other report that we requested at the Workshop has to do with the number of Crosby and Walsh teacher attrition and I appreciate the report. My question is what percentage of teachers are resigning? Crosby has 11 so what percentage is that with the total teaching population?

GUIDONE: I'll get you the exact number; it's less than 10%.

STANGO: Yes Mayor.

MAYOR: I would like to add my own request on this sick time review. Not only do I think it's important to Commissioner Awwad's point and Commissioner Brown's point for the points that they're asking for, I think you should also be tracking the days of the week that these individuals are missing time – are they Mondays, are they Fridays, are they coinciding with holidays? I don't have this paperwork in front of me but I think I heard someone say that there's one individual up at Crosby High School that's missed

21 days this school year and today is what, February 6<sup>th</sup>, that's a lot of time. So I don't know about you guys but if I had a child in that teacher's classroom I'd be down here and you'd be hearing about it. So I would suggest very, very strongly, I'd like that report on my desk by the middle of next week. I want their names, I want the days off, I want the patterns, and I want the doctor's notes. Thank you.

STANGO: Mayor, I think that we should request that Dr. Tucker file these reports and perhaps to meet with us at Workshop. Commissioner Hayes.

HAYES: I would add, I don't know why we're necessarily pinpointing Crosby; we should be looking throughout the district for these issues.

AWWAD: I picked on Crosby because of the concern of the morale up there and I wanted to know how that was affecting the teachers showing up to school. It was not designed to focus on the district. We can certainly look at the whole district, I was more concerned about teachers sicking-out because the low morale was articulated by Mr. Whyte at the last meeting.

HAYES: I was just thinking along the lines of again the substitutes because we're looking to get a report on substitutes and one of the reasons we need to go out and get more substitutes is because we have a lot of teachers out, obviously. So we should look at the attendance everywhere and see what the issues are and if in fact they follow holidays, make long weekends, whatever they might be so we can address it. Again, as the Mayor alluded to, we got a teacher who's been out 21 days and if you've got a kid in that classroom that's been out five or six days, you've got a third of the year the kid hasn't been in front of a teacher and that can't happen.

STANGO: Okay, so we will address that from Dr. Tucker going forward. Vice President, you had your hand up?

HARVEY: Yes I did. The issue of morale and Crosby, I'm just wondering, I know we produced the Turnaround staffing report, morale was one of the issues that was cited for Crosby in the determination of making it a Turnaround School I thought. So I just wanted to bring that point out. I don't know if the new Commissioners have had a chance to read what the decision was from the State, I don't know if we presented that to them, but I think that would be some pretty good information for them to have when we're talking about Walsh School and Crosby. In addition, the substitutes, I would like to see a comparison, not a comparison, but the number of substitutes that were required on those days that we have these high absences. I know that there was a day where we had a very high absence and this was well before we changed our policy for substitutes and I know that they occurred and I think it was Crosby that was in jeopardy with the number of teachers and substitutes and the amount of professional people we had in school. So I would like to see, if we could, if we can add in the amount of substitutes that were needed for that school. If we're gonna do Crosby, fine, but I also think we need to look at this on a district level as well.

STANGO: Anyone else – Commissioner Brown.

BROWN: Just to add to the discussion, I think it's critical also to understand the impact on school discipline in the schools when there is not a continuity of staff. The staff who

are there know the kids, know who they are, and I think what we're seeing in the schools that have an escalation of discipline issues there's a direct correlation with it's a substitute teacher or it's, so I think that needs to be in the mix as well as we move forward, we want to make sure our teachers are happy and coming to school but I think that we have to also know that the instructional time is being lost and I think we're looking at, the School Climate Committee, some of these correlations between discipline and the turnover or the absence of the staff. So I think it's all related in other words.

STANGO: Mayor.

