

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Thursday, March 20, 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 (6:46), 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 6:32 p.m. with a moment of silence.

STANGO: In our prayer this evening I ask that you remember two members of our professional educational community – Ms. Karen Hartery passed on March 12. She was a current first grade teacher at Generali School and a Waterbury native. Karen was an excellent teacher and much too young to go. During her illness she had wonderful support from her friends and fellow teachers. They will miss her and her friendship; we will miss Ms. Hartery and her teaching expertise.

Also, I want to note the passing of Mr. Anthony M. Russo. He's a longtime retired teacher and principal in Waterbury; he died on March 15. Tony was one of Waterbury's own. He was a graduate of Duggan School and Crosby High School. Mr. Russo taught at Bunker Hill, Walsh, Hopeville, and he was appointed Principal of Duggan and also served for times as the Principal of Maloney, Barnard, and Carrington Schools. He was a kind and engaging teacher and a Principal who touched the lives of many of our children. Many of his students remained in contact with him for many years. He will be missed by our entire educational community and personally I am proud to have known him.

We will keep Ms. Hartery and Mr. Russo and their friends and families in our prayer tonight.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

Dr. Ouellette 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: Here.

CLERK: Commissioner Rodriguez.

RODRIGUEZ: Here.

CLERK: Commissioner J. Van Stone.

J. VAN STONE: Present.

CLERK: Commissioner T. Van Stone.

T. VAN STONE: Present.

CLERK: President Stango.

STANGO: Here.

4. COMMUNICATIONS

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

1. Copy of communication dated March 4, 2014 from Civil Service certifying Rochdi Maghfour for the position of Accountant III.
2. Communication dated March 5, 2014 from John Theriault submitting a DVD video of Walsh School.
3. Communication dated March 5, 2014 from the American Arbitration Association regarding SAW-Brown grievance.
4. Email communication dated March 6, 2014 from Jason Carlascio regarding property in the East End.
5. Various communications received March 6, 2014 from Waterbury Career Academy students regarding Three Kings Day.
6. Email communication dated March 18, 2014 from Jimmie Griffin regarding Commissioner Karen Harvey.
7. Email communication dated March 18, 2014 from Lisa Lessard regarding Mr. Cain newspaper details.
8. Email communication dated March 18, 2014 regarding SAW-Brown grievance.

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

5. APPROVAL OF MINUTES

Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to approve the minutes of the Committee Meeting of January 30, 2014 and Regular Meeting of February 6, 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 6:37 p.m.

STANGO: Motion has been made and seconded. Discussion? 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.

Lisa Lessard, 905 Pearl Lake Road, had the following comments: Good evening. Principal sites stress, family issues in quitting. The job is a challenged job and it leads to both benefits and stresses, I'm reading from the newspaper, Cain said. It's important according to quote, to be able to decompress yourself when you go home so you can come back refreshed. In the past I've been able to do that but as recently I'm struggling to do that. Even though I love this school, the kids, the parents, the staff, the fact of the matter is I haven't been able to de-stress myself so I can arrive refreshed. Cain said he's not aware of any discrimination, and I repeat he says he's not aware of any discrimination, and he had few complaints about support, few complaints about support, "few" in the dictionary means not a lot but some. So basically there was some complaints about support. Now, I just basically wanted to state from what I took personally from this article was when he said the job is a challenging job and it leads to both benefits and stresses, Cain said, it's important to be able to decompress yourself when you go home. The stresses didn't come from home to school it came from school to home. Let me repeat in case you didn't get that – it came from school to home not from home to school. So family issues in quitting, not true. Thank you and I just wanted to mention too, Crosby principal leaving; Michael Yamin, Director of Special Ed and Pupil Services will temporarily take over leadership of Crosby while officials launch a search for a new principal. My question to you is Michael Yamin being Director of Special Ed, I did receive an email on that so I do know what's going on with the organization however will he be getting paid under the SAW contract or will he still be getting paid as, under Director of Special Ed. We the public being taxpayers would like to know that because believe it or not if he is the Director of Special Ed and he's reassigned I believe he needs to be under a SAW contract so basically he can get paid as a principal because he's being reassigned as a principal; he's not the Director of Special Ed at the time. We the special educational parents during Common Core, Smarter Balance being SBAC, really think it's a shame during this most critical time that there's nobody as Michael Yamin, Director of Special Ed, or anybody that's qualified in that spot so why special educational children and parents are being left in a special educational lurch says myself and the State Department of Education is a big horrifying

story. Thank you, God bless, and please do something about it because our Special Education children need better. Thank you.

Jimmie Griffin, 41 Pilgrim Avenue, had the following comments: I'm here tonight because I really think that Karen Harvey deserves an apology from the Mayor and the Superintendent of Schools. Karen has been an extremely dedicated member of this Board, she's been on this Board for a number of years, she's been passed over twice to be president of this Board. As a matter of fact they appointed a Republican which I find rather ironic. Also, the fact that she was referred to as someone that basically was a discredit to our community because she said something in relationship to the race issues in the school system. Now come on, let's get real, when are we going to face the reality in the City of Waterbury that there's some real racial issues in the school system? It's been in your hiring practices, it's been there in your discipline practices, it's been there in the disparities and test scores, it's been there forever. And for anyone to reference Karen in that manner, she deserves a public apology from both the Superintendent and the Mayor and I'm looking forward to that because if they don't there's going to be an enormous pressure put on this Board because this Board, I think that we've come to the point where in Waterbury we have two major boards – we have the Board of Aldermen, the Board of Education; the Mayor is ex-officio of this Board, he doesn't run this Board, and I think it's time for the Board of Education to run itself and when one of its members is in trouble and under fire from the other side, I think that this Board has to stand up behind that Board member. I think the comments that were made about Karen were off, it was just out of this world, I couldn't believe it to make such a comment. So I'm just asking you and I think that it's not too much to give her a public apology because she has never race-baited anything, she told the truth.

