

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ SPECIAL MEETING*

Monday, July 27, 2015 at 5:30 p.m.

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

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

**ABSENT:** Commissioners Awwad and Rodriguez.

**ALSO PRESENT:** Mayor O'Leary, Superintendent Kathleen Ouellette and Chief Operating Officer & Chief of Staff Paul Guidone.

### **SILENT PRAYER**

President Stango called the special meeting to order at 5:33 p.m. with a moment of silence.

STANGO: In our silent prayer this evening I ask that we remember retired teacher Betty Corbett. Betty passed away last Monday, July 20. Mrs. Corbett was a teacher in Driggs School. She spent her entire career of 36 years teaching kindergarten at one school where she influenced many young lives in a very positive way. I have known Mrs. Corbett for over 45 years. I have always known her to be a true professional who loved her students and loved her profession. She was active in her teachers association having served on its executive board and as Vice President where she had much input into successful contract negotiations for many years. Mrs. Corbett was a life-long resident of Waterbury and even in retirement remained active in civic affairs. We remember Mrs. Corbett and her family fondly in our prayer tonight.

SUPERINTENDENT: In addition to Mrs. Corbett please remember Mr. Jodi Baker who passed away on July 15, 2015 and student Neber Lizaroga who passed away on July 16. Mr. Jodi Baker was a special education teacher in Waterbury for 35 years servicing the non-public sector at Our Lady of Mt. Carmel Grammar School and Sacred Heart High School. Neber was a student at the Enlightenment School who passed away from injuries sustained in an automobile accident. Please keep Mr. Baker and Nebur and their families in our thoughts and prayers this evening.

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

Commissioner McEntee led everyone in the Pledge of Allegiance to the Flag.

### **ROLL CALL**

CLERK: Commissioner Awwad (absent). Commissioner Brown.

BROWN: Here.

CLERK: 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.

J. VAN STONE: Present.

CLERK: Commissioner T. Van Stone.

T. VAN STONE: Present.

CLERK: President Stango.

STANGO: Here.

STANGO: Commissioner Awwad and Commissioner Rodriguez send their regrets that they are unable to be here tonight because of previous arranged dates.

### **PUBLIC ADDRESSES THE BOARD**

**Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Sweeney, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 5:37 p.m.**

STANGO: Motion has been made and seconded. All in favor, opposed, motion carries. We also have the Mayor here tonight to join us. 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. The speakers tonight are limited to only the items on the Agenda which is the Superintendent's contract.

**Lisa Lessard, 905 Pearl Lake Road, had the following comments:** Request approval of an employment agreement with Dr. Kathleen M. Ouellette. Basically I am here tonight to say yes, she's a nice person, yes we personally like her. However you can't give a raise or a contract to someone that basically you personally like and personally think is doing a satisfactory okay job. I'm gonna go into her performance or lack of and I'm not gonna be mean, I'm just gonna be truthful. Under No Child Left Behind last data driven proof we had which was a while ago, Connecticut unfortunately was the worst in the nation, United States of America and Waterbury was the worst in Connecticut so we're at the worst of the worst, the bottom of the barrel. Basically since Kathleen Ouellette has come in we now have Common Core and Smarter Balance scores. You know I do my homework. I called the State Department of Education approximately three or four months ago, Common Core and Smarter Balance scores are in district, they are in district and I know what those scores are not because I heard it from a vice principal, not because I heard it from a principal, because I heard it from someone that's no longer working in the school district that just left the school district under special ed, lowest of the low of the low under Smarter Balance and Common Core. It's FOIable; any of you can basically look for it. Actually under Kathleen Ouellette we have ILD's. Under Dr. Snead we didn't have ILD's. Under Kathleen we

