

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ REGULAR MEETING*

Thursday, August 7, 2014 at 6:30 p.m.

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

**PRESENT:** President Stango, Commissioners Awwad, Brown, Harvey, McEntee, Rodriguez, Sweeney (left at 8:27 p.m.), J. Van Stone, and T. Van Stone.

**ABSENT:** Commissioner Hernandez.

**ALSO PRESENT:** Chief Academic Officer Anne Marie Cullinan, Chief Operating Officer & Chief of Staff Paul Guidone, and Education Liaison Mary Ann Marold.

#### **1. SILENT PRAYER**

President Stango called the meeting to order at 6:30 p.m. with a moment of silence. . . . Navy Veteran having served in World War II. Mr. Nolan was part of a large family of educators. Both his Father and his Mother taught in Waterbury as did his son. A comment from his former student was he was kind, fair, with a great sense of humor.

The second person I'd like to remember is Mr. John Mangini. Mr. Mangini taught Science at Kennedy High School. Mr. Mangini taught in Waterbury for 35 years. He had served as the Science Supervisor for a time and was also well-known as a Tennis and Cross Country Coach. A comment by one of his students was he possessed an enthusiasm for teaching science that made sense.

Our third retired teacher who passed on is Mr. Robert Perugini. Mr. Perugini taught in Waterbury for over 35 years also. First at Sprague, then at Wilby. Mr. Perugini was a Veteran of the Army and also well-known Baseball Coach in our district. A comment from a former student was he was my overall, my best teacher of all my school years.

We will remember these gentlemen and their families tonight. They are all part of the fabric of what made Waterbury Schools great. A silent prayer remembering them first please.

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

President Stango 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 Hernandez (absent). Commissioner McEntee.

McENTEE: Here.

CLERK: Commissioner Rodriguez.

RODRIGUEZ: Here.

CLERK: 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. Just as a comment Commissioner Hernandez and Superintendent Dr. Ouellette regret their absence tonight due to previous planned summer trips.

#### **4. COMMUNICATIONS**

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

1. Copy of communication dated June 16, 2014 from the Connecticut State Department of Education regarding teacher certification compliance report.
2. Copy of communication dated June 18, 2014 from Civil Service certifying Beth Longo for the position of Teaching Vice Principal at North End Middle School.
3. Email communication dated June 18, 2014 from Phyllis Coviello regarding districting of schools.
4. Copy of communication dated June 20, 2014 from New England Association of Schools & Colleges regarding Kennedy High School's Five-year Progress Report.
5. Thank you card received June 24, 2014 from Stella Samuel.
6. Copy of communication dated June 30, 2014 from Civil Service certifying Judith Russo for the position of Human Resources Generalist – Education.
7. Email communication dated July 9, 2014 from Lisa Lessard regarding intimidation and bullying by Regan School principal.
8. Summons received July 10, 2014 regarding Ellise Vasquez, et al vs City of Waterbury, et al.
9. Copy of communication dated July 15, 2014 from Civil Service certifying John Earle for the position of Carpenter.

10. Copy of communication dated July 15, 2014 from Civil Service certifying Scott Rodriguez, Jr. for the position of Maintainer I.
11. Copy of communication dated July 16, 2014 from Civil Service certifying Kyle Houseknecht for the position of Maintainer I.
12. Communication dated June 25, 2014 from Alderman Paul Pernerewski, Jr. regarding contract submittals.
13. Email communication from Cathy Anderson, et al regarding Noreen Buckley.
14. Copy of communication dated July 18, 2014 from Civil Service certifying Stephanie Velezis for the position of Paraprofessional.
15. Communication dated July 7, 2014 from Attorney Jonathan Dodd regarding an employee who sustained injuries during the course of employment.
16. Copy of communication dated July 29, 2014 from Civil Service certifying Kacey Sullivan for the position of Teaching Vice Principal at Wendell Cross School.
17. Copy of communication dated July 29, 2014 from Civil Service certifying David Mancinone for the position of Maintainer I.

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

#### **5. APPROVAL OF MINUTES**

**Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Brown, it was voted, with Commissioner Sweeney “abstaining” to approve the minutes of the Committee Workshop of March 13, 2014, Regular Meeting of March 20, 2014, Committee Workshop of March 27, 2014, Regular Meeting of April 3, 2014, Special Meeting of April 10, 2014, Committee Workshop of April 10, 2014, Rescheduled Regular Meeting of April 24, 2014, Committee Workshop of April 24, 2014, Regular Meeting of May 1, 2014, Committee Workshop of May 8, 2014, Regular Meeting of May 15, 2014, Committee Workshop of May 29, 2014, and Regular Meeting of June 5, 2014.**

STANGO: All in favor, opposed.

SWEENEY: Abstain.

STANGO: 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 6:36 p.m.**

STANGO: Motion made and seconded. All in favor, opposed, motion carries. All speakers are encouraged to submit prepared written statements to the Commissioners. Comments shall be limited to a maximum of 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.

**Rick Mercier, 35 Oldham Avenue, had the following comments:** Thank you very much for allowing me to speak tonight. Before I get started with my prepared statement I just want to give you guys a quick summary of why I am here. I am here on behalf of my daughter Gianna Mercier in regards to a special permission request for her to attend Generali School. Since June I've been working with Generali administration, folks at the Intake Center, and while they've been very supportive I felt the need to come here and speak with you tonight. So I come to you today as not a taxpayer, not as a 31 year Waterbury resident, but as a parent who is in desperate need of the City's help and I'm here to plead my case with you on behalf of my daughter Gianna Mercier who is a seven year old soon to be second grader. In April 2014 my family submitted a special request to obtain permission for our daughter Gianna to continue attending Generali elementary for the following school year. In addition to securing a stable education environment for Gianna, our request piggybacked off of our previous year's application which is and was based upon a medical necessity for her primary caregivers my parents in the mornings and afternoons. In June we were notified this request was denied due to space constraints and from what I understand Generali second grade is currently six kids over. Taken into account my daughter's primary caregivers medical issues, over the past two years Gianna has been through two different school systems making her a high mobility child. This recent notification from the City will now force her to attend three different schools in just a little over two years making her an extreme mobility child. As you may know high mobility children, especially in extreme mobility situations, which are three or more school changes, are at high risk for the following: low achievement – 41% more likely to have low achievers in reading and 33% are more likely to be low achievers in Math. Behavioral problems – 77% more likely to have four or more behavioral problems than those with infrequent or no moves. Repeat of grades – 2 ½ times more likely to repeat a grade than those who change schools. Nutrition, health, and hygiene – high mobility students are twice as likely to have nutrition, health, and hygiene issues. To date my child has beaten these odds, she excels alongside other students at the top of her class and I submit to you her report card as well as a number of awards she's received throughout the year. While these are not all the awards and accomplishments she's earned and received during her time at Generali, they include Student of the Month, Outstanding Achievement in Reading and more. My daughter an achiever by nature, has never had any disciplinary problems, and most recently went on a unique field trip to Quassapaug for children who were on "green" the entire year which means they've had no issues with teachers or students. And while my wife and I understand and are respectful of contractual obligations with the teachers' union regarding space, we ask that the Board of Education work with Generali administration on finding a way to make this happen for a special child. In addition, my wife and I are more than happy to donate a desk, school supplies, and any other necessities a second grader would need to alleviate any burden from Generali or the City of Waterbury. Her presence in the classroom would be a blessing, not a burden, which is something I'm willing to guarantee to any second grade Generali teacher willing to work with us and help Gianna. My daughter has bonded with many of her young

peers over the past year and looks forward to going to school each and every day to learn and continue building relationships at the place she's created a foundation and reputation for herself amongst teachers and friends. Please don't stack the odds against her and please help us in this extreme time of need. Thank you for your time and if you have any questions or concerns please feel free to contact me. The information I've included in these copies.

STANGO: Before you leave here tonight would you please see Mrs. Marold and touch base with her.

