

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Thursday, September 4, 2014 at 6:30 p.m.

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

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

ALSO PRESENT: Superintendent Kathleen Ouellette, 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 6:33 p.m. with a moment of silence.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

Dr. Ouellette led everyone in the Pledge of Allegiance to the Flag.

3. ROLL CALL

CLERK: Commissioner Awwad

AWWAD: Here.

CLERK: Commissioner Brown.

BROWN: Here.

CLERK: Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hernandez.

HERNANDEZ: Here.

CLERK: Commissioner McEntee.

McENTEE: Present.

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.

4. COMMUNICATIONS

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

1. Copy of communication dated August 5, 2014 from Civil Service certifying Rebecca Burke for the position of Cook.
2. Copy of communication dated August 6, 2014 from Civil Service certifying Michael Barron for the position of Maintainer II.
3. Copy of communications dated August 8, 2014 from Civil Service certifying Frances Thornberg, Tracie Rice, Felissa Bell, Stephanie Velezis, Sandra Thomas, and Michele Smith for the position of Paraprofessional.
4. Copy of communication dated August 13, 2014 from Civil Service certifying Marian Flores for the position of Paraprofessional.
5. Waterbury Public Schools' Annual Report submitted by Dr. Ouellette and received on August 15, 2014.
6. Copy of communication dated August 15, 2014 from Civil Service certifying Jasmin Feliciano for the position of Paraprofessional.
7. Copy of communication dated August 19, 2014 from Civil Service certifying Shameka Hansberry for the position of Paraprofessional.
8. Email communication dated August 22, 2014 from Lisa Lessard regarding tape recording of PPT meetings.
9. Copy of communication dated August 21, 2014 from Civil Service certifying Timothy Brown for the position of Administrative Support Specialist II.
10. Summons received September 2, 2014 regarding Jayden Martinez vs City of Waterbury, et al.

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

5. PUBLIC ADDRESSES THE BOARD

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:37 p.m.

STANGO: Motion 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.

Aliya Hernandez, 148 Spring Brook Road, Apt. D, had the following comments: I only made 10 copies; I don't think there's enough. The thing that is being passed out

now I actually typed it myself because I am journalist at my school, I write for my school newspaper so what I'm saying now is kind of different from what you see on the paper but, good evening, my name is Aliya Hernandez, I am a sophomore honors student at Kennedy High School, I'm kind of nervous because I've never done this before. I have three main concerns at my high school that I'd like to address. My first concern is the lack of air conditioner, there are only three places in Kennedy that have air conditioner which is the portables, the library, and the offices and as a sophomore I have no classes near those places so it's kind of hot. We can't have any drinks in our classes and the heat makes us dehydrated and we also can't have any personal fans in the classes so there's no way to get cooled off.

And my second concern is the construction site in the back of our school, it is extremely distracting and rumors that I heard it's gonna be a new science hall. In my opinion I think it just . . . more attention and heat to the school.

My last concern of course is dress code. It's very uncomfortable having to worry about a collar all the times especially with the heat. This week it's been unbearable, temperatures, it's been about 80 to 90 so imagine what it's like in our classrooms. My questions are really why does 85% of our school does not have an air conditioner and do we really need a new science hall, what are we going to do with the old one? Are we gonna keep both of them? I just think, I should probably know one good reason why we shouldn't get rid of the dress code. That's it.

STANGO: Someone will contact you to begin a discussion, conversation. Thank you for coming.

Andre Michaud, 175 Columbia Blvd., had the following comments: I'd like to start off by saying I've filmed these Board meetings for several years, it may even be up to 10, and I do have a good understanding of the school system and I do have a good understanding of the need to have a school in the East End here in the City of Waterbury. If anybody doubts that just go see Chase School, you'll see the overcrowding, you'll see kids in closets and everything else so we do need a school in the East End. I think every one of you that heard the Mayor last night was heartbroken that he decided not to put a bond issue forward for this East End school but if you do really want an East End school I think he did the right thing last night because I don't think that school would have ever passed a referendum, it would have failed, and if it did fail think of how hard it would be to come back next year or the following year with the same reasons to build an East End school, the people would have said well we rejected it once, we're gonna reject it again. So quite honestly I think he did the right thing last night by pulling this back. In listening to the Mayor speak I heard him mention several times Hamilton Park. That was the area that I would have liked to have seen the East End school. I know when we had our public hearing, I believe it was back in April, I came and I spoke and there was other people that came the previous public hearing that spoke against Hamilton Park and they completely reversed their position in wanting in Hamilton Park once they saw the possibilities that could happen in Hamilton Park for a new school tying in the bird sanctuary. Again I think Hamilton Park is the best location, I think what needs to be done now because you're gonna need an East End school, somewhere along the line if we keep getting more kids in the system you're gonna need more schools, it's obvious, you need one in the East End. Years ago mistakes were made, we did Duggan, Gilmartin, Carrington before an East End school