have Paul Guidone, Chief Operating Office. Under Kathleen Ouellette we have Chief Academic Officer, Paul Guidone, Chief Operating Office, Chief Academic Officer Anne Marie Cullinan, Alliance Grant money was paying for those two positions as well as paying for Paul Sequeira who basically is no longer in the school system because that money was taken away last Alliance Grant. I know that because I talked to him personally himself. So I basically would like to go into the failing schools. We had nine, now we have 14. We don't know how many we're going to have this year until we get Smarter Balance or Common Core scores out there so each and all of the taxpayers are paying a paying a hefty sum. Basically get the results, those results are here, those results are in, and from what I heard from the person, I know who told me is very credible, the lowest of the low of the low and she tried telling me because the bar was set so high, higher than No Child Left Behind. Now let's go down, Walsh School, we all know what happened there, Mr. Eric Brown and Ms. Zarlo (Zillo). We basically know two principals were put on paid leave. One principal, Mr. Padua, was slapped on the wrist and made principal at the Career Academy. We have Carrington School where that principal just put his hands up in the air and said you know what, this isn't worth fighting anymore, I'm just gonna retire. We have Crosby, the other Turnaround School principal, who basically left district to go somewhere else for a lesser paying job because he just couldn't take what he called administrative push back. Not me, him. Basically at this point I like Ms. Kathleen Ouellette, I like the way she dresses, I like the way she presents herself, but basically in the real world it comes to performance or lack of performance so I'm gonna go there like I used to go with Mayor Michael Jarjura. Basically you are the boss and that means you are the manager this here district, in district and out of district, if you have people that are working with you and for you that are not doing their job properly or correctly then you the boss, being the manager, are doing your job properly or correctly to make sure you're supervising them as should so they will do their job properly or correctly. Via the newspaper article the other day where it says school grants face scrutiny and as Mayor O'Leary wasn't at that Board of Aldermen meeting, I know he possibly heard from Paul Guidone, that was my reporting to the Federal Department of Education as well as the State Department of Education and you say to yourselves why the Federal Department of Education? Why, because that's federal educational dollars that are getting turned over to state educational dollars that gets put in different municipalities. The state is now getting in trouble by the Federal Government in accordance to what is going on with the grants. Grants being plural – Alliance Grant, Turnaround. Let's speak about Turnaround when you basically didn't get all you needed to do for Turnaround at Walsh School this year because of a speech down at the State Board of Education for one hour, fifty-three minutes, and fifteen seconds that the State Board came back with with this district. I don't understand how in the real world you can only get a raise if your performance is doing as it needs to do for people within your work place. Right now I see as, not me but an Alderman said, lack-luster performance because she needs to stand up, she needs to tell the people that aren't doing what they need to do to make sure it gets done correctly, stop, you're stealing from our most vulnerable children, that would be the African-American population, the disabled population, as well as the Latino population. The City taxpayers should be outraged because believe it or not this is more than most of us make in a lifetime never mind in a month. Thank you.

**Joseph Donahue, 104 Mapleridge Drive, had the following comments:** Mrs. Ouellette, I have one question for you, do you think you're doing a good job?

STANGO: There's no addressing the Superintendent or Board sir, just make your comments.

DONAHUE: I'll start off with the facts – Wilby, Crosby, and Kennedy High Schools have a terrible graduation rate and under Mrs. Ouellette's watch. It's terrible. Wallace, West Side Middle Schools, all I read in the papers are fights, gang wars and drugs, weapons in schools. Next thing you're gonna hear another Newtown in Waterbury, Connecticut. Attendance, it's terrible, the attendance in school is terrible. Teachers, where's our Black and Hispanic teachers? Hopeville, Walsh, as the previous speaker said, Bunker Hill, under your watch, it's terrible. We got to worry about what we read in the paper every day instead of our children getting an education. As far as I'm concerned, oh yea, I forgot one, sex with students, our teachers. As far as I'm concerned Mrs. Ouellette "F+".