**Daniel Albert, 93 Kelsey Avenue, had the following comments:** Good evening everyone. Thank you once again for the opportunity to speak. Several weeks ago Mrs. Betancourt and I came to the Board with an issue regarding the school climate at Gilmartin School. I wanted to take this opportunity to thank the Superintendent and thank her for taking the time to speak with us. And most importantly Commissioners Harvey and Tom Van Stone who stepped forward to help us address an issue that was of such concern to all of us. At home I teach my girls there's nothing more important than your word, be true to your word, and I was most appreciative that the two of you stood true to your word and followed through with us. We had the opportunity to engage in healthy, respectful dialogue and I felt that our concerns were heard and very much understood. I have the utmost confidence moving forward that these concerns will be addressed and followed up appropriately. Our expectations as parents going into this school year will be that there will be no further climate issues and Gilmartin will have the support that is needed for it. I am of the belief though that there is always room for improvement. Commissioners and Superintendent you showed a willingness to engage with parents. I believe if there were more opportunities for exchanges similar to the ones that I experienced it could help change the perceived impression of well, that's just downtown, they don't really care about us. And that perception is what does exist in our school and I think it's an unsettling feeling for myself because I sit here and I watch all of you make decisions. Although you may be getting an administrative perspective on many school issues, I truly don't feel that you get down and dirty and get the parental perspective of many things that come across at your meetings. This is a huge city with 21 schools but it's important for us as parents to know who you are and see that you all care about what goes on with our children, not just by sitting at the microphones or reading the newspapers or when a situation gets so out of hand that we have to make an appointment to go downtown, but by showing your faces to all of us in our schools. This is the forum to put the needs of our kids first and to truly work together with the parents and it is my hope for continued positive interaction for all of us that I have experienced with all of you so far. Thank you.

**Lisa Lessard, 905 Pearl Lake Road, had the following comments:** The reason why I'm here tonight is some articles I've been reading in the newspaper and questions that I know you possibly have yourself that I'm gonna ask. I know I can't get the answer to but it will give you food for thought so maybe you can hear them. Waterbury, state and local school leaders have agreed to bring a former Hartford School Superintendent Steven Adamowski to help recover a stumbling effort to a turnaround of Crosby High School. Crosby and Walsh elementary schools were among a handful of state lowest performing schools enrolled in the new Commissioner's Network last year. The initiative funds expenses locally staffed and state approved reform plans for approved schools. Now I don't know if you're listening to WATR/1320 AM radio today and Mr. John Pelto

who's running for election, I asked him about Alliance Grant money, Turnaround money, I asked him how he felt about Common Core and I also personally said that he knew about this new administrator being Mr. Adamowski and he responded that, so I'm not going to go there and say what he said because I don't know if what he said to be true but I do know I read on the internet what he said to be true so I would like you to dig in to research and find out what he actually said . . . very, very eye opening. I also had some other questions; these questions are what are the attributes that this assistant principal of Rotella proposed that qualified her over every candidate that applied for Walsh School as principal? There were three unsuccessful searches and we have no idea how many were interviewed in that last round. If you said it I missed it. Was she interviewed by the non-existing school governance council which is at Walsh School that is not following the bylaws as they presently stand? Also, she was to be interviewed by the Commissioner of Education, what date did that Commissioner of Education being Stefan Pryor happen to interview her on? Because we all know with Turnaround Schools you're supposed to go to the State Department of Education Commissioner in accordance to principals being hired for Turnaround Schools. Walsh has the highest population of Black and Hispanic children, were there any minority candidates that met the qualifications in there for this position? What made her stand out above all the rest and how has she proven to be able to galvanize the community resources . . . and reach the students and families as was done by Principal Brown? As we all know when we went to any forum at Walsh School being community leaders his cafeteria/gymnasium was packed, no seat was left unfilled, now you go there and every seat is unfilled because there's not too many people there to find out what's going on. Basically the other questions I had were why do we have so many people in charge now? When Dr. Snead was in charge he was getting less than what Kathleen Ouellette is getting. We now have four ILD's, we now have Paul Sequeira, we now have Paul Guidone, and Anne Marie Cullinan in different positions who are also getting paid. These ILD's that we now presently have are no longer going to be paid out of the Commissioner's Network so that's gonna be us, the City taxpayers, that have to take that burden on. Why are they still here? That's my question and I would like to ask it. Why do we have so many principals in this district under this present administration that are now leaving and going other places? We just lost Michael Yamin, Director of Special Ed at Crosby to another superintendent's position. We have schools in this district that do not have permanent principals. I'm just saying being a parent, yes I have an out of district child, but I advocate for a lot of children in district as well and I would like to know what is different now than when Dr. Snead was here who basically we didn't have so many principals, we didn't have so many teachers, we didn't have so many paraprofessionals, basically leaving and trying to get out of this City and I don't believe it's because they're not getting paid what they should be getting paid. I believe something is wrong and something needs to get fixed so we can keep the people we have here doing the good job they have here so we don't lose them to other towns, other cities, or even other states. Find out, look in, dig in, you'll be surprised with what you find out because I already know the answer I'm just asking the question.

Thank you.

**Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business at 6:49 p.m.**

STANGO: Motion has been made and seconded. Any discussion? All in favor, opposed, we are returned to our regular order of business.

**7. SUPERINTENDENT'S ANNOUNCEMENTS**

*Dr. Ouellette was absent.*

**8. PRESIDENT'S COMMENTS**

STANGO: I have no comments much tonight other than to say that we are past the midpoint of summer; I don't want to sound like a downer but we are and we're looking toward the opening of school late August. We are beginning our returning to school festivities with the bringing together of new teachers for teacher orientation and then our teachers go back three days for PD and then the kids will begin. So keep your eyes open for bus routes in the paper and enjoy our last weeks.

**9. EXECUTIVE SESSION**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner McEntee, it was voted unanimously to convene into Executive Session at 6:50 p.m. for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.**

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

Present: Mayor O'Leary, President Stango, Commissioners Awwad, Brown, Harvey, McEntee, Rodriguez, Sweeney, J. Van Stone, and T. Van Stone.

**Upon a motion by Commissioner J. Van Stone and duly seconded by Commissioner Sweeney, it was voted unanimously to return to the regular order of business at 7:51 p.m. with no votes taken.**

STANGO: Motion has been made and seconded. Back to our regular agenda. Item number ten on the Agenda is the Consent Calendar. Does anyone wish to remove an item from the Consent Calendar?

BROWN: I'd like to remove 10.8 please.

STANGO: Anyone else?

*President Stango proceeded to read the Consent Calendar, Items 10.1 through 10.7, and 10.9 through 10.18.*

**10. CONSENT CALENDAR**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to approve the Consent Calendar, Items 10.1 through 10.7 and 10.9 through 10.18, as listed:**

10.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of a Letter of Agreement between Waterbury Board of

Education and StayWell Health Care, Inc. to Establish Minimum Standards for the Frequency and Content of Communications Between the Advanced Practice Nurse Practitioners/NP/MDs at the School Based Health Centers Operated by StayWell At Driggs Elementary and Wallace Middle School/Crosby High School with School Nurses, APRNS, NPs, as attached.

- 10.2 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of Amendment No. 4 to the Copy Machine Lease, Installation, Supplies, and Maintenance Agreement with Ricoh USA, Inc. (formerly known as Ikon Office Solutions, Inc.), for additional copy machines at the Waterbury Career Academy.
- 10.3 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval for the Waterbury Public Schools, via the Mayor's Task Force Against Substance Abuse, to apply for Local Prevention Council Program funds through the Central Naugatuck Valley Regional Action Council
- 10.4 With the approval of the Committee on Finance, the Superintendent of Schools recommends permission be granted to Joe Gorman, Supervisor of Health and Physical Education, to apply for the U.S. Tennis Association-New England Region Grant, as attached.
- 10.5 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval to apply for the State Department of Education Support for Pregnant and Parenting Teens Program (SPPT)/Year 2 Continuation Grant, as attached.
- 10.6 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval to apply for the State Department of Education K – 8 Science Improvement/Year 2 Continuation Grant, as attached.
- 10.7 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval an Agreement, with the following agencies, for Sub-grantee Services under the School Readiness and Child Day Care Grant for grant years 2014-15:
  1. The Ark Child Development Center
  2. Catholic Charities
  3. Children's Center of Greater Waterbury Health Network, Inc.
  4. Children's Community School
  5. Children's Village
  6. Community Development Institute (CDI)
  7. Easter Seals Rehabilitation Center of Greater Waterbury, Inc - All Kids Child Care
  8. Chase and Wilson FRC Child Development Centers
  9. Kid's Town, LLC
  10. New Opportunities, Inc.
  11. NVCTC Discovery School
  12. Rainbow Academy
  13. St. Mary's Hospital Child Development Center
  14. Waterbury Board of Education
  15. Waterbury Youth Services System, Inc.

16. Waterbury Young Men's Christian Association a/k/a Greater Waterbury YMCA
- 10.9 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the special leave request of Elizabeth (Coords) Benedict for the period of August 21, 2014 through December 23, 2014.
- 10.10 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of a Construction Contract with R.E.D. Technologies, LLC, to provide Phase 5 Wetland Remediation for the Jonathan E. Reed Elementary School Project
- 10.11 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of an Energy Efficiency Services Letter of Agreement with Connecticut Light and Power for the Wallace Middle School Additions and Alterations Project.
- 10.12 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of an Energy Efficiency Services Letter of Agreement with Yankee Gas Services Company for the Wallace Middle School Additions and Alterations Project.
- 10.13 With the approval of the Committee on Legislation, the Superintendent of Schools recommends approval of the submission of the following Resolution Proposal to CABE:

**Resolution Proposal Form**

**Submitted by:** Waterbury Board of Education

**Subject:** ECS grants for Alliance Districts

**Issue:** Alliance district grants should not be a portion of full ECS funding

**Resolution:** Restore full ECS funding, based on the ECS formula, to Alliance Districts and create additional Alliance grant funds.