now we're looking for an East End school and it's not happening. I think that this Board should come forward and get a group of citizens that like the idea of putting something in Hamilton Park for an East End school and let them participate in the process, let them participate with the ideas, with the design and let them be part of the process and I think that if you did do that that next time you had a public hearing about an East End school instead of having 23 people come out against it, I'm willing to bet you get 23 people to come out in favor of it if they saw all the possibilities with the bird sanctuary, Seven Angels, the sports arena at the end of Hamilton Park Road. There's many, many possibilities there, it just needs to be sold to the people the right way and to do that, make them involved and part of the process to put a school in Hamilton Park and I think you'll be successful. Thank you.

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business at 6:44 p.m.

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

6. SUPERINTENDENT'S ANNOUNCEMENTS

Dr. Ouellette read and distributed the following announcements:

We experienced a smooth opening of school for students last week. It was wonderful to welcome staff and students as they returned to school for the 2014-2015 school year last week.

Last week, representatives of the Southbury Training School presented us with a donation of about four dozen book bags, filled with school supplies, for our students, which we have distributed within several schools. The book bags included age appropriate supplies for students throughout our grades.

I am pleased to announce that we have been awarded the Primary Mental Health Program Grant for Wendell Cross and Duggan Schools. We have been notified that the amount we requested has been reduced slightly, due to a reduction of the total appropriations by the legislature. Our budget has been adjusted to reflect the reduction.

Some of our students who participated in the Waterbury Hospital's Summer Bridge program submitted photographs for a special display on August 29th that was part of the opening of the YMCA's new Wellness Center.

We are very excited to welcome Astronaut Rick Mastracchio back to our schools and our city next week. His schedule was included in your packet. He will be visiting Chase School on Wednesday and meeting with students from throughout the city on Thursday. Both of these events are for students only, but he will also be guest of honor at a public event on Wednesday evening at Crosby High School.

The United Way is hosting its annual Campaign Leadership Breakfast next Wednesday morning at La Bella Vista with registration starting at 7:30 a.m. This event marks the official Kick-Off for the United Way's 2014-2015 campaign. The Board of Education is cordially invited. Please contact Nancy Vaughan or the United Way tomorrow to RSVP if you wish to attend.

The Legislative Program Review and Investigations Committee is currently conducting a study entitled School Paraprofessional Staffing. The committee is holding a public hearing on the topic on Wednesday, September 24, beginning at 1:00 p.m. in Room 2D LOB along with one other study topic. The purpose of the hearing is for the committee to receive public input regarding how paraprofessionals are being used in local school districts. The first hour is reserved for legislators, constitutional officers, state agency heads, and chief elected municipal officials. Everyone is asked to please limit your testimony to 3 minutes. Prior to the public hearing, beginning at 11:00 a.m., PRI staff will provide brief study updates to the committee on each topic which will include preliminary information.

For the past nine years, the Republican-American newspaper has hosted the Bob Veillette 5K Road Race and Walk to help their beloved managing editor stay in his home. Bob was diagnosed with locked-in syndrome, a rare neurological disorder for which there is no cure or standard course of treatment. Last week, the newspaper issued the city a challenge: The Clock Tower vs. City Hall. Mayor O'Leary accepted the challenge and is asking City employees to walk or run on behalf of the City Hall team. The city will provide team t-shirts. The race takes place Saturday, September 6th, at 8:30 a.m. in Library Park. The average time of each team determines the winner. Besides bragging rights, the winning team earns the opportunity to issue a challenge to its opponent.

After a lengthy discussion about Walsh's turnaround plan, the board voted unanimously to approve plan for years two and three. The board raised concerns about Walsh's suspension rate and chronic absenteeism. To increase accountability, the SBOE would like a progress report in February on family engagement, suspension rates, teacher evaluation, and chronic absenteeism.