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 6:43 p.m.

STANGO: Motion has been made and seconded. Any discussion? All in favor, opposed, we're back into the regular order of business.

7. SUPERINTENDENT'S ANNOUNCEMENTS

Dr. Ouellette read and distributed the following announcements:

Crosby High School continued its winning season last week, gaining a spot in the LL quarterfinals Thursday evening, but the big news was its Tuesday evening game, as Crosby coach Nick Augelli won his 600th game and Crosby senior Tyshon Rogers became the Naugatuck Valley League's all-time scoring leader. Although Crosby was unable to advance in the LL semi-finals on Monday evening, we do congratulate Coach Augelli and the Crosby team on a spectacular season.

Approximately 2000 students had 90 days attendance for the first half of the school year, not including early dismissals or tardies. We sent out letters of congratulations to all of the 2000 students last week, thanking them for their dedication to school. Of those students, 778 students had 90 days without tardies or early dismissals. The names of those 778 students have now been entered into a Perfect Attendance raffle

and two lucky students will be awarded prizes from the Back to School Rally Committee. The Committee will be announcing the winners shortly.

Crosby High School's LifeSmarts Blue Team became State Champions on Friday in Meriden. They defeated Maloney High School in the semi-final round by a score of 120-57. Crosby's White team was also very impressive and came in third in the state as well. The school will now begin to train for the Nationals in Orlando. Donna Mancuso is the advisor.

Suzanne Dionne, an art teacher at Rotella who was a finalist for our Waterbury Teacher of the Year last year, has been named 2014 Connecticut Art Education Teacher of the Year by the National Art Education Association.

Earlier this week, meteorologist Ryan Hanrahan from NBC30 visited the sixth grade science classroom of Ms. Magnavice at Wallace Middle School. He followed up the visit by giving a shout out to students on that evening's broadcast.

The annual public service video competition drew more than 137 entries that involved nearly 549 students statewide. They compete for \$15,000 in prize money for their high schools provided by Travelers as the contest's corporate prize sponsor.

This year's Department of Motor Vehicles teen public service contest drew 137 entries from 549 students. An entry from students at the Waterbury Arts Magnet School has placed in the top ten videos and is now eligible to be named a top five winner, dependent on the number of YouTube views the 25 second public service announcement generates. The theme is "Teen Drivers: Put the brakes on distractions". The students are asking Waterbury to watch their video so they can get as many views as possible and place in the top five spots.

Governor Dannel P. Malloy announced last week that he has signed an executive order creating the Educators' Common Core Implementation Taskforce – a group that will be comprised of teachers, parents and administrators with the goal of identifying challenges and gaps in Common Core preparation, and making recommendations on improving the quality and consistency of its implementation. Final recommendations are due no later than June 30, 2014, in time for the 2014-15 school year. In formulating the membership of the taskforce, the Governor received recommendations from the American Federation of Teachers; CT Education Association; CT Association of School Administrators; CT Association of Schools; CT Association of Public School Superintendents; CT Association of Boards of Education; CT Teachers of the Year Association; the CT Parent Teacher Student Association; legislators; and self-nominations from interested educators.

STANGO: Any questions for the Superintendent at this time? Thank you Superintendent. Speaking for myself and I think for the Board, we do this because I consider it a calling, I consider it giving back, I consider it a labor of love and it's always nice to get a little package too, so we appreciate that.

8. PRESIDENT'S COMMENTS

STANGO: Just two notes tonight. I did stop by Rotella School last Friday to witness the lottery for our district magnet schools. The lottery will determine the accepted students' list for our three magnet schools – Maloney, Rotella, and Waterbury Arts Magnet School. The magnet school principals were present along with other magnet school staff, Commissioner Van Stone was also there to observe. The process was completely computerized and run by the representative of the company hired to conduct the lottery. I wanted to get a picture of that process and what it looked like after our discussion of a few months ago. The lottery was done on a laptop computer with a SMART Board for everyone in the room to see. The tech pushed a button on the keyboard and we could see a spinning icon “searching, searching” and then a name would automatically become highlighted and then added to an acceptance list. Once that name was added the search continued for the next random selection by searching and then highlight and then that name was added to the list. And this went on until we had the complete number. The efficiency was evident but nowhere near as exciting as the old numbered ping-pong ball method of years ago; probably better though.

The other thing, yesterday the Superintendent and I visited Kennedy High School and the social studies/history class of the Board, the Board received letters from them. They were a good group of students, typical, I think, of what we would expect in our high schools. They were very polite, respectful, attentive, and asked meaningful questions to which Dr. Ouellette and I attempted to answer. They were very well coached by their teacher Mrs. Mullai who was present in the room also and really did an outstanding job teaching this lesson. The first assignment the students had before we ever got there was to brainstorm possible issues that students face in high schools and then reach out to the civic official most responsible to hear their concerns. Class discussion centered around city government, how it works, what the resources for the public have for input. The Superintendent and I spoke in general terms about the duties of the Superintendent, the Board of Education, and sub-committees of the Board. We listened as the students spoke mostly about issues of dress code and cafeteria food. As we most would expect. The class was appreciative of our attendance and the input and we thanked them for their concern and encouraged them to stay engaged through their career and to most importantly stay engaged from what they're learning as they become citizens of Waterbury. Another classes' assignment, that we didn't see, but another classes' assignment from Mrs. Mullai's group of students was to write letters to the Mayor and the city's executive branch of government with issues concerning city government and operations at that end. They Mayor's office responded to them with a letter explaining that department's role and also thanking them for their input. All in all it was a pleasurable experience to interact with the class. We really have some great students out there and I continually am impressed as I visit these schools. And that concludes my report.

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

J. VAN STONE: Mr. President, I'd like to remove Item #9.5 from the Consent Calendar.

STANGO: Anyone else?

President Stango proceeded to read the Consent Calendar list, Items 9.1 through 9.4 and 9.6 through 9.7.