**Rationale:** After several years of flat funding under the ECS formula, the 2012 legislature finally increased ECS funding under a new formula, except Alliance districts, who again received flat funding, and must submit a grant application for their ECS increase. That circumstance continues to occur each budget cycle, although some flexibility has been achieved. We recognize the state commitment to improving education for CT students, however, the ECS grant is the states' primary contribution to education, and, as such, should be distributed under the approved formula without restriction.

**Further explanations:** School improvement grants such as Alliance should be distributed under a separate grant not connected to ECS funding. ECS should remain an equal and equitable distribution of the state share of education funding.

- 10.14 With the approval of the Committee on Legislation, the Superintendent of Schools recommends approval of the submission of the following Resolution Proposal to CABE:

**Resolution Proposal Form**

**Submitted by:** Waterbury Board of Education

**Subject:** DCF Special Education students

**Issue:** DCF funding for special education students in the local school districts

**Resolution:** Recommend that the Department of Children and Families pay a percentage of the cost for special education for students attending local school districts.

**Rationale:** Establish state policy to require the Department of Children and Families to pay a portion of the cost for special education services provided by school districts to offset disparities in local budgets impacted by high special education costs. Students in DCF custody, including foster care, place an undue hardship on local school districts that often experience huge fluctuations in costs for special education. Understanding that all children are entitled to public education, the burden of cost should be divided between the state and local school district. This formula could be targeted to school districts with a high percentage of children in DCF custody.

**Further explanations:** State funding for education does not take into consideration the increase in financial burden for children in DCF custody enrolled in education. This places a severe burden on local property tax and warrants a change in educational policy.

10.15 With the approval of the Committee on Legislation, the Superintendent of Schools recommends approval of the submission of the following Resolution Proposal to CABE:

**Resolution Proposal Form**

**Submitted by:** Waterbury Board of Education

**Subject:** Maintenance Grants

**Issue:** School Maintenance Grants

**Resolution:** Fund School Maintenance Grants for Priority School Districts. Funds to be utilized for costly but necessary maintenance and repairs that extend the usable life of buildings and provide safe and healthy learning facilities.

**Rationale:** Maintenance Grants were well received and effectively utilized when offered previously. The grants offered cash-strapped districts the ability to maintain facilities, finance improvements and upgrades, and modernize aging buildings. Such proactive actions may mean less renovations or new construction sought under the School Construction Grants.

**Further explanations:** The previous Maintenance Grant program awards were used for window replacements, HVAC repairs/upgrades, and technology upgrades. The presence of environmental hazards makes even small repairs or improvements a heavy drain on local budgets.

10.16 With the approval of the Committee on Legislation, the Superintendent of Schools recommends approval of the submission of the following Resolution Proposal to CABE:

**Resolution Proposal Form**

**Submitted by:** Waterbury Board of Education

**Subject:** Special Education Burden of Proof

**Issue:** Special Education Burden of Proof is solely on the district

**Resolution:** Change Connecticut's Burden of Proof statute to shift the burden of proof to the parent/guardian/requestor in instances when an out-of-district placement is requested.

**Rationale:** Connecticut is one of only a handful of states which places the burden of proof on the district for all special education services. Even the federal standard places the burden of proof with the parent/guardian. This resolution reflects the New York model which places the burden of proof on the parent/guardian/requestor in instances when an out-of-district placement is requested, but leaves the burden of proof with the district in all other instances.

**Further explanations:** This small change can save districts significant time and money, will allow for educationally sound decisions on behalf of special education students, and bring Connecticut more in line with surrounding states in terms of responsibility for burden of proof.

- 10.17 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:

<u>GROUP</u>	<u>FACILITIES AND DATES/TIMES</u>
Northwest Regional Workforce Investment Bd. Catherine Awwad	Kennedy café: Wed., Aug. 13th 5:00-7:00 pm (Job Fair)
Gary Huckins	Wallace Room. 201: Wednesdays 8/20, 9/3, 12/3 6:30 - 8:00 pm (swim officials meetings)

- 10.18 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:

<u>GROUP</u>	<u>FACILITIES AND DATES/TIMES</u>
Wtby. YMCA Shelly Howlett	Wilby gym: Tuesday, Wednesday, Thurs., 7/29 - 8/28/14, 5:30 - 8:30 pm (boys summer league basketball) (started prior to Board Meeting)
Holy Cross H. S. Jerry Ciarleglio	Kennedy pool: Aug. 23, 2014 – March 7, 2015. Mon.-Fri. 6:00 - 8:00 pm and Saturday 10:00 am - noon
University of St. Joseph Dana Nowak	Gilmartin classroom: Aug. 2014 thru Dec., 2015, 4:30 - 8:45 pm Tues. & Thurs. (Off-campus Master's program)

**REQUESTING WAIVERS:**

New Opportunities Seth Dulce	Kennedy aud. & café: Saturday, December 6, noon – 6:00 pm (50 <sup>th</sup> Anniversary celebration of NOW) (\$1,176.)
Long Hill Bible Church E. K. Lott	Rotella aud.: Sunday, September 28, 3:00 - 8:00 pm (gospel group) (\$504.)
NOW - Hoops 4 Life Deneen Fryer	Wilby gym: Sat. & Sun. Aug. 16 <sup>th</sup> & 17 <sup>th</sup> , 8:00 - 4:30 pm (Basketball clinic) (\$1,596.)
P.A.L. Ofc. Chris Amatruda	Crosby gym: Saturday, October 18, noon - 11:00 pm (annual wrestling event) (\$2,016.)

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

NOW – Hoops 4 Life Deneen Fryer	WSMS gym: Sept. 15, 16, 17, 18 4:30-9:00 pm (basketball games) Reed gym: Sept. 15, 16, 17, 18 4:30-9:00 pm (basketball games)
Ct. Rivers Boy Scouts Greg Jacques	WSMS café & classroom: Wed., July 30 <sup>th</sup> , 7:00 -9:00 pm (training volunteers) (prior to Bd. Mtg.)

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

**11. ITEMS REMOVED FROM CONSENT**

**Committee on Finance**

- 10.8 Upon a motion by Commissioner J. Van Stone and duly seconded by Commissioner Harvey, it was voted, by roll call vote, to approve a Professional Services Agreement with Innovative Educational Programs, LLC (IEP) to provide Educational Turnaround Partner Services for Walsh School, funded by the Walsh School Turnaround Grant.

STANGO: Motion has been made and seconded. Any discussion? Commissioner Brown.

BROWN: I was not here at the Workshop to get the details of, so maybe someone could just answer a couple of questions. In reviewing the proposal, do we know who these people are, have we met them, the people that are going to be onsite at Walsh School?

WHYTE: I have met with the chief person who will be on site who was the person who coordinate the program at Chamberlain School in New Britain. Yes, I've met with that person. I have not met the second person that they would be bringing on.

BROWN: And they're hired by the Innovative Education Program?

WHYTE: Correct. These are people who are certified and trained in the Project Child model and have implemented it in other places. As I said, with one of them implementing it here in Connecticut.

BROWN: And how does that align with our own reforms districtwide?

WHYTE: The way it aligns is that students still follow the Waterbury curriculum. What's added to it is a variety of ways where the teachers become content specialists in reading, writing, mathematics, and social studies. Our students move from class to class for specific content and then within each group they split their time across direct instruction, small group instruction, and station work which is where they have a chance to do the independent practice.

BROWN: How often will the leadership of this company be in Waterbury?

WHYTE: The upper leadership?

BROWN: Yes, the upper, because for this kind of money we're getting one person four days a week...

WHYTE: Two people.

BROWN: One only four days and one five days, for that kind of money, so I'm just curious as to what kind of technical assistance and ongoing, with the leadership you mentioned there's some Dr. listed here but they're gonna SKYPE in?

WHYTE: Sometimes they SKYPE in for some of the meetings but . . . part of the cost . . . travel cost, is for additional consultants to be in on the site but the actual designers of the project are in frequent contact. My role in this is to stay on top of the project and communicate with them as frequently as possible. As this is, even though this is not General funds it's coming out of State Turnaround funds, it is about due diligence and making sure this is happening for our children.

