

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ REGULAR MEETING*

Thursday, March 19, 2015 at 6:30 p.m.

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

**PRESENT:** President Stango, Commissioners Harvey, Hernandez, McEntee, Sweeney, and T. Van Stone.

**ABSENT:** Commissioners Awwad, Brown, Rodriguez, and J. Van Stone.

**ALSO PRESENT:** Superintendent Kathleen Ouellette, Chief Operating Officer & Chief of Staff Paul Guidone, and Education Liaison Mary Ann Marold.

### **1. SILENT PRAYER**

President Stango called the meeting to order at 6:30 p.m. with a moment of silence.

STANGO: We are honored to have the Waterbury SEE Class with us tonight. In honor of spring coming tomorrow, the Superintendent has ordered a minor snowstorm, only a minor one.

We will begin our meeting tonight with a silent prayer followed by the Pledge of Allegiance to the Flag led tonight by Vice President Harvey. In our prayer tonight I ask that we take a moment to remember those teachers and educational staff who have recently passed. Mr. James Barrett passed away on March 12, 2015. Mr. Barrett was a teacher for 32 years at both West Side Middle School and Bunker Hill School until his retirement in 1999. Also this evening please remember Mrs. Renee Kass who passed away on February 1. She was a teacher in the Waterbury system for 20 years before retiring. She rose to the position of Supervisor of Educational Programs for Children with Learning Disabilities. And also, please remember Mr. Daniel Fitzgerald who passed away on March 15. Mr. Fitzgerald was a longtime manager and dispatcher for our special education busing All Star Transportation. We ask that you please keep Mr. Barrett, Mrs. Cass, and Mr. Fitzgerald and their families in our thoughts and prayers this evening.

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

Vice President Harvey led everyone in the Pledge of Allegiance to the Flag.

### **3. ROLL CALL**

CLERK: Commissioner Awwad (absent). Commissioner Brown (absent). Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hernandez.

HERNANDEZ: Here.

CLERK: Commissioner McEntee.

McENTEE: Present.

CLERK: Commissioner Rodriguez (absent). Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner J. Van Stone (absent). Commissioner T. Van Stone.

T. VAN STONE: Present.

CLERK: President Stango.

STANGO: Here. Commissioner Rodriguez, Commissioner Brown, and Commissioner Jason Van Stone send their regrets that they are unable to make it tonight. Commissioner Awwad may show up yet.

#### **4. COMMUNICATIONS**

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

1. Communication dated March 6, 2015 from Louise Allen Brown regarding Universal Service Fund Discounts on Telephone Service.
2. Email communication received March 9, 2015 from Barbara Cremins regarding an attached letter from the Elementary Librarians regarding elimination of Library Pages.

STANGO: Motion has been made and seconded. Any discussion? Hearing none - all in favor, opposed, 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 6:34 p.m.**

STANGO: Motion made and seconded. Any discussion? All in favor, opposed, motion carries. I will read the disclaimer first. All speakers are encouraged to submit prepared written statements to the Commissioners. Comments shall be limited to a maximum of five 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.

**Arlene Arias, 145 Rodney Street, had the following comments:** Good evening President Stango, Commissioners of the Board of Education and Superintendent Ouellette. My name is Arlene Arias, I'm the newly elected Vice President of the Greater Waterbury Branch of the NAACP as well as Chairwoman of our Education Committee. I probably stand here representing a group of passionate and dedicated foot soldiers of civil rights. Our branch represents a wide array of people that have had various experiences with local institutions such as schools, police, local government, and business. Their experiences and those of our children, our children, are real. So I stand here tonight as a voice of a collective. Our presence here is a sign that we are ready to move beyond calls for information and data. Our purpose tonight is to encourage a deliberate and highly organized set of actions designed to immediately

address the needs of our culturally diverse school district. The primary issues that we need the Board to address immediately are 1) school arrest rates. As I've spoken as a concerned parent and resident of Waterbury several times over the last couple of months, and we need to pay particular attention to the disparities based on race and often gender. Number 2) suspension and expulsion rates which also reflect staunch disparities based on race. Third, the lack of minority teachers in our school system. The community understands that there has been a recent action taken on the issue and we support the grant application and planning that will result as a starting point only. We understand that the Board approved the grant application last meeting but we can't stop there. We're sure the only way to do this is to make a . . . effort and as aggressively as possible to meet the dire need for culturally competent school professionals. So tonight I and we are petitioning the Board to take action on these issues now, not later. The NAACP State President Scot X has called upon Governor Malloy to appoint a Commissioner recently, a Commissioner that has the knowledge and ability to address teaching and learning in a comprehensive manner utilizing cross-cultural expertise which is needed. This requires strong partnerships with local communities and organizations willing to work within a coalitional framework. So the Greater Waterbury NAACP is calling on the Board to exercise its power and take action immediately. So the proposed action – create local legislation or policies as other districts have that allows the school system to create a discipline policy that reduces the number of student arrests. The Board of Education does this by partnering with the police department to create and immediately implement a policy that defines how and for what behavior the police will intervene. These roles need to be more clearly defined. There's a State mandate that might be voted on soon and we don't have to wait for that we should act now. Second, we need to create a taskforce that examines and identifies what school discipline policies are currently administered properly and then we should work to increase or decrease instructional time and those policies that need to be supported or rescinded. The Teacher's Union and the Administrator's Union, with our Police Chief, will all need to contribute for this to be successful. Specifically this taskforce should include parents, principals, teachers, social workers, school psychologists, and police in other community organizations because we know that our current policies are not preventing but accelerating the school to prison pipeline process. So the NAACP needs to have tangible evidence that the Board has taken action on these matters as soon as possible. Thank you.