**Athena Wagner, 1558 Highland Avenue, had the following comments:** This is to address the Superintendent's probable raise because often time's people come down here and you don't listen anyway. Anyway, under Superintendent Ouellette's watch if you go to the State Department of Education's website and you click on the years for 2012/2013, 2013/2014, we have three district schools that met the AYP, Annual Yearly Progress, three. Yes, three, three schools in our district. The DPI, District Performance Index has not been met. You go to that website and you look down for all of our schools, subgroups – African Americans, Hispanics, Asians, English Language Learners, in every single subject – reading, math, science, it's a "no" all the way down the list that has not been met in this district. I do not understand why we are standing here discussing a possible raise when you have this kind of data available to you including the scores that she refused to release, those were in the toilet, we all know that. Those that had access to them – some do, maybe some don't, but you weren't transparent with them because if they were good they would have been revealed, we know where they're at. So with all of this information I don't understand why we're even here discussing a possible raise. Now, for the taxpayers, not only does she want a raise but then you want to bring Anne Marie Cullinan back as a consultant? Why? She's the one with the five degrees; I don't understand it, why? Who's paying for that? Why should we...

STANGO: Please do not refer to . . . remarks of staff. Point of order, we don't refer to a past person who might be coming back, I don't know where that's coming from.

WAGNER: It was all over. It was all over WATR...

BROWN: Point of order

WAGNER: Okay, I got you, I hear you. That's a problem, that's a problem. For us to pay anybody else to come in as a consultant...

BROWN: Point of order, on the table is the Superintendent's contract.

STANGO: There's a point of order raised by Commissioner Brown.

WAGNER: And that's exactly what I'm referring to, if you want to give her a raise then these other positions are not necessary. That's exactly what I'm referring to, point of

order, her raise and why do we need these other positions as well. ILD's have always been a question on the table. And that's pertaining to her raise, is she going to do the job or are you having other people do the job? Is she gonna get the raise and still other people doing the job? The job of failure because the District Performance Index has not been met. AYP for district schools have not been met. What is it that you don't understand with that? Do you need a map or that doesn't matter? What are you basing the raise on? Where is the merit for a raise? I don't understand it. Then we have under her watch five African Americans to leave the district in one year but we're all for minority recruitment. That's like the same kind of catch-phrase as put the child first; it's a catch-phrase. The problem is or the question should be why have you not been able to keep the ones that we already had? We know why, you know why, you just have to admit it. Thank you very much.

**Belinda Weaver, 224 Walnut Street, had the following comments:** I'm here tonight in regards to the raise for Dr. Ouellette. Dr. Ouellette, from what I've seen, she's a very good person. The problem that I have is we have all these people at the top, whenever something needs to be done it was always Mr. Guidone doing everything. Whenever you need something it was always him. Right now we're top heavy, it's like all chiefs, no Indians. We're cutting other services with the library. I think that would be the money better served. As far as Dr. Ouellette, I know when she came one of the things that the Board had talked about that she would have a lot of outreach to the communities, that's not happening, the only time you see Dr. Ouellette is when she's invited. She did come up to the WOW, the children gave her some tasks that they would like see happen, she never got back to the kids. You never do that to the children, whenever you say you're going to try to do something, even though you can't do it, you need to let them know. The performance tools and goals, I haven't seen where anything was achieved, that's not given to the public. We have other positions that probably need to be filled instead of giving out more money to the Superintendent. Thank you.

**Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Sweeney, it was voted unanimously to return to the regular order of business at 5:52 p.m.**

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

## **1. COMMITTEE OF THE WHOLE**

**1.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve an Employment Agreement with Dr. Kathleen M. Ouellette, Superintendent of Schools, for the period of July 1, 2015 through June 30, 2018.**

STANGO: Discussion? Commissioner Tom Van Stone.