MAYOR: I would caution you on your analysis using substitute data, recognizing that, at least what I've heard and the reason why we had to raise the compensation for the substitutes to be competitive with the other districts in the area was that we couldn't get substitutes. So what you're going to see here if you go by the substitutes that were hired on a particular day you know with high absences from teachers, I think what you should also look at is the number of substitutes that were not hired. In other words we couldn't get them, that's what I'm hearing, you understand? So if you have ten teachers out at Crosby last Wednesday, you may have hired only five substitutes because the pool is so small you may not have been able to get the other five. You follow what I'm saying? And if you're looking at the middle schools, I don't know about the high schools but I do know a little bit more about the grammar schools, a lot of times what will happen is if you have two or three or even four second graders they'll split the classes up because they couldn't get a substitute, do you follow what I'm saying? So you really got to watch that, that could be very misleading, that data.

STANGO: Vice President Harvey.

HARVEY: If I may, I think we still need to know that because we know that from the policies that we've implemented recently, there's been an uptake on the number of substitutes that we were able to get. Prior to that, yes, there was a problem with that. What I'd like to see is how much in jeopardy we were as a result of behavior, absenteeism, and how many substitutes we were able to get and then that will show us that we're in jeopardy in terms of providing professional leadership.

MAYOR: I agree but I think when you're asking for the information I would ask the information be included, and I guess you're not asking and I'm asking you now, it that I want to know how many substitutes the building would have required in a perfect world if we could have filled all the vacancies but how many we actually did hire for that particular day.

HARVEY: I hope someone's keeping track of this.

STANGO: Anyone else on Unfinished Business? I think this is very interesting, I was, on a snow day, cleaning out some stuff out of my office just to clean up and I ran across a newspaper article from 1999 talking about the same exact issues – Waterbury Republican American and it's talking about substitutes, talking about teacher absences, it's unbelievable. I think it's time to revisit it again and we will. Now, Item #15 – Commissioner Rodriguez.

RODRIGUEZ: Thank you President Stango, through you. I just want to publically acknowledge again our Parent Education Support Group - Melissa, Sarah, and those folks who are doing good work and we really want to extend our appreciation for your parental involvement and trying to get more parents involved. So I think they deserve another public applause. And I also want to publically acknowledge Rich Bachand from the Brass City Brawlers because I don't think folks quite heard him when he mentioned that many of his players went back to school because if you heard that you would have applauded on your own and I want to thank you for that Rich because that's so important that education, I mean athletics is great but when it's student/athlete, students comes first so the fact that you're pushing these kids to go back to school, I applaud you and I'm sure this Board of Education applauds you.

(applause)

Lastly, my third point and I think I would be remiss because I'm quite proud of the Waterbury PAL and the Waterbury PAL again is partnering with Taft School and Watertown with the summer school scholarship program. They're offering summer school scholarships to deserving fifth, sixth, and seventh grade Waterbury school students. Two seventh grade students will be selected to attend the Taft Summer School full-time overnight program. Waterbury PAL currently has four students at the TAFT School on scholarships – one happens to be my daughter whom I'm very proud of. And what I would encourage folks to do is to go to the Waterbury PAL website – its' Waterburypal.org and it's a phenomenal program, it exposes these kids to a wonderful school with great students, great faculty, and a great campus that they probably won't ever see, but this will expose them for that opportunity that they can attend a school like that as well. So I would encourage you to have your children apply if they qualify, between fifth, sixth, and seventh grades. Thank you.

STANGO: Vice President Harvey then Commissioner Hayes.

HARVEY: I, too, want to welcome the Parents Supporting Educational Excellence and want to let you know that I'm looking forward to speaking to you, addressing you on February 12 and I wasn't kidding when I said that there may be a quiz on this meeting, very good, I see the notes, love it. So I'm looking forward to speaking with you and addressing any questions that you may have. I will lecture an hour, well actually 45 minutes and allow 15 minutes for questions and answers. So I'm looking for some very challenging questions and I'm sure there will be a lot of talk of things that took place at this meeting. So I'm looking forward to meeting you individually. This I do a little reluctantly, this next one, to announce first that I'm not reluctant to announce that Dr. Aresta Johnson did receive the Director's Award at WOW/NRZ. This coming Saturday Dr. Johnson will also receive another award from, being claimed the Eight Phenomenal Woman for African American History and I will join her in that eight that will be considered Eight Phenomenal Women and we will get awards. And the only reason why I'm mentioning this is because J & J Inc. is sponsoring this, this is going towards their scholarship committee. So I'm just announcing that, I hope to see you there Saturday.