**Richard Wood, 62 Avalon Circle, had the following comments:** Good evening everyone, we're off to the races. I originally was coming tonight to complement the Board on the addition of the Muslim holidays to our schedule. During the time that you were talking about that we were over at City Hall reenacting some of the possible democratic possibilities with the Aldermen redistricting. Democracy in full play in Waterbury in a month. We had all the diversity with the Muslim additions, we had changes in the democratic process for Aldermen by district, and that's what I originally came and talked to you about, nice job. You're all volunteers, right, somebody told you an hour a month you'd be a Board of Education member. Well that guys running down the hallway 100 miles an hour. The core factor here is, I'm here to reiterate what Dr. Arias said, I'm part of the NAACP team, we find the arrests so atrocious, I was trying to find ways of expressing my displeasure and my anger without being insulting. I didn't want to give Charles any more grey hairs. But I think everyone here feels the same way, am I correct? The arrests are not working. There's got to be some method somewhere. We have trained talents that can handle this I do believe. Now if the

teachers can't handle the classroom, we can train them, simple as that. Am I correct? Trainable, we're in the teaching business, teach them how to manage these children. You can't tell me my kids are grown up so I have no vested interest. You can't do anything to me about that but we have to take this and realize the community is upset to the point when I go to Stop and Shop it will take me an extra half-hour for me to get out the door because people are coming up and saying can't you do something about this like I have a whip and we can go to the schools and change things. We know it's not gonna be easy but we have the talent, why isn't the talent being used in this area, that's up to you guys. It isn't good enough what we got now, how are we going to change it and what support do you need? There isn't anyone here that couldn't ask right now to help you. Am I right, you got kids, you have an investment in the community. They'll help you, you're not alone, don't ever feel you come to a meeting and you're all by yourself. I get calls at midnight, it doesn't make a difference to me. But we have to change this arrest factor and it's not the men in blue, it's the person who says arrest them. That viewpoint and that way of thinking has to change starting tomorrow; not next week, not next month, but tomorrow. There's a way of handling that, Before you do this and have someone arrested be ready to back it up in triplicate because guess what, I'm gonna be looking over the shoulder. I'm really concerned about this because when I hear parent in tears, not understanding, grandmothers calling me up, they've known me since I was a kid, Richard, can't you do something, what, it's up to the School Board and the Superintendent, who's a great talent, we've got the talent to do this let's get off the chairs and get it done. There's got to be a training mechanism because this is a mess, this is a real mess. Here, what do we got 30 or 35, math was never my strong point. Alright, you got 30 children here, let's not repeat this, this is like being in Selma, Alabama, 50 years ago, we just got rid of that ghost. Please, collectively, if you need help ask for it, they've got all these people here, they'll jump at the chance of helping. And don't feel at any given point that you're alone or that your viewpoint won't be listened to. If you have an idea that will work, call us, call the Superintendent. Oh, by the way Superintendent, would you please return your phone calls, it's becoming a little bit of a problem trying to reach you and say hello.

SUPERINTENDENT: Really.

WEED: You have to have an appointment to make a phone call. Wind up the secretary a little bit. Just a thought. That concludes my lament but it is not something to be taken lightly, these are the people that are feeling the price, their children being arrested with a permanent record and it isn't temporary, so give it some serious thought and let's get those changes going because you really don't want to have me camping out in the school system, it just wouldn't be a good idea. We've got 75 people here to volunteer with me. Thank you very much you can take the rest of the day off.

**Lisa Lessard, 905 Pearl Lake Road, had the following comments:** I am also here in support of Dr. Arlene Arias and Mr. Wood and the rest of the NAACP being a member of the NAACP. And I'm gonna speak on special educational issues as I did once before and the only reason I'm bringing it up again because it is happening still to this very day. Unfortunately when it comes to special educational children being from the African American community, what happens is handcuffs first, arrests second, questions last. Manifestation meetings are supposed to happen before, prior to the handcuffs, prior to the arrests, and what is happening, they are not. So advocates like me have to go into the school system and fight basically cordially and kindly but fight . . . federal laws . . .

IDEA standing behind them in accordance to manifestation. Now if the behavior happens and it happens to do something with their special educational needs and why they're actually there and what's in their IEP which is not being followed then basically it needs to happen and it needs to happen so that it's happening prior to, not after, which is happening now. I really don't appreciate it, it's kind of aggravating being an advocate myself, going to the same school over and over again continuously, for two years now, repeating the same exact thing, with the mother, with the child, asking and begging and pleading, for what, their IEP, as written, to be followed as written and it's disgusting. So before the handcuffs go on and before the arrests happen under special ed manifestation needs to happen. You all know the federal registry IDEA book, we've gone through it many times, 16 years I have been standing here at this podium for special education children. We already were here in accordance to the arrest and here we are again, they had the police force come in front of them. Believe them or not it's a combination between the parents, the police force, the people that are in the schools, but mainly you downtown. Maybe if you put an ad-hoc committee together and have a representative from the National Organization for African American Colored People sitting at the table being able to work with and decide what's going to go forward and how it's gonna happen. I'm an honored, humbled, proud member of the NAACP and you need to listen to them because if you don't and maybe federal registry IDEA, formal complaints will. Thank you.

**Jonathan Diaz had the following comments:** It's for one of our supposed head coach; he got his job taken away from him basically. A former head coach at Wilby High School was officially signed about four weeks ago but there's a grievance filed and basically he got his job repossessed from him. But it was a mistake, Carlos Arroyo speaks first.