BROWN: Yes because I'm a little concerned about the cost and the profit margin of this company, 14% profit margin, \$90,000 is a lot of money in terms of this type of a contract. Maybe that's standard in the field for profits but I think this is new territory for

the City of Waterbury and districtwide to be having this kind of a for-profit company so I really, really am very concerned and will be watching this very closely to see if we're really getting the results that we need.

WHYTE: As I have in this past year, my intention is to spend generally 40% of my time there, 40% of my time at Crosby, so at that I'll be able to be on...

BROWN: And one last question, this had to be approved by the State as well as...

WHYTE: Correct. It goes through our Procurement process because it is contracted with Waterbury Public School so it's going through this Board, then it moves to the Board of Aldermen. We've gotten initial approval from the State, the State has reviewed it, they came back with what the target amount that they were willing to pay for in a contract. We negotiated with IEP to come in at the cost available to us. So this is working within those parameters that the State is okay with, the Turnaround Office is giving the blessing to proceed to where we are now.

BROWN: And just one last question, another last question, how is the school day gonna change at Walsh School? Is it a longer school day now, is it Saturdays, I mean how are they going to do all this?

WHYTE: It will be done in the existing timeframe of the school day. We've been working on the schedule; actually the Walsh administration prior to breaking for the summer had met with some IEP staff to get our framework. We've spoken with our colleagues in New Britain to get a framework and we started mapping out the schedule to make this possible to meet our requirements plus the requirements within the program so that they do come together

GUIDONE: There is a formal after-school program built into the Commissioners Network grant as well as summer school.

BROWN: Thank you.

STANGO: Commissioner Jason Van Stone.

J. VAN STONE: Thank you Mr. President, through you, last week Mr. Whyte in going through the two years of the contract I had a number of questions regarding what I'll call incidentals, there was a few thousand dollars for such things as marketing, legal, accounting, travel, and food and I had asked for a little better accounting of what those things meant. Do we have that?

WHYTE: I provided initial answers particularly around the travel which was for additional consultants coming in. Some of the marketing fees are related to Project Child which is a branded product that will be coming in. Where there some other...

J. VAN STONE: There was something called fees and commissions that were another couple percent. There was a legal line item.

WHYTE: The legal line item was their insurance for being in our school because they are third-party; they are not Waterbury employees, so they do carry their own insurance.

J. VAN STONE: My memory might be mistaken; I think there was an insurance line-item too?

WHYTE: Right, that was the insurance line. The fees and the marketing are related to branded products that are part of Project Child.

J. VAN STONE: So the fees and commissions are on top of what is already a pretty hefty project margin, something Commissioner Awwad had noted last time, in the week that has passed have we done any speaking with them to say the Board has concerns about some of these fees, what could we do about them?

WHYTE: We've communicated with them that there were concerns about the fees and we've been trying to get as clear a picture on everything as possible. As I said, this started with a negotiation down from a price tag just under a million dollars to bring it down to a price we could work with, with what the State would allow to pay.

J. VAN STONE: Okay. I'm not 100% satisfied with some of these answers, I would like a more detailed specific line item by line item what all these things are especially because a number of them look like they were similar line items in three or four different places. If you don't have them tonight I ask for them in an expedited time.

GUIDONE: In a couple of days there was a response put in your packet on most of the travel but we can get a line item by line item response for you.

J. VAN STONE: I appreciate that.

STANGO: Further discussion, seeing none.

AWWAD: I think you should have a roll call.

ROLL CALL VOTE ON ITEM #10.8:

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

Nays: Commissioners McEntee and J. Van Stone - 2

CLERK: Seven/two.

## **12. COMMITTEE ON BUILDING**

**12.1 Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, it was voted, by roll call vote, to approve an Agreement Amendment – Fifth Renewal Term, to the Agreement with O & G Industries, Inc., for program management services for school building construction projects.**

STANGO: Motion has been made and seconded. Discussion? Commissioner Tom Van Stone then Commissioner Awwad.

T. VAN STONE: Thank you Mr. President. Between last week's Workshop and the Committee Meeting tonight, I think I put it all on the table, some of my feelings, not just about this contract in general, but many particulars such as rate, what is included in that rate, what I referred to in Committee as burdened rate, meaning what is included in the rate, obviously and it was explained to us well, the rate doesn't mean that person is making that money, there's other things that go into a "billing rate" and I think we all got a full understanding of that. However I still have a great deal of concerns that with the amount of work that I feel we have in this coming year, the number of managers in this contract exceeds what I feel is required. With the rate, as I mentioned, I have problems with that as well, the incidentals that we talked about last week and some of them came out or were lowered, that's fine, and that's good, but the individual rates in this, as I brought out with a little more enthusiasm in the meeting, we just need to start reconsidering how we just renew contracts. Just because what we had on each line item five years ago, six years ago, doesn't mean we need them now. Certainly some of this hinges on the assumption that we may be building a school later or preparing to build a school later this year, we don't know what that's going to be. I would prefer to see a much smaller contract, one that we could revisit later if the need is there. My other concern is this is a not-to-exceed contract but that still means that we have to budget for that amount and until the billing cycles come through each month that's money we really, although we could, should not touch because we have budgeted for a specific thing, in this case this contract. I will not be able to support this tonight, as I did in Committee, did not support in Committee, and we really have to start taking a closer look and I think I'm a broken record on this, on how we put our contracts together. We never seem to have the advantage in a contract, we always seem to have the disadvantage and the advantage always goes to our suppliers. I think that needs to start changing. I have confidence it will change. But times have changed and we have to start looking at, especially in a manager's level, people need to start wearing more than one hat. I know where I work, previously being a project engineer and now a program manager, I probably juggle 10 or 12 contracts, I don't have the luxury to put a, even if it's a billing item, a full person for a year which this contract does for three different individuals, that luxury is not out there anymore for business and we also have to get on that train that says we can't allow this and people have to start doing multiple tasks. We can't have individuals that have certain tasks; it just doesn't work like that in business anymore. So I know I will not be voting for this, I don't know about anyone else, but we really need to start changing how we do contracts, we just have too many examples, not just in education but across the City, where we just, we are not taking advantage of the advantages we should have and people should remember we're the customer, when we go out for bid on these things we are the customer, we have to start acting like it. Thank you.

STANGO: Commissioner Awwad.

AWWAD: Mr. Chairman, I echo many of the concerns that Commissioner Van Stone has raised. I would like to offer the following too, as well as we're looking at now what is now the fifth amendment in nine years, this will be taking us into our tenth year, so I would like to just offer the following time table. Mr. Guidone has stated that clearly there would be an opportunity to take another look at this, put it back out for an RFP and I'd like to suggest that the Board move in that direction and actually set a timetable that, you know, this contract will go forward with an end date of August 31<sup>st</sup> of 2015 but sometime on or before April 1 this Board is presented with a draft RFP that looks to

procure services beginning September 1 of 2015, similar to what we will need to move the school construction programs forward, that no later than June 30<sup>th</sup> that RFP will have been let and bids submitted so that during July and August we can negotiate with whoever the successful bidder is, and if it's O & G then it was a fair and equal process and if it wasn't it was still a fair and equal process. So regardless of the outcome of the vote tonight I'm going to set that timetable in my mind and I'm gonna look for an RFP sometime in April, that's let during May, selected during June, and negotiations in July and August so that we don't just talk the talk, we walk the walk about looking at not perpetuating what is now going to be a 10 year contract.

STANGO: Commissioner Jason Van Stone.

JASON VAN STONE: Thank you Mr. President, through you. I agree with a lot of what Commissioner Van Stone and Commissioner Awwad have said, I will be supporting it tonight but I will cosign Commissioner Awwad's request for the next round of this not simply to be a renewal or an option but to kind of reset the game board. And I believe O & G has done a great job for us, I have no reason they won't win the next bid and continue to do a great job for us. But rather than continue to paint ourselves into a corner, I think, you know, it's been a decade now and, like I said, resetting it will not be a bad thing, but I will be supporting this tonight.

STANGO: Further discussion, Commissioner Awwad.

AWWAD: Under further discussion, I also would like to just clarify, in relations to the work that the WorkForce Board does with O & G in regards to the Good Jobs Ordinance in the school construction projects, I do not feel it is appropriate that I vote on this contract and I will be abstaining tonight for that reason.

STANGO: Any further discussion? Roll call vote.

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

Yeas: Commissioners Brown, Harvey, McEntee, Rodriguez, Sweeney,  
J. Van Stone, and President Stango – 7  
Nays: Commissioner T. Van Stone – 1  
Abstentions: Commissioner Awwad - 1

CLERK: Seven-one-one.

STANGO: Seven – yes, one – abstention, and one – no; motion carries.