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 9.4 and 9.6 through 9.7, as listed:

- 9.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the new after-school program “The Daily Rocket School Newspaper Club” for Reed School sponsored by Reed’s Family Resource Center.
- 9.2 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the new after-school program “Showtime Football Club” for Reed School sponsored by Reed’s Family Resource Center.
- 9.3 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the ED042/Phase 2 for the Kennedy High School Addition & Alterations Project (State Project #151-0288 EA).
- 9.4 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the Connecticut Educator Evaluation and Support System 2013-14 Flexibility Request, as attached.
- 9.6 With the approval of the Committee on School Facilities and Grounds, the Superintendent of Schools recommends approval of the use of school facilities, at no charge, by the following school organizations and/or City departments:

GROUP	FACILITIES AND DATES/TIMES
D. Currier	Chase gym: Thurs., Mar. 27 th , 5:30-7:30 pm (Reading Literacy Night)
Mayor’s Office	Reed café & entrance area: Sat., Apr. 5 th 8:00 am - 3:00 pm
G. Reyes	(Literacy Volunteers Luncheon)
M. Ruby	WAMS apron stage: Thurs., May 29 th , 3:30-9:00 pm (Fashion Show)
J. Gopie	Crosby café: Thurs., May 22 nd , 5:30-8:30 pm (ROTC banquet)
A. Guerin	WAMS: Thurs., May 8 th , 4:30-9:30 pm (M/S Dance/PTSO fundraiser)
T. St. Pierre	Duggan gym & café: Fri., Mar. 21 st , 2:30-4:30 pm (8th Grade event)
R. Gibson	Reed gym: Wed., March 26 th , 5-7 pm (parent, teacher, student basketball game)
L. Lombardi	Rotella Comm. Rm.: Apr. 11 – 25 (Book Fair)
Mayor’s Office	WAMS apron stage: Thurs., April 10 th , 5:00-8:00 pm (Community presentation of Greenway Project)
C. Damone	Wilson gym: Wed., Apr. 2 nd , 5:00-7:00 pm (Family Bingo Night)
*V. Vicenzi	Rotella café: Mon., Mar. 24 th , 6:00 - 9:00 pm (café workers union mtg.)
*R. O’Neill	Carrington café: Wed., Mar. 26 th , 5:45 - 8:00 pm (family reading night) Carrington café: Mon., Apr. 7 th 6:00 - 8:00 pm (book club mtg.)

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

GROUP	FACILITIES AND DATES/TIMES
Westover School	Kennedy pool: Sat. Mar. 22 nd 2:00-4:00 pm

Alice Halloran	(swim tests)
CT. DeMolay	Kennedy gym: Sat., Apr. 12th 2:00-7:00 pm
Harry Needham	(annual sports event)
Porter & Chester	Kennedy aud.: Thursdays 5/1/14, 8/7/14, 11/6/14 3:30-7:00 pm
John Goldbeck	(commencement ceremonies)

REQUESTING WAIVERS:

Chiaki & Syrmgomyelia Foundation	Gilmartin track & bathrooms: Sat. June 28th. 4:00-9:00 pm	
Cathy Poznik	(one mile walk)	(\$246.)
P.A.L.	Crosby gym: Fri., Mar. 28th 4:00 - 11:00 pm	
Ofc. F. Santopietro	(wrestling event fundraiser)	(\$984.)
Hoops 4 Life	Kennedy gym: Sun., Mar. 30th 9:30 am - 9:00 pm	
Deneen Fryer	(basketball spring league game)	(\$902.)
Bunker Hill Sports	Generali gym: Sundays 3/23-5/11/14 noon - 4:00 pm	
Nicholas Meglio	(baseball conditioning)	(\$1640.)
Overlook Sports	Gilmartin gym: Sundays 3/16-4/13/14 10:00 am - 5:00 pm	
Michael Brown	(baseball conditioning)	(\$1640.)

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

Hoops 4 Life	Kennedy gym: Wed., Mar. 26th 5:15-9:00 pm	
Deneen Fryer	(basketball spring league game)	
Wtby. Wizards	Gilmartin gym: Mon. & Wed. 3/24-5/28/14 5:30-8:30 pm	
William Maisto	(basketball program)	
Boy Scouts	Crosby pool: Mondays, 3/24 & 3/31/14 7:00-6:15 pm	
John O'Luanaiagh	(swim lessons)	
Rivera Memorial Inc.	Duggan gym: 3/24-6 /27/14 Mon-Wed-Fri 5:30-9:00 pm	
Ofc. Matthew Ocasio	(basketball program)	
Girl Scouts of CT.	WSMS café: Thurs. 3/27, 4/10, 5/8, 5/22, 5/29, 6/12 6:00-8:00 pm	
	(Scout meetings)	
Wtby. Wizards	Carrington gym: Wednesdays, 3/26-5/28/13 5:30-7:30 pm	
Michael Maisto	(basketball practice)	

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

10. ITEMS REMOVED FROM CONSENT

9.5 Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, it was voted, by roll call vote, to approve the REVISED 2014-15 Department of Education's budget request to the Mayor totaling \$159,285,379, as attached.

STANGO: Motion has been made and seconded. Any discussion on that item?
Commissioner Tom Van Stone and then Commissioner Jason Van Stone.

T. VAN STONE: Thank you Mr. President. As I did when we looked at this the first time there's still to me a lot of questions as to how we came about our numbers and I'm sure those will be the questions we see later. Justification/rationale are important when putting in a budget. So I'll again say that just like I did a month or so ago. In addition I know this amendment in particular shows where the retired teachers and the potential

savings we would see based on an experienced versus a new teacher. That to me is in question a little bit too because two of those teachers that are retiring are Chairs, Department Chairs, so I think we really need to put a lot of thought into our budget numbers, we're gonna have a tough road ahead of us. Apparently the Mayor's Office has found somewhere 1.6, we haven't seen it yet, at least I have not, so there's still a lot of discussion for this budget as far as I'm concerned and I really like to look forward to the future years that we get a little better rationale and justification for the numbers just so we can understand better where they come from. That's really what the meat of the budget should be is how we got to our numbers. So it's a repeat of what I said a month or so ago but that's just what I want to make on the record. Thank you.