**Carlos Arroyo, 39 Cindy Drive, had the following comments:** Good evening, my name is Carlos Arroyo, I'm a student at Wilby High School and one of the team captains of Wilby football. My teammate Jonathan Diaz and I have come here on behalf of the Wilby football team in support of Coach Flammia. We circulated a petition stating that we, the Wilby football players, want Coach Flammia as head coach. All three returning captains, 37 returning football players, which is the whole team, seven basketball players that Mr. Kennedy coached, and even Mr. Kennedy himself signed a petition in favor of Coach Flammia. The petition states "Coach Flammia recently interviewed for the head coach position at Wilby High School and was chosen by an interview panel to be the new head coach for the 2015 season. Coach Flammia brings coaching experience from the college level. He has already added a new play book consisting of different offensive and defensive schemes and a weightlifting schedule but most importantly he has told us that he would schedule a study hall for everyone before practice starts which will be new to us since we never had it before. We, as a team, are even, are very excited about our upcoming season with Coach Flammia as our new head coach. Recently we learned that Mr. Kennedy who was also interviewed but not chosen has filed a grievance challenging the selection of Coach Flammia. We feel that Mr. Kennedy would not make a good head coach because of his lack of leadership. For example, during the past season we witnessed Coach Kennedy swearing at players, leaving practice early, arguing with our former head coach, and almost getting into a confrontation with him. This is why we, the Wilby football players, feel that we need new ideas and new inspiration to guide us to a successful football season which makes Coach Flammia the best choice. Thank you.

**Jimmie Griffin, 41 Pilgrim Avenue, had the following comments:** I've been coming down here for years, I've been sort of absent lately but I've been reading the headlines and the headlines are a little alarming but I think that maybe sometimes we make a lot of headlines and we really don't get to the core of the problem. I agree, and I'm speaking for the Waterbury Center for Economic and Social Justice tonight, I agree with the proposals that the NAACP set forth and the recommendations that they set forth. However, past history of this school district, especially when it comes to the recruitment of minority teachers, has been dismal and we all know that. The problem that I see, not only with the recruitment is the retention of those teachers and those principals or administrators. That seems to be a major problem, it seems like a hostile environment in the education system of Waterbury when it comes teachers or administrators of color. We need to really look at that if we do get some minority teachers in here because I understand people don't want to come to Waterbury, they're scared to come to Waterbury, they're not stable in Waterbury. So I think that it's time for us to really look at that very seriously. When you get the teachers here try to retain them.

Secondly, all these headlines about school suspensions, all this stuff, I mean this has been going on for years but I think we got a bigger problem and the bigger problem is we need to concentrate more in our community on working with our parents and getting our parents involved in the school system because, all these kids, I read that list of kids that got arrested and the ages and things, it's alarming but you know what some of these kids are really bad, I mean they're bad, and we need to look at that, we need to stop point the fingers at the teachers, the administrators, and start looking at the families that these kids come from, what the social and economic conditions are that feed into this because it's a bigger problem; it needs a wholeness approach, you can't keep taking shots at the School Board, taking shots at the teachers. As a former educator myself I know when you got students coming out of high school that are graduating that can't even read and write, that have to go to remedial courses in community colleges in order to get up to par, then we're not making too much progress. This is 30, 40 years ago, so we've got some serious problems we need to work on but instead of us playing politics, I mean a lot of politics are being played. When the NAACP comes out and speaks truth to par that's fine, but let's not play politics with this, let's not talk about who's gonna be the Commissioner of Education, let's talk about who's gonna be the Superintendent of Schools in Waterbury, let's talk about Waterbury, the jurisdiction that we have of Waterbury because I think that's what's central right now. Thank you.

**Athena Wagner, Highland Avenue, had the following comments:** Long time no see. Good evening, I'm gonna speak to the issue of the school arrests. First of all the numbers should not be where they are at all. Yes we do have some children with some behavioral problems but we also have some adults in our educational system with some behavioral problems and that's not being addressed properly either. I want to know with these children not being in school, being suspended, the suspension rates are alarming, arrest rates alarming, how much money are you spending to educate empty seats? They need to be in school and you're not making every effort to keep them in school. That's your job. You're supposed to keep them in school. There does need to be a collaborative effort and often times, and you know that I know, parents are pushed out. You say you want parental involvement but when they come down here with a petition, when they come down here to talk to you, when they come down here with an issue do you respond? Do you get back to them? Often times you don't, often times they're ignored. That's disrespectful. I just want to know, and then you ask for more money to

educate, are you serious. Keep the kids in school, especially the babies. You have a school building full of adults, all these degrees, you can't handle a seven year old child? You don't need to be there. That's all I have to say, thank you.

**Jonathan Diaz:** Good evening ladies and gentlemen, as my teammate Carolos said, my name is Jonathan Diaz, a student/athlete at Wilby High School. Coach Flammia, or shall I say our ticket to a better season, has been a better coach in three weeks than Lamar Kennedy has been in the last three years I played for him. Coach Flammia has a rebuilding process set out for our 2015 season and may more seasons to come. Coach Kennedy has much less to offer than Coach Flammia. A one in ten season is the worst experience I had mentally. Horrific play calling by former Head Coach Gino Capuano and Lamar Kennedy. The mental abuse still continues with the taunting by Coach Kennedy to our teammates. Kennedy, in these exact words used to a fellow player Terrence Thomas after deliberately slapping off headphones off Terrence Thomas' head – you know what it is and whoever signed that petition is running extra hills. This man left after defensive split days and stopped coming to offensive days after he saw our season plummeting. Let me ask you this, what if we have another horrible season? Will Lamar Kennedy be reliable to stay and help our program or will he give up like he did last season? You are the judge of that.