**13. COMMITTEE ON FINANCE**

**Item #13.1**

JASON VAN STONE: With the approval of the Committee on Finance, the Superintendent of Schools recommends approval for the Waterbury Public Schools to participate in the U.S. Department of Agriculture Community Eligibility Provision with reference to the school lunch and breakfast programs, **SO MOVED.**

HARVEY: **Second.**

STANGO: Motion has been made and seconded. Discussion. Mr. Guidone.

GUIDONE: I think the Board had a very good discussion on this proposed undertaking at the Workshop, there seemed to be general support for a very good thing. There were a number of questions raised however, that's the reason why this item was on non-consent. Unfortunately as the week transpired Linda, although she's been in regular communication with both the federal government and state, doesn't have any further information on the key items that were of some debate which is some verification system is going to be necessary or not and if so at what level and if so at what, if any, additional cost and she doesn't, at least from discussion that I've had with here, have any real hard data as to when that may come. It may come tomorrow or next week, it's the federal government to the state and then down to us, it's a relatively new undertaking. We don't have another Board meeting scheduled until after school starts, that would be a Workshop and if we needed a special meeting at that time we could obviously do that but it's after school, I think we all, the interest was that we get this in place if it's a viable program. I was going to suggest, based on that, that a modification to the motion to approve participation in this very good program but subject to discussion between the Superintendent, myself, and the Chairman of what used to be the Food Service Committee is now the Finance Committee, Commissioner Van Stone, to make a determination if we have enough information to submit the application prior to school or not or if something has changed so significantly that we discuss at the Workshop then we may choose to call a special meeting. But rather than have to, during these very busy days as we proceed through the start of school and your own schedules to avoid necessarily having to call a special meeting, I was going to suggest proceeding with an amendment to the motion doing what I describe, having the Board approve the participation subject to a conversation between the Chair of the Finance Committee and Superintendent and myself. And obviously we will report to you at that time what action we would take or not take and that would be my suggestion.

STANGO: Further discussion?

**J. VAN STONE: I make a motion to amend Item 13.1 to add "subject to final review and approval of the Superintendent of Schools in conjunction with the Chief Operating Officer and Chief of Staff and the Chair of the Board's Finance Committee", SO MOVED.**

SWEENEY: Second.

STANGO: Motion is made and seconded. All in favor of the amendment, opposed, motion carries. Now we have the amended version. Any discussion on the amended version of the item. Therefore, all in favor, opposed, motion carries.

GUIDONE: While we're on the subject of Food Service, I neglected at the Workshop to report out to the Board something I think relatively significant. You may recall we were at Carrington School early in the school year, last year, as school opened up and a number of students addressed the Board and made a request that the school become a cooking school. Linda and her staff have been working on that through that period of time and with the start of this new school year it will be a cooking school.

STANGO: Thank you Mr. Guidone, thank you Ms. Franzese.

**13.2 Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to approve of a License and Purchase Agreement with Edgenuity Inc. to provide student online products and services.**

STANGO: Motion made and seconded. We have a short presentation by Mr. Gorman regarding that item because it was not ready at Workshop.

GORMAN: I apologize, I haven't been on top of all of this, it's been a vacation week, but have been in continuous contact with Corporation Counsel, with Craig Schmidt the Risk Manager with the City, and as far as I can tell by 3:00 this afternoon the contract for this has been approved by Corporation Counsel in the amount of \$77,990.00 for the coming year which is about \$18,000 less than the next bidder for this. This replaces the OdysseyWare Program and actually at a discount of about \$9,000 per year for what we've been paying for OdysseyWare for the last several years. The reason why this did not show up on budgets is for the first three years of this program it was covered by the Support for Pregnant and Parenting Teens Grant. When those funds were reduced in that grant it became the City's obligation to continue this so that they remain in compliance with State law for public school districts to provide online learning services for students. I personally feel it's the best move for the district but certainly that's your decision but I'm here to answer any questions about that. Beyond that I'm not sure what you'd like me to present but I'd be happy to go over any other data on the selection process, the number of people involved, the timeframes, due diligence, whatever, I'd be willing to answer questions about those things.

STANGO: Thank you Mr. Gorman. This was in our packet regarding this program. Discussion, Mr. Jason Van Stone.

J. VAN STONE: Thank you Mr. President, through you. You had said that when the grants ran out this is now funded by the City. Can you confirm is this the City or the Alliance?

GORMAN: Actually it is involved in the Alliance Grant if I'm not mistaken.

GUIDONE: One hundred percent funded by Alliance.

J. VAN STONE: That's what I thought; I just wanted to make sure I had that correct. Thank you.

STANGO: Further discussion? Commissioner Sweeney.

SWEENEY: Just as it compares to OdysseyWare, are we better, average, getting the same?

GORMAN: I had mentioned at the Workshop Commissioner the virtual world is advancing very rapidly and I believe that OdysseyWare for the time that we had it did a very, very good job for our students. As a matter of fact next week I'm going to be buttoning up with them to give us all the records so that we have the performance

records of all the students who participate throughout that and make sure those are secured and archived in the district and they've been very, very helpful and very cooperative in doing that even though knowing we were moving to something else. I will say this, I believe that our students, we learned from that first venture into the online world, this has a social presence in it because one of the challenges that we faced in students working online is that they were somewhat isolated, working on their own and yes we tried to have tutors available but primarily they were working on their own. They would work through a unit, then they would have to take a test, some would unlock the next unit for them to go and begin but that was a very solitary process. What we found and what the Committee members found with Edgenuity was is having a social presence of an online teacher actually teaching the material as the student reads along in 38 different languages, if we need it, and having graphics and having visual aides to help the student through the lesson, having interactive things that they need to do besides just reading text and bringing back material, I think that these are all gonna be significant strides to engage our kids more fully in this and be even more successful than what we've had so far and the Committee members were very adamant, the primary bidders Apex and Edgenuity both had strong suits in that area, I think the dividing line for Edgenuity was far more closely aligned to Connecticut Common Core Standards and presented a lot more options. One of the big pieces for the Committee is that Edgenuity had a feature which Apex did not which is a parent portal so that parents could go in and see how their kids are doing when they're working online and those factor all contributed to I think the overwhelming support for Edgenuity.

STANGO: Further discussion? Commissioner Tom Van Stone.

T. VAN STONE: Thank you Mr. President. Thank you Mr. Gorman, just the way you spoke on that gives me the confidence that you're finding the product that you feel will serve your needs. The point I would like to make though and it's spoken here by many people often, and I commend Central Office, the teachers, the supervisors for finding grants because what this shows is grants expire but regulations don't so I'm glad we were able to work it into Alliance but I think we have to take pause because that's what's gonna happen down the road, other things are going to happen like this. But I really do commend you guys for going out and finding how we could fit this into not being in the Waterbury budget. So you're doing a good job there but it's a sign of the future that, again, grants are going to expire, regulations don't seem to. Good job with that.

GORMAN: And I agree with you 100% in this particular instance Commissioner, and I said this several years ago when we first started with the OdysseyWare and several members of this Board were here when I said it, this is the future of what's gonna happen in education, you're going to be able to offer courses that you don't have the personnel to offer, you're going to open up worlds of possibility for all types of advanced study for kids. So far we've only been using it primarily for credit recovery but there's a whole blended learning component to this that could virtually eliminate textbook purchases forever and there's some significant savings to be realized if we can reach that point. There's a lot of issues surrounding that and we're in a journey to get there but I think if we are serious about providing opportunities for kids to be career and college ready, this is the future of what's going to happen. Just with the college expenses along, more and more kids are getting their degrees online and if we can

prepare kids to be able to be successful in online courses at the high school level we're preparing them well for that type of virtual age.

T. VAN STONE: I agree with you with that part of it because it's not just those getting degrees online 100%, there's plenty of full time students that end up taking online classes and they take it from their dorm rooms. So yes this experience in many ways I think you're offering a good product. Thank you.

STANGO: Further questions for Mr. Gorman or discussion? Commissioner Rodriguez.

RODRIGUEZ: Thank you President Stango through you. It's not a question it's more of a comment. Joe, I just wanted to say thank you and I will support this because I think about what Tom said earlier, Commissioner Van Stone said earlier about us being a better customer and this is pure evidence of being a better customer because one you said two things, you said it was \$18,000 less than the other bidder, in addition to that you said there was I believe \$9,000 we're saving annually compared to OdysseyWare. I just want to say personally thank you and your team and the folks who really, Corporation Counsel, the folks who really put their heads around this because you're right, this is the future of education but you are a smart customer and you guys picked, chose what you thought was the best product. So I would say on behalf of the Board and the citizens of Waterbury and the students that are gonna benefit from this, thank you because it's appreciated. These are things that make us happy, not the ones that are sort of shoved down the throat and we have to approve. So thank you.