An update on the Crosby turnaround was provided. The difficulty in finding a permanent leader was noted. It was also noted that the freshman academy has begun and that the reorganized Turnaround committee is working with Dr. Adamowski to revise the Crosby plan. We will update the Board in more detail at the next workshop.

After receiving long-awaited guidance from the State and communication with Finance Committee Chairman Jason Van Stone, the District has committed to the Community Eligibility Provision for district-wide free breakfast and lunch.

Waterbury Public Schools Night School will begin on Tuesday, September 9th at Wilby High School. Open House for parents and students will be held on Monday, September 8th at 5:30 pm. Update will be provided at the next Board of Education Workshop.

7. PRESIDENT'S COMMENTS

STANGO: First, next week's Workshop, there will be a slight adjustment, usually it starts at 5:30, we're going to start it next week at 6:30 and it's at Sprague School. This allows the Board an opportunity to go to a function honoring Rick Mastracchio, the Waterbury Astronaut. So in order for us to do that which everyone is really looking forward to and would like to do, we're going to postpone or move our Workshop Meeting next week to 6:30 at Sprague.

Second item, I'm also pleased that the State Board of Education voted yesterday to unanimously continue with the Walsh School as part of the State Turnaround Reform Grant. It's not an easy road; there are many regulations and requirements which had to be considered. I want to thank our Turnaround Committees, Mr. Whyte, our Superintendent, and Central Office who have made this a reality. They have worked hard in putting the plans needed to go forward. I'm certain Walsh and then Crosby Turnaround will become models for urban public education.

Third, I would not be honest if I did not say I was frustrated with the news that the East End school has been put on hold yet again. This has been our third attempt to move that school for the East End families, children, and community forward. In a perfect world we would be dedicating that school this Fall if it went forward with our first try. We would be erecting steel this Fall if we had succeeded on our second try. And this year we would be interviewing architects on our third and most recent try. . . . this is not a perfect world and it is inhabited by mostly imperfect people. Therefore we will deal with what we must deal with still with our eyes on our ultimate goal. So now we will plan to do a redistricting study, a facilities study, and a survey to make sure that we are on the right course. This in itself is not a bad thing; it's always good to know where we are going and where we have been. We should not be deterred by what seems to be a setback, we have been setback before and we have rebounded. We will rebound again. I ask that we move forward to set that study in place as soon as possible. A discussion must take place as to what the RFP would contain, the cost of the initiative and also where that money will come from to do this study. The Mayor is correct, we are exploding with students, we need to know why they are coming and how long they will stay. In any case, if they are here, it is the Board's responsibility to provide them a good education in a suitable space. If we need to revisit it it will certainly be with a reasonable approach to the space problem we are facing every day. When all is said and done and all reports are in the public must listen to what course we will take to move forward to get the space that we need. This Board may prove once again that need and with the information from the study, we will be prepared to do that. We must make ourselves clear in our response when this study is complete. Will a solution be redistricting? Will a recommendation be a redesign of space? Will it be a new school or will it be a new site for a school? These are questions that need to be addressed and then debated. We, as a Board, will make our case to the public and taxpayers yet once again but we need to begin that process now. One thing for sure is that we will keep this overcrowding issue in our sights but perhaps we won't have to, looking at those smiling faces getting off the buses every morning in ever growing numbers will remind us daily of that urgency, that urgency cannot be denied only delayed.

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

President Stango proceeded to read the Consent Calendar, Items 8.1 through 8.16.

8. CONSENT CALENDAR

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to approve the Consent Calendar, Items 8.1 through 8.16, as listed:

- 8.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the State Department of Education Year 3 Alliance and Priority School District Consolidated Application, as attached.
- 8.2 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the Connecticut Community Colleges College Facility Request/Reservation Agreement with Naugatuck Valley Community College for space use for the Transition Learning Center Program, as attached.
- 8.3 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of appointment of Steven Strand as the Board of Education's Administrative Representative to Crosby High School's Turnaround Committee.
- 8.4 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the appointment of Cheryl Gatling as the Board of Education's Parent Representative for Crosby High School's Turnaround Committee.
- 8.5 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of a Memorandum of Understanding with Our Piece of the Pie (OPP) to provide independent segmentation analysis of Crosby High School student information, without charge.
- 8.6 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of a Student Education Affiliation Agreement with Southern Connecticut State University, at no cost, for social work interns.
- 8.7 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval to apply for Year Two CT Office of Policy and Management "Juvenile Justice Advisory Committee RIGHT RESPONSE CT NETWORK – School-Policy-Community Collaboration for School Safety through Consistent and Appropriate Handling of Disruptive Behavior School" grant.
- 8.8 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval to apply for the following Connecticut State Department of Education 21st Century Community Learning Center Grants:
 - 1) Driggs and Wilson with the Waterbury Recreation Department as the recreation partner;
 - 2) Duggan/Tinker (at Chase Parkhouse) and Hopeville with the Waterbury Recreation Department as the recreation partner; and
 - 3) Bucks Hill and Walsh with the YMCA as the recreation partner.
- 8.9 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval to apply for the Connecticut State Department of Education's "Wraparound Services Grant for Commissioner's Network Schools".
- 8.10 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of a Professional Services Agreement with Literacy How, Inc. to provide literacy initiatives and support for Carrington and Driggs Schools.

- 8.11 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of the submission of the 2013-14 State Department of Education Bilingual Grant, as attached.
- 8.12 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of Waterbury Public Schools 2014-15 Educator Evaluation and Support Plan (teacher evaluation and administrator evaluation plans).
- 8.13 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of Amendment No. 1 to the Agreement with Richards Corporation to perform interior and exterior improvements at Walsh School.
- 8.14 With the approval of the Committee on School Facilities & Grounds, the Superintendent of Schools recommends approval of a Construction Contract with Utility Communications, Inc. for video surveillance and access control systems security improvements at various schools.
- 8.15 With the approval of the Committee on School Facilities and Grounds, the Superintendent of Schools recommends approval of the use of school facilities, at no charge, by the following school organizations and/or City departments:

GROUP	FACILITIES AND DATES/TIMES
V. Vicenzi	Rotella café: Tuesday, Sept. 23 rd , 6:00 - 9:00 pm (Café workers union mtg.)
E. Beauchemin	Rotella café: Thursday, Oct. 23 rd , 6:00 - 9:00 pm (Annual White Collar Union mtg.)
Dept. of Transportation Phylisha Coles	Crosby auditorium: Wednesday, Sept. 3 rd , 4:00 - 6:00 pm (open to the public/reconstruction of I-84)
R. Augelli	Washington café: Tuesday, Sept. 4 th , 5:00 - 6:30 pm (Ice cream social/clothing swap)
P. Guidone	Chase gym: Wednesday, Sept. 10 th , 10:00 am - 1:00 pm (Presentation by Astronaut Rick Mastracchio to students) Crosby auditorium: Wednesday, Sept. 10 th , 5:00 - 8:00 pm (Public forum featuring presentation by Astronaut Rick Mastracchio)
Park Dept. Ed McCann	Maloney café: September 2014 – June 2015, Tues. & Th., 6:10 - 7:40 pm Reed café: September 2014 – June 2015, Mon. & Wed., 5:45 - 7:15 pm (Zumba classes)

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

GROUP	FACILITIES AND DATES/TIMES
USA Wildcats Cheryl Thomes	Crosby gym: Sunday, Nov. 23 rd 10:00 am - 2:00 pm (cheerleading showcase/exhibition)
Step Up 2 Dance Carol Wallace	Rotella auditorium/café: Sat. & Sun. Mar. 6 & 7, 2015, 7:00 am - 6:00 pm (dance performances)
Sunshine Dance Studio Sheila Tetreault	Kennedy aud.: Sat. & Sun., June 6 & 7 12:00 - 5:00 pm (dance recital)
Sacred Heart H.S.	Kennedy pool: 8/23/14-3/30/15 Mon. thru Fri. 4:00 - 6:00 pm and Sat. 8:00 - 10:00 am (girls & boys swim programs)

9. ITEMS REMOVED FROM CONSENT

There were no items removed from the Consent Calendar.

10. COMMITTEE ON SCHOOL PERSONNEL

- 10.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Rodriguez, it was voted, by roll call vote, *YET THE MOTION FAILED*, to approve the job specifications for, and new position of, Director of Curriculum, Instruction, and Assessment, as attached.**

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

AWWAD: Thank you. Earlier tonight in the Committee Meeting I approved the description for the position but formally here I am unable to support moving this position forward in light of the current vacancies that exist. I think we need to look at filling the minimum of four vacancies that are down in the Central Office in terms of the Director of Special Ed/Pupil Personnel, the two ILD positions, the Talent and Professional Development HR position that approved, voted on, and vetoed. We heard in committee that these things are under development. Well I think until such time as they have developed and moved forward we should put the brakes on this. Certainly the case was made as to why this position was needed in terms the curriculum development but at this time I cannot support it moving forward until we address the vacancies in the positions that already exist.