**Pamela Hughes, 1844 East Main Street, had the following comments:** I'm also a member of the Concerned Black Clergy Council of Waterbury but I do not stand here to speak for them today. I just want to make an appeal going forward. We have seen everything that has transpired, we saw the news report on the other day and I just want to make an appeal that perhaps going forward we can have something, some money set aside to get some types of programs or something for the young people who are appearing to have trouble in school. I do think it is at an alarming rate and also it saddens me when I hear and I see, read the newspaper and see that a third grader was arrested and I know that there is a zero tolerance policy and I understand that because I wouldn't want my child to go and get socked in the face out of nowhere. But we have to consider some of the places and the things that our young people go through that sometimes we don't think about. That's not every single young person but a lot of young people are dealing with a whole lot of things and I think that there needs to be some kind of cultural classes if you will, I know teachers and administrators take some cultural competence classes but even more should be instituted and put into our system as to how to deal with these children because clearly there's something going on down on the inside and we have to get down to the core of what is going on, what makes a fifth grader, an eighth grader, what makes these children so angry. What makes them go through that. A lot of them deal with so much. I think someone said poverty. Sometimes broken homes, sometimes you have them in the homes and they are raising their siblings but they don't tell you that. Some of them don't have things to eat but they don't tell you that. So what I'm hoping that is we can all work together, collaborate, and try to help our children just moving forward. Hopefully we'll see this if not in this school year, because I know it's almost over, we'll see it in the next school year that you will please, please consider this. And also I want to say, I want to invite all of you, the word on the street is having an African American Save Ourselves on next Wednesday and I just thought of it on the way here, our theme is save our children, it's going to be held at town hall at six o'clock. Again, that's next Wednesday. So, again, keep that in mind, let's consider, think about some of the things that you have taken for granted that they do not have. Thank you.

**Geraldo Reyes, 30 Madison Street, had the following comments:** I come today on a topic that is near and dear to all our hearts and we've heard the word several times this evening – cultural, culture. On May 16<sup>th</sup> we'll be having our third annual Gathering here in the City of Waterbury. It's a festival that had over 12,000 people and 64 different countries participated last year. Our goal this year is 15,000 people in over 80 countries. The only way and the best way for us to get to know each other is to actually collaborate and try to understand each other. I come before the Board of Education because I'd like to tell the Board of Education that last year we were pleased to have over 20 public schools participate and this year we'd like to see if we can get 100% participation and that would include the marching bands for any school that has them and any and every cultural organization that those groups have. For example the Spanish Club, the Portuguese Club, the Italian Club, the African American Club, whatever they may be, we want them to know that they're welcome. I have handouts for the Board of Education. My number at the Mayor's office is 203-574-6712. We want to make this festivity the biggest one that we've ever had and we are on the verge of something that has not happened in this state. We are onto, we are touching the base here of something that's pretty big in the State of Connecticut. There are folks that are saying that we should be getting an award. I would like to see more importantly than the award, I would like to see all the public schools present, marching with our leadership which includes the Commissioners and the entire Board of Education supporting this 100%. I think it's that important. And when we're, on the heels of some of the sensitivity and sensitive items that we're talking about tonight, I think it's apropos to be talking about the Gathering and joining in collaboration with all cultures. Thank you very much.

**Vernon L. Riddick, Jr., Police Chief, had the following comments:** First let me say I'm very pleased to hear, surprisingly, pleased to hear some of the comments because anytime people are involved and active and taken a vested interest, I think that's a good thing. Whether we agree or not, doesn't really matter, the dialogue is very important. I'm here to say publically that the Waterbury Police Department also is not very pleased with those numbers and we're the ones making the arrests but I will say the arrests are necessary sometimes. We are looking for ways to collaborate and do things better. My door is open, many of you have my cell phone number as evident by the number of phone calls I get. You know I return your phone calls. So I would just say this, if you have a different way of doing things, if you have something that can work better, we are open to it. Come see me, I will meet with you and we can come find a better way if you have something. Thank you very much.

**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 7:06 p.m.**

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

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

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

Tonight I would like to recognize the participants of the Waterbury Hospital Parent SEE class who are in the audience. Parent Supporting Educational Excellence is a civics leadership initiative providing strategies and tools to prepare parents, grandparents and guardians to build leadership skills. The focus is to enable change in educational policies and practices through partnership with school, thus improving education for all children. Our Waterbury Hospital Parent SEE class has 15 participants this year. The facilitators of the program are Maria Sanchez and Jane Keleher.

The spring 2015 class of Parent Leadership Training Institute, better known as PLTI, will be graduating this Friday, March 20<sup>th</sup>, at 5:00 p.m. at Waterbury Hospital in the Bizzozero Conference Center. A Children's Leadership Training Institute class will graduate that same evening at 7:00 p.m.

Today I met with Police Chief Vernon Riddick and Neika Thompson of the Waterbury DMC/Right Response Committee. We are implementing a new process to streamline and enhance our City's system for referring youth to diversion programs. The three changes to our current diversion arrangement are:

- Implementing a civil citation process for youth involved in low-level offenses at school.
- Using the JRB as one single point of referral and screening for appropriate diversion programs.
- Expanding diversion programming to include a wider array of community-based resources.

The Waterbury Diversion Protocol will be presented at the next Board Workshop on March 26<sup>th</sup>.

Wilby High School Spanish and Italian Language teacher Connie Scarfone presented a workshop on March 14<sup>th</sup>, 2015 at the 9<sup>th</sup> annual CCSU Conference for Language Teachers, "Innovation in Teaching and Assessment," as a member of the Connecticut Italian Teachers Association – CITA. Her topic was "WebQuest for a constructivist teaching approach to learning on-line." WebQuest is an inquiry-oriented lesson format in which most or all the information that learners work with comes from the web. She also led a Round Table Conversation on "Teaching and Promoting Italian in Connecticut," where teachers of Italian shared their views and effective practices to strengthen Italian instruction in Connecticut.

The third School Governance Council Training for this year, entitled "Where Are We Going in Connecticut With Regards To Parent Engagement?", will be held on Tuesday, March 24<sup>th</sup>, from 4:00 to 6:00 p.m. at the Waterbury Arts Magnet School. The presenter is Patty Avallone from the Connecticut State Department of Education.

There will be a community meeting for several of our schools at The Bible Church, 240 Dwight Street, on Thursday, March 26<sup>th</sup>, from 5:30 p.m. to 7:00 p.m. The participating schools are Bucks Hill, Kingsbury, Reed, Regan, and North End Middle School. Parents of children at these schools are invited to attend and pick up school success tips, learn more about community resource partners, and Waterbury Public Schools initiatives. Commissioner Felix Rodriguez is the guest speaker.