TOM VAN STONE: Thank you Mr. President, through you. Do we have things we need to correct in this district – absolutely. Do we look back and want to do things differently – absolutely. But here are some of the facts that the demagoguery that goes around this City especially from the Board of Aldermen and filters down does not take any credit

for and by the way the most vocal Aldermen last week, don't come to any of our meetings, they have not called me to ask any questions, but yes, there's corrections we need to make. However, one thing I follow very closely is our math scores, they're up; ELA up; discipline is a very big problem in this city and we all know it. We also know that it's about three percent of our students and they're affecting the other 97%. We have since engaged with community activists as well as the city's Police Department to try to address our discipline issue. What I haven't mentioned is all this has come under our Superintendent's watch. Are there corrections out there – absolutely. Are we satisfied – probably not. But we're talking about a chief executive that we're offering a three percent increase, which is the national average across the board, not for executives but across the Board. We also during this, and I won't go into too much detail because it was mostly in negotiations and executive session, there is an insurance policy offered to the Superintendent in this contract, we had a little bit of a protest, she is now signing up to pay and accept the same insurance policy as the SAW administration who came forward, very honestly, and accepted a challenge from us to take on a new insurance policy which saves the City money. We could sit here all night long and pick out the negatives, that's easy, but if you do the homework you'll see there's a lot of positives. This is the contract we should pass, the Superintendent knows exactly how this Board feels on areas where we need corrections, we have had those conversations. But for the naysayers to come out and only accent the negative is unfair. The Aldermen were unfair, a few of them, and some of what the City says is also unfair. Thank you Mr. President.

STANGO: Any further discussion?

HARVEY: This has gone back and forth with how I feel about this proposed raise largely due to the comments I have received, concerns from those in the community, teachers, parents, concerning our district and so I'm gonna take time just to share some of these comments. One such comment was it was only two months ago that we were in the throes of our budget process and we were presented with a proposed budget, the Finance Committee was, and before it reached the Board as a whole it was announced dead on arrival because it contained increases. Moving forward to where we are now, today, there's been no mention on that, anything being dead on arrival. Eventually what occurred is we avoided laying off our pages, we cut Night School, that affected the students. But, again, moving forward, we are here now looking at an increase. Staff comments that I have received – when are we gonna get our three percent? I've had students, in fact I was in a debate or served as a moderator and one of the students mentioned to me following the debate, Commissioner, we don't have books, I said oh really. What about the discipline and the arrests that are still plaguing the district and actually plaguing other districts but plaguing our district. So those comments were made. Then I look at the Superintendent's position here in the City just as a position and whether or not we are competitive. When we are looking for a Superintendent, when that time arises are we competitive with the Bridgeport's, the New Havens, the Hartford's, the New Britain's and the other areas, the small areas, which are not urban districts, are we competitive? I listened to although I wasn't in attendance at the Aldermen meeting last week, but I did listen to their comments, what they had to say, how they felt about different things relating to our Superintendent. I listened to or read the minority staff feeling slighted as it reads in the, due to a survey, and so I'm saying all that just to say, we talk about the naysayers, those naysayers are taxpayers and so I think we have to kind of be open to all of that and take that into consideration. I'm

certainly going to take all of this into consideration and I'm not sure how I'm really gonna vote and so I'm just gonna say this, if I vote no the no will be because of the fact that a few months ago we were in the budgetary process and things were dead on arrival. So the question is what's changed between two months ago and now. If I vote yes it's going to be because we need to be competitive out in that market for superintendents. So I just think the public should know how we feel. So I'm letting you know public how I feel and what I'm tackling with in terms of this vote. Thank you.

STANGO: Further discussion? Commissioner McEntee.

McENTEE: Thank you Mr. President. Dr. Ouellette's been with us approximately four years now and in many ways I like what I see already. Does the district have problems? Of course it does. Is there a lot of work left to be done – of course. But when she took over she was given a monumental task to reform this district and in many ways she's already come a long way. I'm a big fan of the Blueprint for Change and it has not yet been completed, it's only partially completed, and when it's fully realized I think that's when we'll start to see the large scale changes and the positive growth in our district even more than we are right now. So I think she deserves a chance to continue to have her vision fully realized. It's not the beginning anymore, it's not the end either, hopefully, it's just the end of the beginning and the next chapter I think is when we'll really see even greater change and more positive development than we do now.