STANGO: Further discussion? Seeing none – all in favor, opposed, motion carries. Thank you Mr. Gorman.

#### **14. SUPERINTENDENT'S NOTIFICATION TO THE BOARD**

**Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file items 14.1 through 14.10, Superintendent's Notification to the Board, as listed:**

14.1 Appointments:

Gilmore, Jacquelyn – Interim Principal, NEMS, effective 08/08/14.

LoRusso, Michael – Interim Principal, WMS, effective 08/08/14.

McDermott, Marie – Interim House Principal, NEMS, effective 08/08/14.

14.2 Summer School appointments, contingent upon enrollment, salary according to individual's contract:

<b><i>Last Name</i></b>	<b><i>First Name</i></b>	<b><i>School</i></b>	<b><i>Position</i></b>
Abel-Lezama	Alita	District-wide	Teacher
Clarke	Emily	District-wide	Teacher
D'Agostino	Elisa	Duggan	Teacher
Lopez	Doreen	Reed	Teacher (resigned)
Nardella	Amanda	District-wide	Teacher
Therault	Patricia	Reed	Teacher
Traver	Melissa	Walsh	Secretary



KONTULIS-TRENTACOSTA, KRISTA	DRIGGS	GRADE 5	8/21/14	BA	2
LEO, SARA	CHASE SCHOOL	GRADE 4	8/21/14	MA	1
LIBERATORE, LAUREN	WASH/BH ANNEX	ART	8/21/14	MA	4
LONGO, TARA	CARRINGTON	SPANISH	8/21/14	MA	3
MALDONADO, JOANNE	WALSH	GR 1	8/21/14	MA	1
MALVASO, KAITLIN	WCA	FCS	8/21/14	BA	3
MANCINI, SABRINA	CROSBY	ART	8/21/14	BA+15	2
MARQUES, LAUREN	KINGSBURY	GR 3	8/21/14	MA	1
MARTIN, SARAH	WSMS	ENGLISH	8/21/14	MA	1
MATTHEWS, HEATHER	ENLIGHTENMENT	SPEC. EDUC.	8/21/14	MA	5
MAYOUSSIER, CHASE P.	WILBY	SOC. STUDIES	8/21/14	MA	1
MCWHIRT, SCOTT	NEMS	BUSINESS	8/21/14	MA	4
MERCOGLIANO, CYNDI	WMS	ENGLISH	8/21/14	MA	2
MERRIMAN, CAITLIN	WMS	SOCIAL WORKER	8/21/14	6TH	2
MILES, STACIE	GENERALI	SCHOOL PSYCH.	8/21/14	6TH	1
MIRTO, SELMA	WILSON	GRADE 1	8/21/14	BA	2
MOLLENGARDEN, ALEX	CARRINGTON	GRADE 4	8/21/14	MA	1
MONIODES, JOANNE	WAMS	SPANISH	8/21/14	MA	5
O'LEARY, RONAN	CROSBY	SOCIAL STUDIES	8/21/14	MA	1
OSTRANDER, CHARLES B.	CROSBY	SOC. STUDIES	8/21/14	MA	2
PALLADINO, ERICA	WSMS	SCIENCE	8/21/14	MA	1
PALMIERI, COURTNEY G.	CHASE	GRADE 1	8/21/14	MA	1
PELOSI, EMILY	WMS	GR 6 MATH	8/21/14	BA	2
PLENZIO, STACEY L.	CROSBY	HEALTH/PE	8/21/14	BA	2
POLACO, ELIZABETH A.	CROSBY	SOC. STUDIES	8/21/14	BA	1
POLLETTA, LORI	WENDELL CROSS	GR 5	8/21/14	MA	1
PORCARO, RACHEL	KINGSBURY	GR 1	8/21/14	BA	2
POULTER, CRAIG	KENNEDY	GUIDANCE	8/21/14	MA+15	1
PURVIS, ANNA	KINGSBURY	GR 3	8/21/14	MA+15	1
REGAN, LAUREN	REED	ART	8/21/14	BA+15	1
RINALDI, ANGELA L.	KENNEDY	SOC. STUDIES	8/21/14	MA	1
SAGNELLA, MARY ANN	KENNEDY	ITALIAN	8/21/14	PHD	5
SECONDI, JOHN	DUGGAN	COMPUTER EDUC.	8/21/14	MA	1
SILVA, ANDREA	MALONEY/WASH	SCHOOL PSYCH.	8/21/14	6TH	1
SPAGNOLETTI, RACHEL L.	CROSBY	BIOLOGY	8/21/14	BA	2
TAYLOR, JENNIFER	CARRINGTON	CO-TAUGHT K.	8/21/14	BA	1
TERENZI, TIMOTHY	WMS	PHYS. EDUC.	8/21/14	BA	2
TRAVER, JESSICA L.	NEMS	GR. 6 MATH	8/21/14	MA	2
VANCE, BRIDGETTE	GENERALI	GR 3	8/21/14	BA	1
WALL, KAITLYN C.	WMS	GUIDANCE	8/21/14	6TH	1
WHITNEY, MEGAN	WCA	BIOLOGY	8/21/14	PHD	5
WRONA, EWA	NEMS	SOCIAL WORKER	8/21/14	6TH	3
ZERANSKI, KATHLEEN	WMS	ART	8/21/14	MA	1

14.7 Adult Education appointments effective August 21, 2014:

NAME		POSITION	HRS/RATE
<b>ADMINISTRATOR: AM PROGRAM</b>			
Sica	Alan	Substitute Principal	As needed
<b>ADULT HIGH SCHOOL CREDIT DIPLOMA: AM PROGRAM</b>			
Baker	Bryan	HSD Instructor	25 hrs p/wk @ \$32.00 p/hr
Barone	Stephen	HSD Instructor	20 hrs p/wk @ \$32.00 p/hr
Harper	James	HSD Instructor	15 hrs p/wk @ \$32.00 p/hr
Harper	Julia	HSD Instructor	25 hrs p/wk @ \$32.00 p/hr
Languell	Margaret	HSD Instructor	20 hrs p/wk @ \$32.00 p/hr
Monaco	Meagan	Substitute	As needed @ \$32.00 p/hr
Mottillo	Carissa	HSD Instructor	25 hrs p/wk @ \$32.00 p/hr
Murray	Diana	Substitute	As needed @ \$24.00 p/hr
Perugini	Maryann	Substitute	As needed @ \$32.00 p/hr
Riemer	Wayne	HSD Instructor	25 hrs p/wk @ \$32.00 p/hr
Skehan	Thomas	HSD Instructor	25 hrs p/wk @ \$32.00 p/hr
<b>ADULT BASIC EDUCATION (ABE): AM PROGRAM</b>			
Barbieri	Stephen	ABE Instructor	25 hrs p/wk @ \$32.00 p/hr
Chasse	Jenny	ABE Instructor	20 hrs p/wk @ \$32.00 p/hr
Guerriero	Joanne	ABE Instructor	20 hrs p/wk @ \$32.00 p/hr
McDonald	Colin	Substitute	As needed @ \$24.00 p/hr
Salvestrini	John	ABE Instructor	20 hrs p/wk @ \$32.00 p/hr
Sullivan	Joan	ABE Instructor	20 hrs p/wk @ \$32.00 p/hr
<b>GENERAL EDUCATION DEVELOPMENT (GED): AM PROGRAM</b>			
Halloran	David	Substitute	As needed @ \$24.00 p/hr
Monroe	James	English GED Instructor	20 hrs p/wk @ \$32.00 p/hr
<b>GUIDANCE STAFF: AM PROGRAM</b>			
Clifford	Thomas	School Counselor	20 hrs p/wk @ \$32.00 p/hr
Dawson	Patricia	School Counselor	16 hrs p/wk @ \$32.00 p/hr
Gorman	Virginia	School Counselor	14 hrs p/wk @ \$32.00 p/hr
Maschi	Suzette	School Counselor	20 hrs p/wk @ \$32.00 p/hr
Velez	Michelle	Guidance Secretary	20 hrs p/wk @ \$14.00 p/hr
<b>ENGLISH AS A SECOND LANGUAGE (ESL): AM PROGRAM</b>			
Calabro	Richard	Intermediate ESL Instr.	15 hrs p/wk @ \$32.00 p/hr
Cuevas	Jeanette	Substitute	As needed @ \$24.00 p/hr
DeBiase	Janette	Facilitator	30 hrs p/wk @ \$32.00 p/hr
DeBlasio	Gary	Intermediate ESL Instr.	15 hrs p/wk @ \$32.00 p/hr
Macharelli	Patricia	ESL Data Entry Clerk	20 hrs p/wk @ \$19.00 p/hr
Magidina	Liliya	Intermediate ESL Instr.	15 hrs p/wk @ \$32.00 p/hr
Norris	Jon	Beginning ESL Instructor	15 hrs p/wk @ \$32.00 p/hr
Oyanadel	Mariangeles	LaCasa Bienvenida ESL Instructor	8 hrs p/wk @ \$24.00 p/hr
Perrella, Sr.	Frank	Advanced ESL Instructor	15 hrs p/wk @ \$32.00 p/hr