SUPERINTENDENT: And finally my sincere remarks this evening has to do with the Board of Education. March has been designated Connecticut Board of Education Recognition Month. It is so appropriate that we recognize the members of our Board of Education who exhibit such dedication to our community and our children. Members of our Board of Education play a vital role in making certain that the backbone of American society, public education, is available to our children. Members of the Board play a vital role in the present and the future of our City. Members of our Board share and maintain a vision for our schools and ensure there are structures to provide accountability to the community. Each member has a tough job. There are long and often thankless hours which makes tonight even more important. Members of the Board make countless sacrifices and spend hours in meetings on committees and advocating for the school budget and other resources for our children. I often think how fortunate we are to have these exceptionally talented, incredibly dedicated people in our district. Every action they take is based on what is best for almost our 19,000 students. They provide leadership in so many critical issues, their service ensures that decisions about our schools are made by people who are most familiar with the needs of our community. As a token of our appreciation, I hope each of you will accept this small gift of appreciation for all the service that you've given our City. I urge everyone here to join me in recognizing this service of our Board members who provide to ensure that today's students are tomorrow's leaders. So I think you sincerely.

## **7. PRESIDENT'S COMMENTS**

Thank you very much Superintendent, that was very well said and meaningful. Does anyone have any questions for the Superintendent before we progress? Thank you Dr. Ouellette, it's always nice to be appreciated, we do have a hardworking Board here and they march to carry out the charge given to them and that is to provide the best possible education to the students of Waterbury. We also thank you for your token of appreciation that we have here before us and for sure you do understand the commitment it takes because you too demonstrate that commitment each and every day.

And now moving on, next Wednesday, March 25, is the annual CABA Day on the Hill at the State Capitol. Waterbury is joining with the Boards of Education and Superintendents from throughout the State with four of our Board members, about a dozen students, and two of their teachers, and the Superintendent attending this event. There will be remarks by the leadership of the General Assembly. Briefings and visits with Representatives and Senators. Our students will gain a first-hand experience in civics accompanied by Board members and our Superintendent. The students will also get to see the State Capital along with the Senate and House Chambers, all very quite impressive.

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

*President Stango proceeded to read the Consent Calendar, Items 8.1 through 8.5.*

## **8. CONSENT CALENDAR**

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

- 8.1 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Wendy Yatsenick, KHS, and one chaperone to take 20 students to Boston, MA on March 31, 2015 to visit the Museum of Science.
- 8.2 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to M. Vagnini, WAMS, and 22 chaperones to take 175 students to Agawam, MA on June 5, 2015 to visit East Longmeadow High School and Six Flags.
- 8.3 With the approval of the Committee on School Facilities & Grounds, the Superintendent of Schools recommends permission be granted to Andrew Manger, Wilby High School student, to pursue the installation of a nature trail on the grounds of the Laurel Hill Complex for an Eagle Scout Service Project.
- 8.4 With the approval of the Committee on School Facilities and Grounds, the Superintendent of Schools recommends approval of the use of school facilities, at no charge, by the following school organizations and/or City departments:

<b>GROUP</b>	<b>FACILITIES AND DATES/TIMES</b>
M. Rocco	W. Cross Library: Tues., April 21st 4:30-9:00 pm (Parapro Test) W. Cross Library: Thurs., May 21st 4:30-9:00 pm (Parapro Test)
Adult Educ.	Kennedy rooms: Mondays - 3/9-4/21/15, 6-8 pm (Sewing Instruction) Thursday - 3/12-5/28/15, 6:30-8:30 pm (Medicare Class) Tuesday - 3/10-4/14/15, 6:30-8:30 pm (Italian I Class) Monday - 3/9-4/20/15, 6-8 pm (Photography Class) Wednesday - 3/11-5/13/15, 6-8 pm (Photoshop) Monday - 3/16-5/18/15, 6-8 pm (Computer Class) Thursday - 3/19-5/21/15, 6-8 pm (Basic Computer Class) Monday - 3/16-5/15/15, 6:30-8:30 pm (Meditation Class) Tuesday - 3/10-4/10/15, 6-8 pm (American Sign Language) Tuesday - 4/14-5/15/15, 6-8 pm (Blackjack) Monday - 3/9-4/6/15, 6:30-8:30 pm (Spanish I) WSMS rooms: Thursday - 3/12-4/23/15, 6:30-8:30 pm (Cooking)
M.A. Petrillo	Bunker Hill gym: Wed., Apr. 1 <sup>st</sup> , 6-8 pm (Spring Festival)
C. Damone	Wilson gym: Mon. Mar. 23 <sup>rd</sup> , 4:30-7:00 pm (Math workshop)
J. Hutchings	WAMS atrium: Fri., Apr. 17 <sup>th</sup> , 5-7 pm (Café International)
E. Racine	Reed art room: 3/16-6/16/15, 3-5 pm (afterschool art program) Reed café: Fri., Mar. 27 <sup>th</sup> , 3-5 pm (PBIS incentive Dance)
D. Currier	Chase gym: 3/19/15, 6-7 pm (Family Zumba night)
P. Poulter	Regan all purpose room: Thurs., Mar. 19 <sup>th</sup> , 6-8 pm (Book Bingo Night)
Adele Jorge Nelson	Gilmartin café: Mon. & Tues., Mar. 23 & 24, 3:30-6:00 pm (Bilingual Meeting)
Azzalee Edwards	Tinker gym: Thurs., Mar. 19 <sup>th</sup> , 3-8 pm (Family Night)
L. Lombardi	Rotella aud., gym, & café: Thurs., Mar. 19 <sup>th</sup> , 5-7 pm (Family Fitness Night)
J. Gopie	WAMS recital hall: Thurs., Apr. 2 <sup>nd</sup> , 4:00-8:30 pm (LINKS Health Lecture)