STANGO: Thank you. Further discussion? Commissioner Brown.

BROWN: Yes, thank you Mr. President. I will be voting yes on this contract tonight because I think as Bryan had said and Commissioner Van Stone, I think, you know, this is my fourth year on the board and I've seen tremendous progress in system reforms. Is it perfect, no. But for the first time, I Chair the Curriculum Committee, we have done major revamping of the curriculum, that work had not been done especially in adopting and aligning the Common Core. We have, we implemented a teacher evaluation system that was pretty tough, mandated by the State. So all of these reforms have coalesced into what I think is a very good pathway to more progress. Facilities, with the help of the Mayor, all of our facilities have seen tremendous improvements in their exterior, the grounds; I mean you go to any school, Walsh School and the building of the new school, so I see a lot of reforms being implemented. Also, we have a reading system in place for the first time. All of our teachers are trained by experts. We have reading coaches, we have the mCLASS Assessment, and for the first time it's not this school is doing this and this school is that, I think under the leadership of Dr. Ouellette we have a true system in place on many levels. Has this been easy to implement – no, because you're dealing with different cultures and different expectations. Think of the Robotics Team that we have, we were winning debating teams, and I must say that to base your kind of criticism or your kind of review of a school system on a newspaper articles is pretty short sided, I just have to say that, that without doing the research that's necessary to really get into the weeds of what's happening in our schools. We've opened up health clinic to really reach our children. We've hired social workers to look at the mental health issues and the family. We've opened up new schools with Family Resource Centers. I think we've really put together a support system for our teachers and our families that we need to access and especially with our partnership with the broader Bridge to Success, you're talking about 65 organizations working together for our kids in Waterbury. I urge everybody to get involved and not sit on the bench and

criticize. Please participate in our schools, join the Governance Councils, be tutors, be mentors, we need all the help we can get in the Waterbury School System. So I think we really need to look at the hand we're dealt, remember we have over 4,000 kids who are transient in our school system coming in and out, that's unprecedented in our other school districts. So this is the hand we're dealt and I think we're doing a great job with the help of our administrators and teachers to really step it up. Could we do better – absolutely and I think the Blueprint for Change, as Commissioner McEntee said, has given us that direction and I'm very proud of this. And I guess I'm one that doesn't want to base my decision on hearsay and a few people talking to me whispering in my ear. I think we really need to look at the facts and look at the data before us. So I'm proud to be supporting Dr. Ouellette and I think this is a fair contract. Thank you.

STANGO: Thank you. Anything further? Commissioner Sweeney.

SWEENEY: I think we have to, at least from my perspective, we have to look at where we came from in order to decide are we better are today then we were back then and most certainly, even if you look at the test scores prior to Superintendent Ouellette's arrival here, the test scores have increased. Are we where we want to be – no. This is a tough district, we have huge challenges and to see even more than incremental progress which is what we have seen under Dr. Ouellette, before we were seeing progress at maybe half a percent, we're seeing much more valuable progress today then we were seeing before the arrival of Kathleen Ouellette. That for me means we are at a better place today then we were before she came here. We need to continue the course. I think, again with the Blueprint for Change, laid out that course, she has followed that course, she has reported back to this Board on the progress of that report, and she has backed it up with the data. I think that, again, when you're looking at this, are we better off today than we were before and I believe we are.

STANGO: Thank you. Anything further? Commissioner Hernandez.