STANGO: Commissioner Jason Van Stone.

J. VAN STONE: Thank you Mr. President, through you. When we voted on the original proposal I voted against that. I'm not gonna go over the whole thing again. But I'm glad that we have made attempts and we have a revision getting us to a lower number for the taxpayers and I appreciate that. I still have a number of the concerns I had last time and again I'm not going to go over it. I'm glad we're heading in the right direction; the Mayor has already signaled that he's looking for a potential increase that isn't what we're going to be proposing anyway. So while I'm happy we're heading in the right direction, I still have great concerns that the taxpayers of Waterbury have trouble floating this bill so I'll be voting against this proposal tonight.

STANGO: Commissioner Brown.

BROWN: Thank you President Stango. I just want to say thank you to the staff for really putting a fine tooth comb through the budget and coming up with some savings. Let's face it, this budget has been flat-funded at 155 million dollars for several years and we were lucky enough to receive Alliance District dollars to really make up for that so that the burden on the taxpayers in Waterbury is minimal impact. I guess, I looked at the budget and it's very, very barebones. All the increases have to do with staff, opening and expanding new positions in new schools in Waterbury because of the enrollment, the increased enrollment in our school district. While surrounding areas in some places in Connecticut are decreasing in enrollment we are experiencing a huge increase. That is the reason for these. There is no secrets, our teachers have been flat-funded for many years and they're finally getting a small raise and we found in trying to hire people lately we are not competitive with surrounding districts, our teachers are being asked to implement Common Core, to do evaluations, to work with a difficult school population. So I wish we could add more to this budget to compensate our teachers and to really get the supplies and the resources that our school district still needs. You can go to any of our elementary schools in Waterbury. We were just at Bunker Hill Elementary School; those teachers are in barebones accommodations. The gym is minimal, they're finally getting some storage space, so I think anybody who familiar with our school district and the challenges that we face would certainly appreciate the herculean effort to keep this budget as barebones as it is. So I will be voting for it and I'm hoping that the Mayor and the Board of Aldermen will see fit to really increase it and address the systemic needs that this school district keeps putting aside year after year. So I appreciate the effort that went into this and look forward to the ongoing dialogue about this. Thank you.

STANGO: Any further questions? Commissioner Hayes.

HAYES: As someone who's lived through that flat-funding I don't know how we can ask for additional dollars at this point. Things haven't gotten better, we continue to get additional dollars added to our budget that are currently funded by the State, I'm not sure how much longer they're gonna be but we've inflated our budget and unfortunately we didn't have the opportunity to use those dollars from the State with as much flexibility as we'd like to to address some of these long-standing concerns that Commissioner Brown mentioned. By the same token I just don't know how we can ask the taxpayers to add more while we're also asking for new schools and things. So at this point I'll probably be voting "no" on this budget.

STANGO: Further discussion? Seeing none, hearing none, all in favor, opposed. I think we better go for a roll call vote on this.

ROLL CALL VOTE ON ITEM #9.5:

Yeas: Commissioners Awwad, Brown, Harvey, Hernandez, Rodriguez, and President Stango – 6

Nays: Commissioners Hayes, McEntee, J. Van Stone, and T. Van Stone - 4

CLERK: Six/four, motion passes.

STANGO: Motion passes, thank you.

11. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Hayes and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file items 11.1 through 11.6, Superintendent's Notification to the Board, as listed:

11.1 Grant funded appointments effective immediately:

Curran, Mallory - Science Instructional Coach Teacher/extra-compensatory, funded by the K-8 Science Improvement Grant.

Gaydosh, Kathy – Science Instructional Coach Teacher/extra-compensatory, funded by the K-8 Science Improvement Grant.

Zhuta, Rakibe – from Substitute Pre-k Classroom Assistant to Permanent Pre-k Classroom Assistant, Sprague School, funded by Alliance Grant.

11.2 Reed After-school Daily Rocket School Newspaper Club and Showtime Football Club appointments, salary according to individual's contract, funded by the Reed FRC Grant:

Lopez, Doreen – Library/Media Specialist, maximum of 38 hours.

Steffero, Melissa – Positive Youth Development Leader, maximum of 38 hours.

11.3 Teacher new hires:

Name		Location	Assignment	Grade/Step	Effective
Durso	Danielle	Crosby	English	MA+15/4	4/2/14
Matthews	Theresa	Crosby	Physics	6 th /12	4/4/14
Nelson	Marisa	Wilson/Gilmartin	Social Worker	6 th /2	3/3/14

Pape	Anne Marie	Kennedy	Music	MA/4	3/3/14
Parks	Michele	Regan	Kindergarten	MA/2	2/24/14

11.4 Teacher transfers:
Carlo, Dana – from Carrington Grade 1 to Washington Reading, eff. 4/11/14.

11.5 Adult Education appointments effective immediately:
Zezima, Mario – Part-time Custodian, 25 hours p/week @ \$10.00 p/hour.

11.6 Resignations:
Audibert, Andrew – Gilmartin Math, effective 03/07/14.
Cain, Michael A. – Principal, Crosby High School, effective 03/28/14.
Giammatteo, Timothy – Sprague Kindergarten, effective 02/28/14
Lavallee, Leo P. – Principal, Waterbury Arts Magnet School, effective 06/30/14.

STANGO: Motion has been made and seconded. All in favor, opposed, motion carries. Moving onto Item #12 – Unfinished Business of the Preceding Meeting Only. Item #13 – Other Unfinished, New, and Miscellaneous Business. Commissioner Brown.