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

<b>GROUP</b>	<b>FACILITIES AND DATES/TIMES</b>
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Christ Community Casey Sabella	Crosby auditorium: Sun., March 29 <sup>th</sup> , 5:00-10:00 pm (multi – church service)
CM Property Mgt.	Kennedy room: Wed., March 25 <sup>th</sup> , 6-9 pm (Bd. of Directors mtg.)
New Hope Baptist Church Fay Walton	Gilmartin café: Sundays, 4/5-9/27/15, 9:00-11:00 am
All Pro Sports Nadin Samih	Kennedy gym: Sunday, March 15 <sup>th</sup> , 1:00-3:00 pm (basketball clinic)

**REQUESTING WAIVERS:**

Wtby. Relay for Life	Crosby track: June 5 <sup>th</sup> – 7 <sup>th</sup>	(\$4368.)
Thomas DiPietro	Rotella room: June 6 <sup>th</sup> & 7 <sup>th</sup>	(\$1050.)

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

Hoops for Life	WSMS gym: Apr. 13 <sup>th</sup> – June 9 <sup>th</sup> , 5-9 pm (basketball program)
Deneen Fryer	Mon – Thurs. when available Reed gym: Apr. 14 <sup>th</sup> – June 10 <sup>th</sup> , 5-9 pm (basketball program) Mon.-Thurs. when available
Wtby. Neighborhood Housing Services Eden Brown	Reed café: Tuesdays Apr. 7, 21, 28, May 12 & 19 (Leadership Training Program)

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

**9. ITEMS REMOVED FROM CONSENT**

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

**10. COMMITTEE ON GRIEVANCES**

**10.1 Upon a motion by Commissioner T. Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to REMOVE Item #10.1 from the Agenda.**

STANGO: Motion has been made and seconded. All in favor to remove Item #10.1, opposed, motion carries.

**11. SUPERINTENDENT'S NOTIFICATION TO THE BOARD**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file Superintendent's Notification to the Board, Items 11.1 through 11.7, as listed:**

**11.1 Grant funded appointments:**

Banks, Mary – Assistant Tutor, Education of Homeless Children and Youth, maximum of 10 hours p/week, 10 months p/year, \$16.00 p/hour, non-union and without benefits.

Carpentieri, Carli – Substitute Teacher, ART After-school Grant Program.

LeVasseur, Justine – Substitute Teacher, ART After-school Grant Program.

Napolitano, Kathleen – Substitute Teacher, SDE Afterschool Program, Sprague.

Newman, Suzanne – Teacher, SDE Afterschool Program, Sprague.

11.2 21<sup>st</sup> Century Afterschool Program Recreation Specialist appointments, 10 months p/year, maximum of 10 hours per week @ \$12.00 p/hour, non-union and without benefits:

Carlson, Chelsea L. - Sprague	Hannigan, Matthew J. - Sprague
Czarsy, Pamela J. – Chase	Nemec, James P. – Chase
McDuff, Michael R. – Hopeville	Samish, Nadir - Hopeville
Edwards, Toni D. – Driggs	Burke, Shanti – Driggs
Caper, Matthew A. – Wilson	Polanco Carolina – Wilson
Rodriguez, Jessica - Substitute	

11.3 Teacher hires:

<b>Name</b>	<b>Location</b>	<b>Assignment</b>	<b>Effective</b>	<b>Salary step</b>
Kuhkthau Daniel	Walsh	Spec. Educ.	4/13/15	6 <sup>th</sup> +15/10
McCool Maria C.	Duggan	Grade 3	3/2/15	MA/1
O'Donnell Jennifer A.	Bucks Hill	Grade 2	3/2/15	BA/1
Scarfone Concetta	Wilby	Spanish	3/2/15	6 <sup>th</sup> +15/4

11.4 Teacher transfers:

<b>Teacher</b>		<b>From</b>	<b>To</b>	<b>Effective</b>
Allen	Tara	Carrington/Gilmartin Spanish (temp)	Carrington/Gilmartin Spanish (perm)	8/21/2014
Bayer	Carissa	Tinker K (temp)	Tinker K (perm)	8/21/2014
Bloom	Lisa	Gilmartin/Bunker Hill Guidance (temp)	Gilmartin/Bunker Hill Guidance (perm)	8/21/2014
Brown	Michelle	Rotella Gr 5 (temp)	Rotella Gr 5 (perm)	8/21/2014
Calabro	Marissa	WMS Special Ed (temp)	WMS Special Ed (perm)	8/21/2014
Carrion	Stephanie	WMS BDLC (temp)	WMS BDLC (perm)	8/21/2014
Chasse	Douglas	Washington K	Wendell Cross Gr 5	8/24/2015
Courtney	Charise	Reed Gr 4 (temp)	Reed Gr 4 (perm)	8/21/2014
Diliberto	Adriana	NEMS Gr 7 English (temp)	NEMS Gr 7 English (perm)	8/21/2014
Doyle	Tara	WHS English (temp)	WHS English (perm)	10/8/2014
Dudek	Caitlyn	NEMS Gr 6 English (temp)	NEMS Gr 6 English (perm)	8/21/2014
Erlingheuser -Marks	Darlene	NEMS Gr 8 Math	KHS Math	8/24/2015
Ewers	Gretchen	Enlightenment MS English (temp)	Enlightenment MS English (perm)	8/21/2014
Fareira	Charles	WMS Gr 7 Science (temp)	WMS Gr 7 Science (perm)	10/8/2014
Felton	Margaret	Bucks Hill co-taught K sped (temp)	Bucks Hill co-taught K sped (perm)	8/21/2014
Fengler	Deanna	Gilmartin Special Ed PreK (temp)	Gilmartin Special Ed PreK (perm)	9/22/2014
Finlay	Kelly	Generali Gr 4 (temp)	Generali Gr 4 (perm)	10/10/2014
Gambucci	Anne Marie	NEMS Business Computer Ed (temp)	NEMS Business Computer Ed (perm)	8/21/2014
Goletz	Ashlee	NEMS Gr 6 Social	NEMS Gr 6 Social	8/21/2014