HERNANDEZ: I'm really struggling here because I am tutoring at a summer program and I would implore all of you to come and spend the day. Are we where we need to be – no, we are not. We truly are not. I am tutoring pre-k, kindergarten, first grade and what I'm seeing I'm not happy with. I'm seeing kids that can't recognize their A, B, C's. I'm seeing kids that can't write their name and they're going into the first grade. How do we do that, really, how do we do that? I implore all of you to come, spend the day at that camp and see. So are we there – no we are not. We have a long, long way to go and this contract I'm really thinking is for future, we have to be competitive with other cities around here. So it's not about Dr. Ouellette at this moment, it's about can we become competitive to other cities when she decides that she's ready to go. So I really, really hope that in the future we take a little more time and be a little more proactive in what we do as far as looking at test scores, as far as looking at where we are, as far as looking at what we're doing because in the end it's all about the children, in the end, that's who's most important, that's why we sit here, it's about the children. So come down, come and see. I'm starting from when they walked in the door until when they leave, this is a six to eight week program and I'm keeping track on where they were and how far they've come. So I implore, if you have a day off, come down, I could use all the help I can get in making sure that we're doing the right thing for the children.

STANGO: Thank you. Anyone further? Mayor.

MAYOR: Through you Mr. President, thank you. Well, I certainly have heard some surprising comments tonight from Board members that I didn't hear at all during the evaluation process for the Superintendent but having said that, what I've noticed over the last 35 years that I've been here, 30 of which were in the Police Department, I had through my different positions in the Police Department daily contact with the Superintendent's Office. Whether it was a criminal investigation, whether it was an internal issue, I was the person who was assigned to the School Department since 1983 and I've worked with some phenomenal people in Central Office over those years. People, unfortunately, many of them have gone on, they're deceased, amazing people, dedicated people. I've seen the changes in the district over the last 35 years; it's been astounding, not unique to Waterbury, but just astounding in general. I've worked very, very closely with all the Superintendent's since 1983 and I feel that, I'm very comfortable sitting here saying that this Superintendent has been one of the most remarkable. She has been firm when she needs to be firm, she has taken on as Commissioner McEntee said an almost impossible task with all the reform initiatives coming out of Washington, DC and Hartford, CT and managed to initiate those reforms. Yes, they were very difficult. Yes, brought tremendous anxiety to our teachers as well as our administrators but managed to be the rudder on the ship and get the reforms through. Managed to continue strong relationships with not only the Mayor's Office but all the department heads in the City. What I've noticed, one of the things I think is, should be . . . tonight in all of this discussion is the morale in the district. While some of the remarks I heard tonight would be different from what I've observed, I'm in constant communication with the leadership of the Waterbury Teachers Association and the School Administrators Association and their executive boards and I could tell you first hand that the relationships between Central Office and those folks has never been better. Teachers, of course there are going to be some teachers who have their own opinions and they should have their own opinions and they're entitled to their own opinions, but by and large I could tell you that teacher morale is much higher than it was several years ago and administrator morale is even higher than that. And this is after we put the teachers through a grueling evaluation process and the administrators through the same. So it takes a leader to get those initiatives through and it takes a leader to work on morale related issues. I think the one thing we might all agree on in this room tonight, this is a difficult district, this is a difficult time to be a teacher. This is a difficult time to be an administrator. And it's a difficult time to be a school superintendent of a population just under 19,000 children, it's difficult, it's certainly difficult. Do we hope that we're gonna continue to improve, absolutely. As Commissioner Tom Van Stone points out, the test scores in reading and math have improved, we have changed, we're in a Common Core Curriculum now. Lots of controversy around Common Core Curriculum but the fact is is that our students' scores from September of last calendar year to June showed marked improvement and that's a great story to tell isn't it? Marked improvement. And the truth of the matter is if there's one thing that drives me crazy is that we still haven't found the avenue to tell the positive stories that happen in this district and by that I mean yes we read the Republican American, this is not a knock at all on the Republican, they report what's happening in the schools, it's no different honestly in Hartford, Bridgeport, New Haven, New Britain, Meriden, any school that has urban issues has the same issues that Waterbury is experiencing. Do we like to read about these things in the paper – no. Do I like to read them as Mayor when I'm out there trying to get people to move into the City, no. But the reality is that is that is what happens. Do people come to school with