Salgado	Roberto	OIC Building, ESL Instr.	9 hrs p/wk @ \$32.00 p/hr
Zollo	Katherine	Substitute	As needed @ \$32.00 p/hr

**DISTANCE LEARNING (AM/PM Program):**

DeBonis	Michael	US History I/World Cultures	10 hrs p/wk @ \$32.00 p/hr
Magidina	Liliya	English Instructor	5 hrs p/wk @ \$32.00 p/hr
Santoro	Joseph	Tech Support	10 hrs p/wk @ \$24.00 p/hr
Sica	Alan	Civics/US History I Instr.	10 hrs p/wk @ \$32.00 p/hr
Veneziano	Ellen	General Math 1A & 1B Instr.	10 hrs p/wk @ \$32.00 p/hr

**EDUCATIONAL AIDES: AM PROGRAM**

Booker	Cicero	ESL Aide OIC	9 hrs p/wk @ \$21.50 p/hr
D'Amelio	Justine	ABE Aide	20 hrs p/wk @ \$21.50 p/hr
Galvin	Cynthia	ABE Aide	20 hrs p/wk @ \$21.50 p/hr
Gonillo	Salvatore	Computer Lab	20 hrs p/wk @ \$21.50 p/hr
Hodges	Dwaine	Substitute Aide	As needed @ \$21.50 p/hr
Nonamaker	Kim	ABE Aide	20 hrs p/wk @ \$21.50 p/hr
Stanco	Michael	Resource/Attendance Room	30 hrs p/wk @ \$21.50 p/hr

**OTHERS: AM & PM PROGRAM**

Blancato	Alfred	Computer Analyst	20 hrs p/wk @ \$24.00 p/hr
Chesnas	Stanley	Security	34 hrs p/wk @ \$20.00 p/hr
Gonillo	Salvatore	AM CCS Testing	20 hrs p/wk @ \$21.50 p/hr
Martinelli	David	PM Bookroom Aide	14 hrs p/wk @ \$12.00 p/hr
Monaco	Roxanne	CARS Facilitator	12 hrs p/wk @ \$32.00 p/hr
Morrison	Terrance	Attendance Counselor	25 hrs p/wk @ \$32.00 p/hr
Pelletier	Laurie	Bookroom Aide	30 hrs p/wk @ \$12.00 p/hr
Rinaldi	Alexis	PM CCS Testing	As needed @ \$24.00 p/hr
Santoro	Joseph	Computer Analyst	30 hrs p/wk @ \$24.00 p/hr

**GED (CBT) EXAMINATION:**

Bacik	Madeleine	GED Test Admin	As needed @ \$21.50 p/hr
Gonillo	Salvatore	GED Test Admin	As needed @ \$21.50 p/hr
Mancini-Cavallo	Marisa	GED Test Admin	As needed @ \$21.50 p/hr

**CLERICAL:**

Bacik	Madeleine	PM Clerical	10 hrs p/wk @ \$23.03 p/hr
Feliciano	Denise	PM Guidance Secretary	10 hrs p/wk @ \$12.00 p/hr
Morales	Mildred	PM Clerical	10 hrs p/wk @ \$17.68 p/hr

**STATE MANDATED WRITING SAMPLE EXAMINERS: (As needed)**

Chasse	Jenny	Writing Examiner	3 hrs p/wk @ \$32.00 p/hr
Linskey	Tara	Writing Examiner	3 hrs p/wk @ \$32.00 p/hr
Magidina	Liliya	Writing Examiner	3 hrs p/wk @ \$32.00 p/hr

**CUSTODIAL STAFF: AM PROGRAM**

Cavallo	Anthony	Security/Custodial Aide	30 hrs p/wk @ \$11.00 p/hr
Iasevoli	Peter	Head Custodian	34 hrs p/wk @ \$16.50 p/hr
ZeZima	Mario	Security/Custodian Aide	34 hrs p/wk @ \$11.00 p/hr

**ADMINISTRATOR: PM PROGRAM**

Addona	Marylou	PM Principal	20 hrs p/wk @ \$38.00 p/hr
Musto	Antonio	Substitute	As needed @ \$38.00 p/hr

**ADULT HIGH SCHOOL CREDIT DIPLOMA: PM PROGRAM**

D'Agostino	Anthony	Computer/Keyboarding Ins.	12 hrs p/wk @ \$32.00 p/hr
Griffin	Emily	English Instructor	6 hrs p/wk @ \$32.00 p/hr
Guerrera	Glenn	Substitute	As needed @ \$24.00 p/hr
Harper	Julia	Science Instructor	6 hrs p/wk @ \$32.00 p/hr
Leogrande	Catherine	English Instructor	6 hrs p/wk @ \$32.00 p/hr
Linskey	Tara	Health & Disease Instructor	6 hrs p/wk @ \$32.00 p/hr
Mobilio	James	Social Studies Instructor	12 hrs p/wk @ \$32.00 p/hr
Monaco	Meagan	Substitute	As needed @ \$32.00 p/hr
Moreau	Margaret	General Math Instructor	12 hrs p/wk @ \$32.00 p/hr
Muro	Nancy	Social Studies Instructor	6 hrs p/wk @ \$32.00 p/hr
Ouellette	Michele	Art Instructor	6 hrs p/wk @ \$32.00 p/hr
Rossi	Stephen	English Instructor	6 hrs p/wk @ \$32.00 p/hr
Veneziano	Ellen	Pre-Algebra Instructor	6 hrs p/wk @ \$32.00 p/hr
Wilson	Miriam	English Instructor	6 hrs p/wk @ \$32.00 p/hr

**GUIDANCE STAFF: PM PROGRAM**

Basile	David	School Counselor	9 hrs p/wk @ \$32.00 p/hr
Jordan	Ellen	School Counselor	6 hrs p/wk @ \$32.00 p/hr
Ortiz	Jennifer	School Counselor	6 hrs p/wk @ \$32.00 p/hr

**ADULT BASIC EDUCATION (ABE): PM PROGRAM**

Baranowski	Judith	ABE Instructor	6 hrs p/wk @ \$32.00 p/hr
Barbieri	Stephen	Substitute	As needed @ \$32.00 p/hr
Chasse`	Jenny	ABE Instructor	6 hrs p/wk @ \$32.00 p/hr
McAloon	Jennifer	ABE Instructor	6 hrs p/wk @ \$32.00 p/hr
Medina	Lori	ABE Instructor	6 hrs p/wk @ \$32.00 p/hr
Monaco	Roxanne	ABE/GED Facilitator	6 hrs p/wk @ \$32.00 p/hr
Pantoni	Dino	ABE Instructor	6 hrs p/wk @ \$32.00 p/hr
Shea	Thomas	ABE Instructor	6 hrs p/wk @ \$32.00 p/hr

**GENERAL EDUCATION DEVELOPMENT (GED): PM PROGRAM**

McAloon	Jennifer	GED Instructor	3 hrs p/wk @ \$32.00 p/hr
McDonald	Colin	Substitute	As needed @ \$24.00 p/hr
Monaco	Meagan	GED Instructor	3 hrs p/wk @ \$32.00 p/hr
Monroe	James	GED Instructor	6 hrs p/wk @ \$32.00 p/hr
Trocolla-Vargas	Lillian	Spanish GED Instructor	12 hrs p/wk @ \$32.00 p/hr

**ENGLISH AS A SECOND LANGUAGE (ESL): PM PROGRAM**

Aucella	Laurence	ESL Counselor	14 hrs p/wk @ \$32.00 p/hr
Bala	Elona	Substitute	As needed @ \$32.00 p/hr
Bambus	Dolores	ESL Instructor	9 hrs p/wk @ \$32.00 p/hr
Cuevas	Jeanette	Substitute	As needed @ \$24.00 p/hr
DeBlasio	Gary	ESL/Citizenship Instructor	12 hrs p/wk @ \$32.00 p/hr
Martinez	Mildred	ESL Instructor	12 hrs p/wk @ \$32.00 p/hr
Powell	Joanne	ESL Instructor	12 hrs p/wk @ \$32.00 p/hr