		Studies (temp)	Studies (perm)	
Goold	Emilyn	Tinker K (temp)	Tinker K (perm)	8/21/2014
Hastings	Elliott	Enlightenment Social Studies (temp)	Enlightenment Social Studies (perm)	8/21/2014
Howden	Kayla	WHS English (temp)	WHS English (perm)	8/21/2014
Hughes	Heather	Bucks Hill ESL	Tinker ESL	8/24/2015
Iaiennaro	Kathryn	WMS Business – Computer Ed (temp)	WMS Business – Computer Ed (perm)	9/2/2014
Jeanette	Alyssa	WSMS Gr 6 English (temp)	WSMS Gr 6 English (perm)	8/21/2014
Justs	Patricia	Wilson Special Ed (temp)	Wilson Special Ed (perm)	8/21/2014
Klesyk	Mary	Bucks Hill Gr 2 (temp)	Bucks Hill Gr 2 (perm)	8/21/2014
Kontulis-Trentacosta	Krista	Driggs Gr 5 (temp)	Driggs Gr 5 (perm)	8/21/2014
Lambo	Kara	Walsh K,1,2, Math	Rotella Gr 2	8/24/2015
Lanza	Jessica	NEMS Gr 8 English (temp)	NEMS Gr 8 English (perm)	8/21/2014
Leo	Sara	Chase Gr 4 (temp)	Chase Gr 4 (perm)	8/21/2014
Lopez	Doreen	Reed Library Media	WAMS Library Media	8/24/2015
Lund	Kelly	Maloney PreK (temp)	Maloney PreK (perm)	8/25/2014
Lund	Melissa	Chase Gr 4	NEMS Business Computer Ed	8/24/2015
MacLennan	Theresa	Gilmartin Gr 8 English (temp)	Gilmartin Gr 8 English (perm)	11/3/2014
Maldonado	Joanne	Walsh K,1,2 Math (temp)	Walsh K,1,2, Math (perm)	8/21/2014
Marques	Lauren	Kingsbury Gr 5 (temp)	Kingsbury Gr 5 (perm)	8/21/2014
Martinez	Soribel	Hopeville Social Worker (temp)	Hopeville Social Worker (perm)	9/15/2014
Matarazzo	Kristen	Generali Gr 3 (temp)	Generali Gr 3 (perm)	8/21/2014
Matthews	Heather	Enlightenment Special Ed (temp)	Enlightenment Special Ed (perm)	8/21/2014
McCann	Peter	WSMS Gr 8 Math (temp)	WSMS Gr 8 Math (perm)	8/21/2014
McCarthy	Mary	CHS Biology (temp)	CHS Biology (perm)	8/21/2014
McWhirt	Scott	NEMS Business Computer Ed (temp)	NEMS Business Computer Ed (perm)	8/21/2014
Medeiros	Victoria	Kingsbury Music (temp)	Kingsbury Music (perm)	8/26/2014
Moniodes	Joanne	WAMS Spanish (temp)	WAMS Spanish (perm)	8/21/2014
Fenn	Myra	Gilmartin Gr 4 (temp)	Gilmartin Gr 4 (perm)	10/3/2014
Nadolny	Karen	Walsh 3,4,5 Math/Science (temp)	Walsh 3,4,5 Math/Science (perm)	8/21/2014
Oberlander	Ahuva	Gilmartin Special Ed Resource (temp)	Gilmartin Special Ed Resource (perm)	9/18/2014
Palladino	Erica	WSMS Gr 8 Science (temp)	WSMS Gr 8 Science (perm)	8/21/2014
Palmieri	Courtney	Chase Gr 1 (temp)	Chase Gr 1 (perm)	8/21/2014

Plenzio	Stacey	WAMS Health/PE (temp)	WAMS Health/PE (perm)	8/21/2014
Poulter	Craig	KHS Guidance (temp)	KHS Guidance (perm)	8/21/2014
Purvis	Anna	Kingsbury Gr 3 (temp)	Kingsbury Gr 3 (perm)	8/21/2014
Regan	Lauren	Reed Art (temp)	Reed Art (perm)	8/21/2014
Rinaldi	Angela	KHS Social Studies (temp)	KHS Social Studies (perm)	8/21/2014
Rincon	Catalina	WCA Spanish	KHS Spanish	8/24/2015
Russell	Blair	Regan Gr 1 (temp)	Regan Gr 1 (perm)	8/21/2014
Rynar	Lynn	NEMS Special Ed (temp)	NEMS Special Ed (perm)	9/15/2014
Santos	Alexandra	Generali Gr 5 (temp)	Generali Gr 5 (perm)	8/21/2014
Secondi	John	Duggan/Reed Computer Ed (temp)	Duggan/Reed Computer Ed (perm)	8/21/2014
Steiner	Brittany	NEMS Gr 6 Numeracy (temp)	NEMS Gr 6 Numeracy (perm)	9/15/2014
Sudell	Steven	WHS Tech Ed	WAMS Tech Ed (Set Design)	8/24/2015
Taylor	Jennifer	Carrington K Co-taught (temp)	Carrington K Co-taught (perm)	8/21/2014
Terenzi	Tim	WMS PE (temp)	WMS PE (perm)	8/21/2014
Vance	Bridgette	Generali Gr 3 (temp)	Generali Gr 3 (perm)	8/21/2014
Vorio	Daniel	Gilmartin Gr 7 English (temp)	Gilmartin Gr 7 English (perm)	8/21/2014
Wichman	Heather	Kingsbury Special Ed (temp)	Kingsbury Special Ed (perm)	9/8/2014
Woodward	Karen	Rotella Gr 2 (temp)	Rotella Gr 2 (perm)	9/29/2014

11.5 Adult Education Enrichment Program appointments effective 03/20/15:

Pellino, Heidi      Couponing 101 & Basics of E-Bay      4 hrs p/wk @ \$24.00 p/hr  
 Spiegel, Michael    Beginning & Intermediate                              6 hrs p/wk @ \$24.00 p/hr  
                             Photograph & Photoshop

11.6 Retirements:

Lusk, Marianne – Speech Pathologist, Washington School, eff. 06/30/15.  
 Hallock, Mary – Special Education, Tinker School, eff. 06/30/15.  
 Meehl, Jeffrey – Technology Education, CHS, eff. 01/20/15.