BROWN: I just want to wish the First Robotics Team of Kennedy High School luck in their upcoming meets. The Nuts and Bolts of Furry are scheduled to represent Kennedy High School and the Waterbury School District. They're going to be competing at Southington High School, at Hartford Public High School, and in Louiston, Maine over the next three weeks. This year's game "aerial assist" features robots capable of throwing, passing, shooting, and catching exercise balls. So I wish them well thank the staff, Mr. Balsamo, and other staff for their volunteer efforts on behalf of the students.

STANGO: Thank you. Now, Commissioner Jason Van Stone.

J. VAN STONE: I was going to note the Kennedy Robotics Team so that's the last time I'll yield anything to you Commissioner Brown. Just to tack onto that, if you have the opportunity to go up to Southington High School or Hartford the following weekend, do it. I've had the opportunity to take my kids up to it a couple of times and it's a fascinating exercise. The people on the robotics' team get to learn from soup to nuts all the aspects of building and then marketing their design and their creation as well as helping to raise funds to help fund it. So it's really one of the very few things I think that we do that really touches on a number of important skills that each of these kids will take on into their real lives when they get a little bit older and I think it's really a fantastic pursuit. So please do that.

Just to note a couple of things you had mentioned, Commissioner Stango, I too had the opportunity to go up and check out the magnet school lottery and the ease and the efficiency that this new system brings to what can be a long and arduous process is impressive. Mr. Lavallee, Ms. Cullen, Ms. Paolino were there representing each of their schools and had asked very impressive questions, each of which was definitely handled by the consultants, the lotteries went off without a hitch, and it was, like I said, very impressive to watch. So that is good. That's what I have for you tonight Mr. President, thank you very much.

STANGO: Commissioner Awwad.

AWWAD: I had a question for Commissioner Brown – there’s a Curriculum meeting on Monday, is there something that we should have prior to that, any materials regarding any potential curriculum or will additions and changes be handed out then?

BROWN: Yes, there’s only one item on the Curriculum and Carrie will be glad to email again. It was in our packet a few weeks ago but we’ll send it out.

STANGO: Vice President Harvey.

HARVEY: Thank you very much. First of all I’d like to thank the public, particularly the ones that have come out in support, particularly from the African American community and the community at large. I really appreciate the phone calls of support, the show of support, and I just really, really appreciate it. So I just wanted you to know that.

I wanted to mention that on Monday we had a session with the parents on GEAR UP from the WOW/NRZ area and it was a wonderful session that we had with the parents, had a pretty good turnout and it’s the beginning stages of creating a network with these parents and their involvement. So I just wanted to thank them for taking out the time out of their busy schedules to come and attend this GEAR UP Project.

This next few items that I’m going to mention, something that’s really kind of been bothering me the past couple of meetings, past meetings have been, I looked at the Agenda, they’re very short and I look at the Agenda knowing that we have issues in this district. To name of few and recently we have five schools that we’re looking for new principals for. We had the issue of the letters with the Kennedy students, I know that there was a visit that was made but they had issues regarding the dress code. I had the opportunity to go out to a few of the schools and it seems as if the teachers, not teachers, a large percent of the administrator’s time is taken dealing with dress code issues. So I think that’s something perhaps we need to look at, maybe we might need to move to uniforms or making it easier so that they don’t have to deal with, take up so much time to deal with those things.

We had a letter that we received from another Kennedy student in regards to working the scoreboard, that has been around for a couple of months. I know that I received information that we’re working on it but how much time does it take to work on this?

When we go as Commissioners and visit schools is there a process? What are we looking for? I heard the word a “debriefing” after we did a tour and that kind of sent a red flag up because we shouldn’t be, it’s got this evaluation type of air to it and I don’t know if that’s part of our job, I don’t think it’s in the contract that we evaluate, that we debrief. What happens if we give a suggestion and the principal doesn’t follow it, what happens then, is there something that’s written up? So I just want to get a little bit more about what that process is.

Parents are just, you know, I’m not gonna say clueless but they’re looking for answers on Common Core. They’re asking questions, they want to know about Common Core, I think we need to do a little bit more about that.

We need to change the amount of time that we have in our bylaws that addresses when the public addresses us; we need to change that from three minutes to five minutes so that we are in sync with the Aldermen. We have been kicking that around, we haven't done anything about it.

We also need a retreat so that we can look at and do some strategic planning because it seems as if we're reacting rather than planning. So, again, I'm looking at hopefully we can address these issues, when I see a short meeting, not that I'm saying, when I first joined this Board we used to stay until 12 midnight, I'm not saying we need to do that, I'm saying we need to address the issues in this district and I don't feel we're doing that. So I, again, am making this appeal that we look at these issues, the President of the Board is responsible for putting together the Agenda for the meetings and the Workshops; I'm appealing to him to look at these issues and to put these issues on our Workshop. I also ask that we look at the Workshop because that's the proper venue for us to discuss things publically so that the public will know what we're talking about and that we're dealing with these issues. So I again make that appeal that we look at our Workshop and the format and see if there's a way that we can introduce items that are not on the Agenda and that we look at items that are in the district, that are issues in the district, that we discuss them publically. Thank you.

STANGO: Any further discussion on Item #13? Yes, Commissioner Hayes.

HAYES: I join Vice President Harvey in having discussion about some of the pressing issues that we have. I am deeply concerned about the present circumstance we have with these openings, principals at five schools – the Arts Magnet School, Bunker Hill, Driggs, I'm just not sure what we're gonna do, we've had all this time to get a replacement at Walsh, I'm just wondering how long we're gonna go, if there are some other intervention somewhere. The resignation of Mr. Cain comes three days before April 1 which was the day that supposedly the teachers were gonna decide whether they buy in or not and now they're not gonna have a principal that they know of to buy in or not. So I'm just wondering if the Turnaround Committee has weighed in on what they're going to do with that particular circumstance. This is there game sort of, the way they're running that, I'm wondering how they're gonna handle that. How do they get a commitment from the teachers if they don't even know who the principal is gonna be. And I know we had to pay Mr. Cain the top dollar to get him in there so I'm wondering if there's even other candidates that would be willing to come in there for those same dollars. I, too, have concerns about our minority candidates being hired and then leaving. I'm not sure what Mr. Lavallee's concerns are but it's surprising to me that after two years he's decided he wants to go on further because I thought when we hired him he had mentioned that he was planning on being here for a while. So I'm just wondering if the reasons we're hearing are really the real reasons. I just think it looks bad for us all to see these people fleeing and whatever reasons they're giving us, us having a hard time filling those positions, I think we have to do a better job of recruiting people and I think, again, with our current salary structure, I don't know what we're going to do, I don't know how we can pay more people, more money to people from the outside to come in and work at schools where we can't get our own people to say.