Salgado	Roberto	ESL Instructor	12 hrs p/wk @ \$32.00 p/hr
Scurssso	Laurie	ESL Instructor	12 hrs p/wk @ \$32.00 p/hr
Soto	Denise	ESL Inst.–Chase/Willow Plaza	10 hrs p/wk @ \$32.00 p/hr

**EDUCATIONAL AIDES: PM PROGRAM**

Stanco	Michael	Resource/Attendance Room	12 hrs p/wk @ \$21.50 p/hr
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**SECURITY: PM PROGRAM**

Coon	Michael	Security	16 hrs p/wk @ \$20.00 p/hr
Iasevoli	Luigi	Security	16 hrs p/wk @ \$20.00 p/hr

**CUSTODIAL STAFF: PM PROGRAM**

Austin-Scott	Alexander	Security/Custodial Aide	34 hrs p/wk @ \$11.00 p/hr
Evon	Randy	Security/Custodial Aide	34 hrs p/wk @ \$13.00 p/hr
Gjonbalaj	Husein	Security/Custodial Aide	34 hrs p/wk @ \$11.00 p/hr

**PROGRAM IMPROVEMENT PROJECT (PENDING FUNDING AWARD)**

Bambus	Dolores	ESL Instructor	3 hrs p/wk @ \$32.00 p/hr
Calabro	Richard	ESL Instructor	4 hrs p/wk @ \$32.00 p/hr
Cuevas	Jeanette	I-BEST Instructor	As needed @ \$24.00 p/hr
Lew	Hollye	I-BEST Instructor	As needed @ \$32.00 p/hr
Magidina	Liliya	Coordinator	13 hrs p/wk @ \$32.00 p/hr
McCasland	Maureen	Transition Counselor	8 hrs p/wk @ \$32.00 p/hr
Norris	Jon	ESL Instructor	4 hrs p/wk @ \$32.00 p/hr
Perrella	Frank	ESL Instructor	4 hrs p/wk @ \$32.00 p/hr

**Enrichment Program – Tuition Based**

Brenes	Daniel	Tacking Debt; Budgeting/Planning	4 hrs p/wk @ \$24.00 p/hr
Borok	Larry	Meditation	2 hrs p/wk @ \$24.00 p/hr
Byron	Raymond	Enrichment Coordinator	12 hrs p/wk @ \$32.00 p/hr
Caliolo	Cheryl	Couponing 101	3 hrs p/wk @ \$24.00 p/hr
Caputo	Judith	Real Estate Principals	6.5 hrs p/wk @ \$32.00 p/hr
Cavallo	Angelica	Beginning & Advanced Crocheting Phlebotomy Instructor & CNA	4 hrs p/wk @ \$32.00 p/hr
Colella	Charles	Coordinator	30 hrs p/wk @ \$32.00 p/hr
Corden	Amy	Knitting	2 hrs p/wk @ \$32.00 p/hr
Dahl	Patti	Jewelry Making	2 hrs p/wk @ \$24.00 p/hr
Forte	Rosalie	Italian Supper Club	2 hrs p/wk @ \$24.00 p/hr
Gallon	Joyce	Knitting Your Own Boa Scarf	3 hrs p/wk @ \$24.00 p/hr
Guerrera	Robert	QFO	2 hrs p/wk @ \$24.00 p/hr
Lew	Hollye	C.N.A. Clinical	15 hrs p/wk @ 32.00 p/hr
Mari	Ann	Yoga	2 hrs p/wk @ \$32.00 p/hr
McCasland	Donald	Phlebotomy Coordinator	8 hrs p/wk @ \$24.00 p/hr
Perez	Josepha	Spanish	8 hrs p/wk @ \$32.00 p/hr
Padin	Jeannine	C.N.A. Substitute	As needed @ \$32.00 p/hr
Rado	David	Playing Blackjack like a Pro	2 hrs p/wk @ \$24.00 p/hr
Santucci	Joan	C.N.A. Theory	9 hrs p/wk @ \$32.00 p/hr
Scaglione	Linda	Floral Design	3 hrs p/wk @ \$24.00 p/hr

Scarfone	Concetta	Spanish I & II	4 hrs p/wk @ \$24.00 p/hr
Strileckis	Joyce	Sewing I & II	4 hrs p/wk @ \$24.00 p/hr
Vigliotti	Maria	Italian I & II	4 hrs p/wk @ \$24.00 p/hr
Wolski	Damien	Cupcake Mania I & II	4 hrs p/wk @ \$24.00 p/hr

14.8 Retirements:

Dwyer, William F. Jr. – Enlightenment Woodworking/Carpentry, eff. 06/30/14.

Griffin-Perlstein, Pamela – CHS Science, effective 07/01/14.

Perez, Santa – WMS Bilingual Science, effective 06/30/14.

Rose, Mary Louise – Enlightenment Language Arts, effective 06/30/14.

14.9 Resignations:

Diaz, Yesenia - Guidance Counselor, KHS, effective 6/24/14.

Frascadore, Cassandra L. - Grade 3, Kingsbury, effective 06/17/14.

Hagerman, Corinne - ESL, Regan, effective 06/30/14.

Hahn, Patricia - Grade 5 Bilingual, Bucks Hill, effective 08/21/14.

Johnson, Aresta L. – Instructional Leadership Director, effective 08/15/14.

Kadam, Arun - General Science, WHS, effective 07/09/14.

Marena, Britney - Math, WHS, effective 07/28/14.

McConnell, Cara - Library/Media, NEMS, effective 06/30/14.

Mendoza-Overton, Evelyn - Grade 5/TVP, W. Cross, effective 07/08/14.

Morrisroe, Gina Marie - Pre-K, Rotella, effective 08/01/14.

Murphy, Jame - Speech-Language, Bucks Hill Annex, effective 07/31/14.

Rapuano, Donald - Principal, WMS, effective 08/07/14.

14.10 Leave of absence requests:

Calabrese, Melissa – Washington Grade 2, requesting an unpaid childrearing leave of absence from August 21, 2014 through November 3, 2014.

Gibson, Jessica – Teacher of Students with Visual Impairments, requesting an unpaid childrearing leave of absence for the 2014-15 school year.

Guisti, Kate – Carrington Special Education, requesting an unpaid childrearing leave of absence from August 25, 2014 through September 19, 2014.

Lombardi, Sandra – School Psychologist, requesting an unpaid childrearing leave of absence from November 7, 2014 until approximately January 30, 2015.

Mancini, Jacqueline – Maloney Grade 1, requesting an unpaid childrearing leave of absence from approximately December 11, 2014 through January 5, 2015.

Parisi, Melissa – Hopeville ESL, requesting an unpaid childrearing leave of absence from approximately August 28, 2014 through January 2, 2015.

Roach, Jessica – WAMS Math, requesting an unpaid childrearing leave of absence for the 2014/15 school year.

Toma, Brenda – Bunker Hill Grade 4, requesting an unpaid childrearing leave of absence from August 21 through November 21, 2014.

Villar, Yenny – Hopeville Grade 5 Bilingual, requesting an unpaid childrearing leave of absence for the 2014-15 school year.

STANGO: Motion has been made and seconded. All in favor, opposed, motion carries. Item #15 – Unfinished Business of the Preceding Meeting Only. Item #16 – Other Unfinished, New, and Miscellaneous Business. Commissioner Brown.

*(Commissioner Sweeney left at 8:27 p.m.)*

BROWN: I just want to make a comment, I did have the opportunity to visit two schools, summer school programs, and I was very impressed with the engagement of the teachers and the students and the new curriculum that's in place. It was an amazing, I went to Duggan School as well as Bucks Hill School and I got to see the little ones, I never really been over there to see all the kids in the Annex and it was very, very impressive and I want to thank everybody who put that whole program together and I expect to really see the results that we expect but it was very well done.

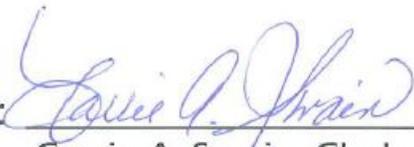
STANGO: Thank you Commissioner Brown. Anyone else? Vice President Harvey.

HARVEY: I just want to take this opportunity to, I don't know if I should congratulate or just thank Kelly Cronin, Director of the Waterbury Youth Council Services, she is leaving her position after 25 years in the position but she's been there for over 30 and she will be leaving August 15 and I just want to congratulate her and just thank her for all the services she has provided to our youth here in the City and she will be deeply missed. Thank you.

STANGO: Thank you Vice President Harvey, I concur with that. Anyone on the Board for the time that we have certainly knows Mrs. Cronin and the work that she does. She is a tireless worker and absolutely correct, she will be missed. Anyone else on Unfinished?

### ***ADJOURNMENT***

**Upon a motion by Commissioner J. Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to adjourn at 8:30 p.m.**

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