11.7 Resignations:

Swan, Kimberly – Science, NEMS, eff. 03/13/15.  
 Walsh, Kelly – Library Media Specialist, Sprague School, eff. 03/19/15.

STANGO: Motion has been made and seconded. All in favor, opposed, motion carries.  
 Moving on the Agenda – Item #12, Unfinished Business of the Preceding Meeting Only.  
 Commissioner Tom Van Stone.

T. VAN STONE: Thank you Mr. President. I just needed to make some corrections on a few things I put forward when we were talking about our budget talks. I misspoke on a couple dollar figures for both our phone item, I overestimated that number as well as

underestimated our school transportation number. However that doesn't take away from the point I was making. The point I was making that night was that we need to concentrate our budget on items that are for our children in the classroom and we also need to make it a point to let the public know when there's items in our budget that we're requested to fund when they are not items that are there. Now the reason, and for the people that are here tonight, the two items I mentioned, the phone service that we utilize, we're one of the few departments in the City that do have a line item in our budget to cover the phone systems, many other departments City Hall budget actually covers that. So that is actually a price tag that we take off of our budget. Now we're probably, not maybe, going to be flat lined once again. And I believe this will be six straight years that we get the same dollar figure from City Hall to operate this budget. Salaries are going up, we basically work within this budget with about 17% of what you read in the paper to operate in the schools. The other 82, 83% is salaries. So that's what we're looking at to spend the money. The school transportation budget, for those who weren't here, I made mention because one million dollars comes from the State of Connecticut and arrives at City Hall and instead of being sent over to the Board of Education to take one million dollars off our line item for the school transportation, it goes into the General Fund. I'm just trying to highlight the items that are in this budget that take away from our children in the classroom. Those were my points I made, I regret that I error in some of the dollar figures but certainly doesn't take away from the point I was trying to make. So thank you Mr. President.

STANGO: Thank you. Anyone else on Unfinished? Seeing none then we'll move onto Item #13 – Other Unfinished, New, and Miscellaneous Business. Vice President Harvey.

HARVEY: Thank you. First of all I want to thank the public for coming down to our meeting, I think it's always good to hear from you and I encourage you to do so again. It's also good to see the parents from Waterbury Hospital, welcome, and I look forward to seeing you graduate and I know I'll be invited to that.

The Superintendent mentioned that there would be a presentation for the Waterbury Diversion Protocol that was signed today by the Police Department in regards to the protocol for the handling of low-level offenses at the school for our students. So I want to invite the public. This is going to be at a Workshop on March 26, that's a Thursday, and it's my understanding that that will be at the Rotella School and we start our Workshops at 5:30. Again, March 26 at the Rotella School. I think you need to be there. We had a presentation last year, it was on the amount of arrests that had been made in the district and needless to say, I know for myself, I fell kind of, not overwhelmed, it seemed like it was just kind of one-sided. I think the community definitely needs to be involved in this, you definitely need to hear this presentation and I would hope that this presentation that's going to be made there there will be extra handouts to be given to the public. I think you need to be aware of what this involves and I'm gonna go a step further and I'll put this in writing for a request at this Workshop that we also talk about the number of arrests up to this point. I think it was roughly a year ago that we had this presentation last year so let's see how we're doing this year. And I'm also going to make a point to say that when we talk about arrests it seems like we always point the finger at the Police Department. We, as a district, need to look at what we're doing before it gets to the Police Department, before, as Richard said, you point the finger and say okay that student needs to, we need to arrest that student.

What are we doing, what interventions are in place before that happens, before the Police Department is involved? So that's what I'm gonna be looking at is what are we doing, what are the interventions before we call the Police Department. So that's what I'm gonna be looking for to be included in that presentation. So again, I'm gonna repeat, March 26 at the Rotella School at 5:30, the presentation on the Waterbury Diversion Protocol, what the Superintendent was talking about, what was signed today. If you can make it please do so. Thank you.

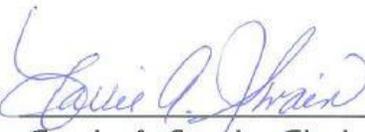
STANGO: Thank you. Anyone else. Commissioner Hernandez.

HERNANDEZ: I too would like to congratulate the Parent Leadership Institute graduates and I also hope to be there, that program is a good program. Angela does a great job. So I congratulate you all. Also I've been going to a number of the schools doing Dr. Seuss because the weathers been bad Dr. Seuss has been extended through the month of March and I did attend Brass City Charter school to read and they are trying get through 200 books through the month of March. They're looking for 79 people that are interested in coming to the school and reading. So if you are interested in reading at the Brass City Charter School for Dr. Seuss Month let me know or you or you could do [www.brasscitycharter.org/read](http://www.brasscitycharter.org/read) and let them know that you're interested in reading to the children at the school. Thank you.

STANGO: Anyone else? Before we adjourn I also want to thank and congratulate the Waterbury Hospital group that came out. I know it's a habit every year, a class comes to a Board of Education meeting to observe, hopefully not critique. I don't know what's going to go on there back in class when you get there but we always do the best we can and we're always very happy to see you and I thank the members of the NAACP who came out to speak tonight and we look forward to hearing from you again also.

## **ADJOURNMENT**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to adjourn at 7:24 p.m.**

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