STANGO: Commissioner Tom Van Stone.

T. VAN STONE: Thank you Mr. President. In addition to the same concerns with so many vacancies, our org chart is starting to look like vacant and temp assignments or half the population of Waterbury, I have a great concern over all the open vacancies and we need to prioritize where we're going to go. To just keep adding additional, for one reason adding additional job descriptions and positions to our org chart we're not getting anywhere. In addition, we did make some changes to a lot of the language where we had concerns previously last week of some duplicate functions between high paying positions, I still think there's still a little bit of duplication in this. So I have concerns that the priority needs to go after where we have holes, especially the ILD positions, I think that should be our number one priority. The teachers that are leaving should be a high priority. New positions should not be a high priority. In addition, this is a 138 to 150, whatever salary this is, it's one more high paying position and I think some of the teachers might be wondering where they come on the priority list because they're leaving daily. We usually have a page and a half or two pages of resignations in our notes and I think it's time we start dealing with what we have in front of us and not creating additional new positions. Thank you Mr. President.

STANGO: Further discussion? Commissioner Jason Van Stone.

J. VAN STONE: Thank you Mr. President, through you. Not to pile on but I share a number of those things. I've already spoken in the Personnel Committee, I spoke last week to this, one of the thing last week I was somewhat excited about a lot of the examples of work kind of got back to the school level, the boots on the ground and it seems in a week or so we've actually stricken some of those out and gotten more

towards a traditional Central Office position. So in addition to the idea that I think we have other positions that are as important as this could be for us, more important, I will not be supporting this tonight.

STANGO: Further discussion? Commissioner Brown.

BROWN: I will be supporting this position. As Chair of the Curriculum Committee I know the breadth and depth of the work that's needed to upgrade and keep our curriculum current. I don't think that there's a deeper understanding of the need and I think these positions could be looked at concurrently and not just one at a time. I think we're trying to look at the whole support structure in our administrative office and I don't think it's an overburden or an overreach, a Director of Curriculum is an essential position where we have one person right now or several persons doing pieces of it and it's not a coordinated system and in order to keep the momentum going for the reform and we have seen that, we really need to have a person in charge of the development of the curriculum. Albeit there are vacancies and I do understand that but I don't think one precludes the other, we have to move forward on all fronts if we're going to attain that. And I think looking at the salary range for these high level positions, yes, but I think the public has to understand that we have not had these positions, we've had a bare-bones Central Office, this work was not getting done, we have not had curriculum updates in a timely manner until the last few years when we did put some personnel in, we were in the dark ages. When I first became a member of the Board of Ed and looked at where we were curriculum had not been developed for 10 years so we have a lot of catching up to do. Strides have been made but we really need this position to move forward and do the updating and the classroom instruction that's necessary so I guess I'm not understanding why there's such opposition to a Director of Curriculum and Instruction when that position is like essential to the operation of a school district. So I think maybe there's a misunderstanding that this is a duplication. There's nobody doing this now in a concerted way. We have staff and Central Office doing this as part of multiple job descriptions and doing a herculean job but if you look at the history here we do not have an ongoing, our curriculum is outdated, and we don't want that, we want to move forward. So I would really urge everybody to really rethink this and support this tonight because I don't see how we're going to get the work done quite frankly. I will be supporting this. Thank you.

STANGO: Anyone else? Seeing none, we'll have a roll call vote please.

ROLL CALL VOTE ON ITEM #10.1:

Yeas: Commissioners Brown, Rodriguez, Sweeney, and President Stango – 4

Nays: Commissioners Awwad, Harvey, Hernandez, McEntee,
J. Van Stone, and T. Van Stone – 6

CLERK: Four/six – motion fails.

10.2 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Tom Van Stone, it was voted unanimously to approve the revised job specifications for the position of Principal – Alternative Programs, as attached.

STANGO: Motion has been made and seconded. Any discussion? Seeing none – all in favor, opposed, motion carries.

11. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

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

11.1 Appointments:

Newmark, Cathi – Interim Supervisor of Special Education, effective 08/20/14
O'Neal, Monica – Interim Supervisor of Special Education, effective 08/18/14.
Peck, Lori – Interim Principal, Alternative Programs, effective 07/01/14.
Ziogas, Gregory – Interim Principal, Crosby High School, effective 08/25/14.

11.2 Grant funded appointments effective immediately:

Clemente, Nera – Family Intervention Specialist, 12 months p/year, 35 hours p/week @ \$14.68 p/hour, non-union with benefits governed by the UPSEU Agreement, funded by the ECEP grant.
Florczak, Anna – Classroom Assistant, Rotella Magnet School, 10 months p/year, 35 hours p/week, salary and benefits governed by the UPSEU Agreement, funded by the RMS Operating Grant.
Havican, Melissa – Pre-K Classroom Assistant, Maloney Magnet School, 10 months p/year, 35 hours p/week, salary and benefits governed by the UPSEU Agreement, funded by the ECEP grant.
Johnson, Abdalla – Behavior Technician, NEMS, \$26.58 p/hour, non-union with benefits governed by the UPSEU Agreement, funded by the Alliance Grant.
Joyce, Cindy – Computer Technician, Non-Public Schools, 10 months p/year, 19 hours p/week @ \$12.00 p/hr, non-union and without benefits, funded by Title I Grant.
Meera, Usha – Classroom Assistant, Rotella Magnet School, 10 months p/year, 35 hours p/week, salary and benefits governed by the UPSEU Agreement, funded by RMS Operating Grant.
Rynn, Sheryl – Career Technology Educational Liaison, WAMS, 35 weeks p/year, 15 hours p/week @ \$30.00 p/hour, non-union and without benefits, funded by the WAMS Operating Grant.
Spinella, Rosalie – Prevention Specialist, NEMS, 10 months p/year, 35 hours p/week @ \$18.14 p/hr, non-union with benefits governed by the UPSEU Agreement, funded by the Priority Schools Grant.
Tytmce, Yilke – Pre-K Classroom Assistant, Sprague School, 10 months p/year, 35 hours p/week, salary and benefits governed by the UPSEU Agreement, funded by the Alliance Grant.

11.3 NEMS STEM After School Program appointments, 10 hours per week at appropriate union rate, effective immediately:

Program Administrator: Michael LoRusso, Jacklyn Gilmore (sub)

Data Clerk: Heidi Greguoli

Teachers: Miriam Wilson, Michael Pannoni, Charles Vaughan,
Darlene Marks, Rocco Guerrera, Christine Rinaldi,
Jason Martinez (1 day), Mary Colgan (1 day)

Paraprofessionals: Leslie DePaulo, Robin Andrikis, Nydia Solla (sub)

11.4 Teacher new hires:

Name	School	Position	Effective	Step	
Bayer, Carissa	Tinker	Kindergarten	8/21/14	MA	1
Brown, Michelle	Rotella	Grade 5	8/21/14	MA	1
Carroll, Christine	TBD	Social Worker	8/21/14	6TH	2
Cianciullo, Julianne	Crosby	Literacy Coach	8/21/14	MA	3
Clark, Amy K.	Crosby	Phys. Educ.	8/21/14	BA	2
Danielsen, Jayme L.	Wallace	Numeracy	8/21/14	MA	1
Dudek, Caitlyn E.	NEMS	Ela	8/21/14	BA	2
Fabrizio, Michael A.	WAMS	School Psych.	8/21/14	6TH	1
Files, Cara	Duggan	Art	8/21/14	MA	6
Foote, Andre	Walsh	Music	8/21/14	BA	2
Gallo, Susan	WAMS	Science	8/21/14	MA	8
Galpin, Letitia M.	Duggan	Grade 3	8/21/14	MA	3
Generali, Alyssa M.	WCA	Business	8/21/14	MA	2
Goold, Emilyn B.	Tinker	Kindergarten	8/21/14	BA	1
Jacobson, Heather	Kennedy	School Psych.	8/21/14	6TH	4
Jeanette, Alyssa K.	WSMS	Reading L.A.	8/21/14	BA	1
Justs, Patricia A.	Wilson	Spec. Educ.	8/21/14	MA	5
Lanza, Jessica J.	NEMS	ELA	8/21/14	MA	1
Lucas, Michele L.	Crosby	F.C.S.	8/21/14	BA+15	2
Matarazzo, Kristen S.	Generali	Grade 2	8/21/14	MA	1
McCarthy, Mary M.	Crosby	Science	8/21/14	BA	1
Montes De Oca, Delmaliz	B. Hill Annex	Social Worker	8/21/14	6 TH	7
Moroz, Barbara A.	Reed	Essential Skills	8/21/14	MA	1
Nadolny, Karen K.	Walsh	Grade 3	8/21/14	MA	3
Pecka, Richard W.	Crosby	English	8/21/14	6+15	1
Petitti, Marie L.	Wilby	Math	8/21/14	MA	9
Reisel, Laura E.	TBD	SLP	8/21/14	MA+15	2
Restaini, Stefanie	Wilby	Italian	8/21/14	BA	3
Santos, Alexandra	Generali	Grade 5	8/21/14	BA	1
Swartz, Samantha H.	Walsh	Grade 5	8/21/14	MA	1
Telesco, Melissa D.	Wallace	Guidance	8/21/14	6 TH	1
Tremblay, Kirstin	B. Hill Annex	Pre-K	8/21/14	BA	2
Vorio, Daniel M.	Gilmartin	ELA-Grade 7	8/21/14	MA+15	1
Wengertsman, Emily J.	WSMS	Guidance	8/21/14	6 TH	1
Williams, Sarah E.	Washington	ESL	8/21/14	6 TH	1