And the other concern I have, again, is somewhat of what Vice President Harvey said that you know we have all these Committee Meetings, it's hard enough to get to these, but I truly believe that the Workshop should be where those committee ideas come up

and if at the Workshop we can't figure it out as a Board then you send it to the Committee to refine it and come back with a recommendation as opposed to all these meetings because quite honestly the newspaper is never covering these meetings, people don't know what we're discussing, it comes in front of us, it's on Consent Calendar and things just go by. When I first started just as a parent coming down to the meetings, I found the Workshops to be the things that were I learned something because I had the opportunity to find out where the Board members stood on these issues, then I could contact those that I agreed with to support them or disagreed with. Right now we're meeting on a Monday somewhere with a committee meeting, it's never getting any kind of coverage from the newspaper, it comes to the full Board and we just sort of, it just runs right through us and I don't think people are informed as to what's really happening here and I'm concerned about that. It just appears that everything we do we just vote along, it goes along, there's not a lot of discussion, and you know with regard to what Mr. Griffin brought up, I'm not really even sure what he was referring to but as one who's sort of taken some of the slings and arrows as well I know that's part of the job and I just hope that we as individuals on this Board feel comfortable to speak out what's on our mind whether we agree with everyone or disagree with everyone so that, again, we're not necessarily serving the school system, we're serving the people who elected us, they need to know what we think. Whether they agree or disagree so when they go forward they know where we stood on particular issues. So as one who reluctantly went along with the Consent Calendar, I still think that's good, because we have the opportunity to pull that out and that helps us keep the meetings moving but I do think we need to have some more discussion open to the public so that they can know what's going on with us. As you can see we have fewer and fewer people coming here because I don't even think they know what's going on anymore and that troubles me because, again, I started as one of these people that sat out there and I had to come to both meetings because you could hear what was going on at the Workshop and then come to the meeting and bring support or whatever to a particular issue. I just think it's much more taxpayer or parent friendly to have that situation going forward. I do believe that the Committee meetings are important when we as a Board sit and we can't come to some kind of, whether it's a consensus because really at a Committee Meeting you don't take any votes but if there's no consensus and there's a lot of questions then it should go for further review by a Committee before it comes in front of the full Board. So those are just my comments on those and, again, I am really concerned about the situation with the principals. I don't know if we have a plan, how we're going to do that, but I think there has to be something that we all need to look into. Honestly I don't have an answer to it but to have five openings right now and one is the Focus School where Bucks Hill was, another one of those state intervention schools, and we have our Arts Magnet School which just got national recognition and the principal is leaving, I'm just concerned that something else is afoot here that I'm not able to put my hands on. But I am greatly concerned and hope that we can do something about getting these positions filled with people who want to come here, want to stay here, want to work with us going forward. Thank you.

STANGO: Commissioner Awwad.

AWWAD: I would echo some concerns that Commissioner Hayes' has raised regarding the status of the five schools without principals but more importantly the focus in the two Turnaround Schools and it would probably be a wise idea if we dedicated maybe not a regular workshop but a specific time to hear about where we are with the Walsh

education partner, where we are with the Crosby concerns that are rising out there – we have the teacher opt-in, we have no principals at either place and Pat does raise a very valid point about how do we expect teachers to buy-in if we can't give them a leadership team that they can look to to have a stable support system there. So perhaps we should come to, very quickly, a date where we can sit and work with Paul Whyte for the Turnaround Specialist, the ILD's that are assigned to potentially those three schools, and delve into that and get a better understanding of what are the issues, what can we do as a Board from a policy standpoint. It isn't our responsibility to run the district, it's our business to set policy but if some of those policies need to be reviewed or there needs to be some greater input from the Board to affect a better outcome for the administrators and the teachers but most importantly for the students at those buildings, I think that's the most important thing that we should be doing. So perhaps as we look at scheduling something in the next few weeks to get a full update. If it takes a couple hours, it takes a couple hours but I think that it's time well spent.

STANGO: Thank you Commissioner Awwad. Anyone else? Commissioner Hayes.

HAYES: There's one other thing that Commissioner Awwad sort of brought to the front of my thought process here, she mentioned the ILD's, we have all those positions, I'd like to have some kind of, we said when we agreed to put those positions in place that we'd have some accountability, now we're asking for flexibility on evaluations. I'm just, some kind of report on what impact the ILD's have actually had. I'm sure they've had a positive impact but you know I think it's better for us to hear exactly what the return on our investment has been on those positions. Thank you.

STANGO: Thank you, anyone else? I thank everyone for those good points. As President I will respond to a couple because I feel I need to. First of all the point made about the principals is a very good point. I think that we have concerns with that, there's no doubt about it, two of those principals who are leaving – one is retiring and one is leaving for his own fulfillment to pursue another goal and that is what it is, we can't do anything about that. One of the goals that we always talked about here, that we were going to try to do, was retention, we always wanted to talk about retaining our teachers and retaining our principals, that is certainly one of the things we want to do and we will work on it. To Commissioner Awwad's point of discussing it, I think that's a good point and I think that a good place to start it, and I'd hate to say it, would be in committee and I think a good place to be that would be in the Personnel Committee. So if the Personnel Committee wants to convene, I would be glad to attend and we will discuss what we're doing to bring in minority candidates and discuss what we're doing to bring in good candidates, and discuss what we're doing to retain the candidates that we get. So we will do that, I hope that we will do that soon.