I also want to announce that Jeff Hunter has been named the African American Mayor for the Day. Jeff Hunter, if you don't know, Jeff is our Transportation Coordinator. Jeff does a lot for the community and rightfully so that he was named Mayor for the Day.

The event will take place February 19 at 10 o'clock in City Hall. So I hope you can make that.

Last, but not least, Paul, if I can have you at the podium, I attended an Aldermen meeting last week and Pearl Lake Road as we have discussed was discussed last week in regards to the condition of the road. God bless those that live on Pearl Lake Road, that's a road I really try to avoid but when I thought about it Gilmartin, that road leads to Gilmartin, so my concern is this with what was going on the potholes, the construction, cars going into one lane to avoid potholes and taking that opportunity to do that, I would just hope that in the future that we will be notified of such occurrences if there is construction on the road, if there's hazardous conditions on a road especially if it leads to a school and we have our school buses going on the road. So I hope that this update, and I applaud the Mayor for standing up there and just saying you want daily updates on what's occurring on Pearl Lake Road, that we are included in on that as well. And in the future that if there's any type of construction of this nature on roads that our buses travel on, that we are notified. So I'm just asking if we've had any update as a result.

GUIDONE: I'll follow up. I know the Mayor has regular reports on the progress on Pearl Lake. I've checked with our people, we haven't had specific problems related to our entry and exit with our school buses. We're aware of the situation and they've been able to route in and around that but I'm sure that a speedy relief from that area is necessary and we'll attempt to coordinate with other City departments for anything major regarding anything near our schools that we be notified. They normally do when there is excavation or other matters because of just what you've described. So we'll keep that in mind.

HARVEY: Okay, thank you Paul. That's all.

STANGO: Commissioner Hayes.

HAYES: I'd also like to thank the parent group but I particularly would like to point out that I see dads involved and I think that's a vital component to it. I know I was involved with PTA years and years ago, I really think, no disrespect to the women, but the kids when they see fathers there they take notice of that and I think you can leave a lasting impression on those kids. I still have kids now from years and years ago that still see me and remember me what I did at Chase School beyond anything else. I think it's really important, I appreciate your involvement and I'm sure you're gonna find out it was well worth your efforts.

The other thing I wanted to mention, there wasn't a reporter or camera or anything there, we had our Building Committee meeting today but I think we had some good news, we think we may have found a spot in the East End that could be amenable to everybody and our needs for reducing the overcrowding at Chase School. So that will be coming forward at the next Workshop, I guess we're gonna have discussion on that. We want to have public feedback on that as well so stay tuned I guess for further information on that. I was excited about the news that we got this evening.

STANGO: Anyone else. Commissioner Hernandez.

HERNANDEZ: I would just like to thank Maloney Magnet School, they had their 20<sup>th</sup> Japanese Celebration and it was great for those of you that didn't make it. Commissioner Awwad was there, it was phenomenal and the kids were so well behaved and they took to it like nothing. It was just a great, great performance. And that's it.

### ***EXECUTIVE SESSION***

**Upon a motion by Commissioner J. Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to convene into Executive Session at 7:50 p.m. for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.**

Present were: President Stango, Commissioners Awwad, Brown, Harvey, Hayes, Hernandez, McEntee, Rodriguez, J. Van Stone, and T. Van Stone, Mayor O'Leary, Dr. Ouellette, and Paul Guidone.

**Upon a motion by Commissioner J. Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business at 8:27 p.m. with no votes taken.**

### ***ADJOURNMENT***

**Upon a motion by Commissioner J. Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to adjourn at 8:28 p.m.**

ATTEST: \_\_\_\_\_  
Carrie A. Swain, Clerk  
*Board of Education*