11.5 Resignations:

<u>LAST</u>	<u>FIRST</u>	<u>EFF.</u>	<u>ASSIGNMENT</u>
Aftowski	Michael	08/1/14	KHS – Social Studies
Atkinson-Heyward	Kylee	07/27/14	Walsh – Gr 5
Bergoderi	Anita	08/4/14	CHS – Biology

Buturla	Jacqueline	07/23/14	WSMS – Math
Caffrey(Bonviso)	Alysia	08/7/14	WMS – Spec Ed
Cichowlaz	Kaja	08/11/14	Bucks Hill – Gr 5
Daly	Alice	08/1/14	Crosby – Biology
Galullo	Kelly	08/11/14	WAMS – Phys Ed
Hutton	Robert	08/20/14	WMS – Numeracy
Jones	Erin	07/21/14	Kingsbury – Gr 3
Kavanaugh	Aryn	07/21/14	CHS – English
Nadeau	Jacqueline	08/8/14	NEMS – English
Passarella	Jennifer	08/1/14	Chase – Spec Ed
Pattavina	Thomas	08/4/14	NEMS – Gr 6 Social Studies
Procko	Erika	08/21/14	WMS – Phys Ed
Rice	William	09/12/14	Instructional Leadership Director
Ruiz	Orlando	07/24/14	Walsh – Gr 1
Scott	Deana	08/25/14	Walsh – Gr 3
Shocki	Stephanie	07/31/14	Generali – Gr 2
Vaivoda	Karyn	08/4/14	WCA – Human Services
Wells	Traci	07/21/14	Generali – Counselor
Yamin	Michael	09/01/14	Director of Special Education & Pupil Services
Yokokawa	Johanna	08/15/14	Maloney-Japanese

11.6 Retirements

Leite, Karen – Tinker Kindergarten, effective 07/31/14.

11.7 Leave of absence requests:

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

Werner, Carrie – WAMS, requesting an unpaid childrearing leave of absence for the 2014/15 school year.

STANGO: Motion is made and seconded. All in favor, opposed, so moved. The next item on the Agenda is Item #12 – Unfinished Business of the Preceding Meeting Only. Moving along then to Item #13 – Other Unfinished, New, and Miscellaneous Business. Commissioner Jason Van Stone.

J. VAN STONE: Thank you Mr. President. One quick one, housekeeping to a degree, with the approval of the Alliance Grant, most recent version, I would renew my request, I think I made it last time we did this, when we're setting up the Agenda can we have a couple things – one, how is it being funded, and to a degree we've gotten better with that but more importantly what part of the Blueprint of Change this is working towards. If it's, for example tonight the Literacy How contract, that will tie back into Goal 2 & 3, Subsection 4, about literacy, in the Blueprint for Change. I think that would do a number of things – one, allow us to know exactly how we're affecting your Blueprint for Change and moving it forward and I think to a degree help the public understand that our decisions aren't necessarily willy-nilly, we're not just spending money. I think that would go a long way . . . low transparency not only for us but for the public. So I would renew that request going forward.