The other item mentioned was the Kennedy High School score board issue. I apologize for that, I thought that Vice President Harvey was informed of the best way to proceed with that, however, if that's not the case I will again refer it to committee and I think that, Commissioner Brown, we should look at this in Policy Committee so we can air it out again. My impression was it was settled.

And the other item about the process of when visiting schools. I would assume that that meant the visit that myself and Commissioner Van Stone and Commissioner Hernandez made. I was invited to come back and give debriefing. Quite honestly debriefing wasn't

my word, I wasn't looking at it as debriefing, I thought that was more of a harsher term, I was looking at a feedback. I did go back and I gave the feedback to the panel, one of the panel members was Principal Cain and every one of those panel members, without question, appreciated the fact that I came and gave feedback of what I saw in that hour and a half in that building. I gave them back my, not evaluation, I gave them back my eyes, I gave them back what I saw and that's the only thing I did and I thought it was appropriate and I thought that they appreciated it and they told me that.

I think that as far as answers on Common Core, we are constantly briefed on that, I'm sure that we will be briefed again. Superintendent and Mrs. Cullinan do an excellent job in bringing us up to par on what's going on with all of that and they will continue to do that.

Change the amount of time from three to five minutes – we talked about this before, if that is important enough to some of us we'll bring it to Policy Committee also. I notice that very seldom does someone go over the three minutes from when I'm looking at it but if that seems to be an issue we can look at that. But certainly if we look at that and discuss that it's going from three to five it has to be a hard five and it would have to be a warning like one minute and then you would have to balance that out, the speaker. So we can look at that.

I think that's about it that I have to respond to on this tonight. So that's the deal then, let's refer those to committee and I think committee is the proper place for it, we don't need to have the 10 of us sitting out here and talking about a particular item and questioning a particular item when some of us can do that and then bring it back. Some of the things end in committee when more clarification is made. And yes, Committee on Personnel to review these items and Committee on Policy to look at those two items. And we will do that. Anyone else? Vice President Harvey.

HARVEY: Just for specifics – the two items that Personnel is going to look at are what - retention and what else?

STANGO: You want to look at the hiring practices and retention of principals, hiring procedures and maybe discussion on why we think we can't keep them if that seems to be the issue. Although I said that two of them are leaving on their own, well three of them, leaving on their own volition; they wanted to leave and when someone wants to leave, they tell you they want to leave, they're gonna leave. The other one is a retirement and we thank that person for 35 years-plus of services. So those items.

HARVEY: I think we should also look at getting a status on where we stand right now with personnel because there are some other items so I will throw that in as well. And just to, what Commissioner Hayes stated, we need to look at why, we can look at it, we say oh this one's retiring, that one's leaving, but I don't think there's ever been a time, I'm just thinking, as long as I've been on this Board, that we had five schools, five principal openings at once. So we will have that discussion at Personnel, the Personnel Committee. I'll get in touch with Dr. Tucker. Policy Committee will be looking at what - changing the public address time from three to five...

STANGO: Entertaining the possibility of that.

HARVEY: Okay, and what else will they be looking at?

STANGO: Policy is where I referred the question of the score clock issue.

HARVEY: Okay. I just want to say you mention that it was, you thought it was resolved, no one has gotten to me about anything being resolved.

STANGO: I thought that you received clarification.

BROWN: I think what President Stango's referring to is that...

HARVEY: CIAC.

BROWN: Which clearly states the rules and regulations so I thought, you know, when we looked at them it clarified the situation that, who gets hired and who doesn't get hired and so forth.

HARVEY: So we will be looking at that in Policy.

BROWN: But I thought, it was pretty clear what the delineation is of who gets hired and who doesn't get hired, but we'll be glad to look at it as a policy, sure.

HARVEY; I just think that if a student addresses, just as they did with the 48 letters, we need to go back to them and just given them something.

As it relates to Common Core, it was the Common Core and the parent, not us, the parents, they have questions and in fact just Monday at the GEAR UP session some parents addressed the issue, they didn't know, they had some questions around it, so the recommendation or suggestion is to make sure that we're updating our parents on Common Core.

STANGO: The question of the parents on the Common Core I think is very good and I think that any parent is welcome to come to this podium and ask a question. I think that the Superintendent is very, very receptive to open telephone, she is always happy to answer a telephone call with a question. We will certainly entertain any question a parent might have ongoing.

SUPERINTENDENT: We have Mrs. Marold in the audience and I know she's been using our communication tool kit for the parents. Certainly maybe we haven't hit every forum for Common Core, but there has been letters and there has been presentations to the parent group, no need to comment tonight Mrs. Marold but I know you've been doing a bang-up job with that. Perhaps we haven't been able to hit all those forums so I'll get that information and we can go out again and certainly answer questions. Thank you.

AWWAD: Mr. President, just to follow up, where do we anticipate a conversation about the status of the Turnaround Schools because that's not a principal question, that's an overarching, very expensive, very big albatross around this City's neck with having two Turnaround Schools with no leaders and a bit of a disarray?

SUPERINTENDENT: That will be at the next Workshop.

AWWAD: Thank you.

STANGO: Certainly it will be curriculum and we will invite Mr. Whyte to that, for sure. Yes, Commissioner Hayes.

HAYES: Just to be clear, so that issue we're going to discuss at a Workshop but the other issues we're going to refer to committee? Which ones are we gonna put in front of the committee?

STANGO: They're going to committee first.

HAYES: There's certain issues that we should all be compelled to take part in. You talked about how we, we're committed to coming here, I don't want to stay here till 12 o'clock either but it's a lot easier on my family to not have to go to a meeting on Monday, Tuesday, come here on 5:00 on every other Monday for the Building Committee and then have these other committees come in. I think, especially since we have a lot of new people here, I think the discussion on some of these pressing issues should be amongst all of us. Then if we can't come to a consensus then we send it back to committee after you hear everybody's input.