weapons in the suburban districts – yes. Do they come to school with drugs in the suburban districts – yes. We just don't read about those, maybe they choose not to report those. At the end of the day we all recognize that we're in a challenged district that is growing. We've taken in almost 800 new children over the last three years, that makes things that much more difficult and complicated. But we have a great story to tell here because we have great teachers, we have great kids, we have great families, we have great administrators and yes it's easy to be critical and cynical and that seems to be more prominent these days than others but it is what it is and those of us who serve in elected positions or are public officials have to face that sort of scrutiny and we recognize that and we still continue to do what we do and try to do what's right every day. But for me, personally, as I said to all of you before, I've been around here a long, long time and I've seen the Superintendent work as hard or harder than anyone I've seen in the past, not knocking any Superintendent before her, they were all fine people, but certainly those Superintendents haven't faced the challenges that this Superintendent has. And I think that her job evaluation was fair and accurate and I think that she is entitled to a compensation increase because she's deserved it and I think that at the end of the day she's doing a great job, she'll continue to do a great job, she'll continue to be committed to the district and the students and I do believe that we're going to see, as Commissioner McEntee pointed out, the true success stories of Blueprint for Change. I think we're right at the very beginning of seeing the reality of those initiatives and I'm excited for that. If they're not what we expected then we will deal with that when the time comes but right now we have a strong leader who has gained the respect of most of this community and most of our teachers and administrators and I think that she's a fine person and deserves the new contract with the additional compensation. Thank you.

STANGO: Roll call vote please.

**ROLL CALL VOTE:**

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

Nays: Commissioner Harvey – 1

CLERK: Seven/one – motion passes.

SUPERINTENDENT: Thank you. Mr. Mayor, President Stango, members of the Waterbury Board of Education. Please accept my sincere thanks for another successful year in contract in the school district. I appreciate the confidence you have placed in me and have never forgotten the responsibility I have to this school district. I've been blessed because I am surrounded by many talented teachers and administrators who work tirelessly with one goal in mind to provide our children with the best possible education. I am indeed lucky because I have the opportunity to observe quality, innovative instruction in our schools every single day. I see teachers and administrators working hand in hand to make our students succeed. Through your vote of confidence to extend my employment please know I'll continue to work diligently every day to meet our shared goal of continuous district improvement through our Blueprint for Change reforms and our shared goal of success for all students. This is an exciting time for Waterbury Public Schools because the unwavering commitment we have collectively to our students. Together our commitment to Waterbury students and families positions

us to move our district forward as an urban education reform leader. To each of you I say thank you for your continued guidance and support. It has been and will always be my pleasure to work with each and every one of you in the spirit of education. So I thank you again sincerely.

STANGO: Thank you Dr. Ouellette. As President I would like to congratulate you, Doctor, on your contract extension. The vote tonight is testimony of your work here and we look forward to your partnership and your work in Waterbury for years to come and good luck to you as we go on. Thank you very much.

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to convene into Executive Session for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee at 6:22 p.m.**

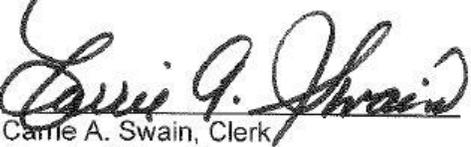
Present: President Stango, Commissioners Brown, Harvey, Hernandez, McEntee, Sweeney, J. Van Stone (left at 7:15) and T. Van Stone (left at 7:15). Also present were Mayor O'Leary (left at 7:15), Dr. Ouellette, and Mr. Guidone.

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Brown, it was voted unanimously to return to the regular order of business at 7:33 p.m. with no votes taken.**

## **ADJOURNMENT**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Brown, it was voted unanimously to adjourn at 7:33 p.m.**

ATTEST

  
Carrie A. Swain, Clerk  
Board of Education