STANGO: So you would like that discussion on Turnaround Schools at a Workshop. We began with that about six weeks ago. But we will return, Mr. Whyte will be glad to return with us again.

HAYES: What about the Personnel Committee issue to talk about the principals? Like I said, the other thing that bothers me is the newspaper can't be at all of those, we don't have the cameras at all of those other committee meetings, so where is the transparency for the voters? I think it's important that we do that because we're having so many committee meetings that some of us can't even attend because we're on so many committees. We want to be involved in all of those but it's hard to get to all of them and then if we had to just know that every other Thursday night we had to stay here a little longer and get these issues done instead of fragmenting us all off and having a lot of us not even hear the discussion, I just think it would benefit us better if we were to have these particular issues come in front of us at the Workshop and then if, again, we can't come to some kind of consensus send it . . .

(tape ended)

STANGO: . . . we need to go to committee to frame the way we're going to approach the item. Now approaching the item of the principals and why do we have to hire five and what has happened to the other two and why do we do this and why can't we do this, we just can't throw that out in a middle of a Workshop on a Thursday night. I think we bring it to committee first, frame the issue and then if the committee deems it worthwhile to bring it to a Workshop, we certainly will. We have never purposely withheld anything from Workshop that should have been on Workshop in my estimation.

HAYES: Where we disagree is that I think the framing ought to come from the input from everybody before it gets framed, that's my point.

STANGO: I guess that's a difference of opinion that we will have.

HAYES: Sure, I'm just letting you know that I disagree with that and I think it's leading to some of the Board members, myself included, not having as much information as I used to have because I can't find the time to get to all these committee meetings and then if we try to discuss things at the Workshop, well it was already discussed at committee and everybody's like oh we got to get out of here, I'm getting tired of that.

STANGO: Right, I understand.

RODRIGUEZ: Thank you President Stango, through you, for me what I really got upset at, we had an executive session at the last Workshop where we discussed personnel matters and we left that meeting with the understanding that the principal, at least the public message was going to be, he left for personal reasons...

STANGO: Commissioner, I just want to caution you about executive session.

RODRIGUEZ: I'm just saying, I get that, but that's my point. Monday morning I wake up and there's quotes from our Board of Education Commissioners and leaders addressing a particular issue that I don't think should have been quoted in the papers. And so for me I was a bit frustrated because we didn't follow procedures and I think our leaders of the Board of Ed didn't follow procedures that we sort of hold ourselves to in executive sessions so I wake up the next morning and I see these quotes, it was frustrating, it's already a black-eye to the district for Mr. Cain leaving, and I would hope that that's a learning lesson for all of us that what we discuss in executive session stays in executive session and that is the point, not to go out the next day in the newspaper and it's spilled out on how people feel, that's extremely disappointing. So I just thought I had to share it, I had to let it out, because I think we need to do better than that. We do have a lot of challenges in this district but I will say I am extremely proud of the Waterbury School System, I am honored to be sitting amongst a lot of folks around this table who have the brainpower, who have the will, who have the commitment to try to make a difference. We're not always going to agree on issues but we need to be smarter when it comes to our students and our teachers and our administrators. Our administrators need our support more than ever. Our students need our support more than ever. Our parents need our support more than ever. So as Commissioners we got to be careful with the words we use when we're addressing the public, when we're addressing the administrators, and when we are addressing public guests that come to our Workshop, we have to have a bit more respect. So that's it, I let it off my chest, thank you.

STANGO: Vice President Harvey.

HARVEY: Thank you. Let's talk about executive session.

STANGO: Vice President Harvey, you have to be careful here.

HARVEY: I'll be careful; I have enough years in this. First of all, when it's personnel matters we go to executive session, we express how we feel in executive session, alright. Now if that means that we can't express, we have to keep things secret from the

public because we're in executive session, I'm there for that, but I will not attend executive session if that means that I can't say anything and let the public know how I feel about something. That's what the problem is here, we go into, we're secret, we don't talk about it, we go behind closed doors and then we don't share with the public how we feel. They need to know how we feel about items. Now we agree to certain things in executive session, what I said in public I don't think I said in executive session, so I can say that, okay, so when we have executive session we're talking about personnel matters specific to a staff member yea, we keep that quiet, but if we go into executive session we need to have an avenue, Commissioner Rodriguez, that's what we're talking about now, of letting the public know how we feel. If we're going to hide behind closed doors and we're going to go into executive session and then we're gonna say oh, we can't say anything, I'm not going to go into executive session because I want the public to know how I feel. Now we're trying to paint this rosy picture, alright, of the district, we have, I just cited certain issues, there were like seven or eight of them that need to be addressed. We need to be public with that, the public needs to know. Just like this discussion, this is great, but we need, there are items such as our principals, five schools, five principals, two of which are Turnaround Schools, we need to talk about that publically, okay, we need to do things outside the box. We're trying to stick to these conventional ways of doing things, well the workshop says this, workshop says that, we need to open up so that we can have the public hear us debate the issues, talk about the issues, if we don't we're going to keep doing things behind closed doors, we're gonna be at the same point that we're at. So that's all I'm gonna say and that's all I'm gonna comment on tonight.

STANGO: Okay, I'd rather not have any further discussion regarding executive session at this time. As far as speaking openly and publically as we do at a meeting, that's fine, but sometimes it becomes unruly, it becomes disorganized, we have lost a sense of order, and when you lose a sense of order nothing gets accomplished. We need to maintain that sense of order.

GUIDONE: I've been informed by our video staff that the live audio is not working this evening. However, the good news is that it can be retrieved and on the replays it should be on.

ADJOURNMENT

Upon a motion by Commissioner J. Van Stone and duly seconded by Commissioner Brown, it was voted unanimously to adjourn at 7:40 p.m.

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