Secondly, on a totally different topic, with the demise of the East End school and the President touched on this in his comments, we now need to start working on backup

plans. Commissioning a study and redistricting in two years is all well and good but there's kids there tomorrow. I would request, and I think this is not that difficult of a request, first of all just to kind of have an audit of our schools to make sure the kids that are there are in the right schools. Just because a kid has been going to Chase for a couple of years he may have moved three or four times and maybe not told anyone. So it might be as simple as asking the kids to bring an electric bill just to prove you're living at whatever address you say you are. I've heard enough anecdotal evidence to kind of make the assumption that there are kids in a certain school while they're Waterbury kids might not be in the school they're supposed to be. So outside of special permissions or reasons why a kid isn't in a school they should be, I would like to find out especially and specifically at Chase and General, our two most overcrowded schools in the East End, an audit done to make sure there aren't kids attending those schools who should be at another school. Something as simple as that could potentially relieve a classroom size. So if we could do that in very short order as step one to help deal with some of the disparities as far as population throughout our district I think we should do that in addition to coming up with a short and a long term solution for this. As the President said you know the frustration about not having a school is real, I have begged the administration and the Board of Aldermen to prioritize, to put the school ahead of some of the bonding issue that they had going forward, put the school on, remove other things and they chose not to so now we're stuck where we are today. So rather than wallow in it, as the President said, we need to buck up and figure out how we're going to fix this problem for the 800 kids at Chase and the 750 plus at Generali. Thank you Mr. President.

STANGO: Vice President Harvey.

HARVEY: Thank you. I think we know, I think we've done this before, we have taken and looked at the issues at Chase and I think we owe it to these parents and to the kids to, I've asked this question before, are we going to have an interim plan for Chase and Rotella, whatever the second school is? I think we know that, I think we can now, at least, try to see if we can relieve some of this overcrowdedness and we should have been working on a plan "b" anyway but since we haven't been we need to do that and we need to do that now.

Now, I'm gonna backup a little bit, I'm gonna take a little bit different approach, we're discussing this East End school, I brought the paper and East End school out, now, I'm gonna wallow a little bit, I attended this meeting last evening, Special Meeting of the Board of Aldermen, and Commissioner McEntee was there with me as well as other people advocating for different things and when I heard what the Mayor had to say in regards to enrollment numbers, I was totally surprised. When we had the break at the meeting, Commissioner McEntee came up to me and said Commissioner Harvey did you know about this and I said, shrugged my shoulders. First of all we should have that information; every single Alderman had a package that contained the numbers that the Mayor spoke about in regards to our school enrollment, etc. We don't have that. So I'm questioning why we don't have that, number one. Number two, there's a big elephant in the room here folks, the elephant is our communication between the Mayor and the Board of Education. This is not the first time this has happened; I recall a veto on something that we approved. What is the issue as far as communication? We can sit here and say yup, we're gonna own up to it and move forward. Wait a minute, communication, why is it that we don't know or did not have this information? In

addition to that, I have my notes, it said that the Mayor said he talked to the Superintendent and he talked to the Board President. Well why didn't we have heads up on this? I was totally, in fact people were looking at me saying did you know about this and I said no, I didn't. So there's a problem here, we need to sit down and have a talk with the Mayor; we need to improve communication here before we do anything. So that's the elephant in the room, I'm not angry, I'm just saying, my goodness, I was elected to the Board of Ed and sometimes I have to read the paper to find out what the heck is going on here and that should not be. There is a better communication process with the Board of Aldermen who had the information that we should have in front of us then what we have on our own information. Now that's, those figures that were quoted was serious and I'm asking the Board of Aldermen, in fact I asked Alderman Hadley, is there any way I can get a copy of what you have, I shouldn't have to do that. So my question is, the Mayor said it was discussed with the Superintendent of Schools, it was discussed with the President of the Board of Education, so where's our information? I'll leave that there.

Next issue is we had a back to school rally, it was a wonderful rally, I always love seeing the kids, talk to the parents, it was a great rally but when we look at what the Mayor had to say last evening about our numbers and enrollment, we can see that each year this rally gets bigger and bigger and bigger as witnessed by the stats that the Mayor presented last evening. We had an ALS bucket tossing, whatever it was, that was good, I'm not criticizing that, but as I looked out, and I was there standing in the front row, no recognition of Commissioners on the School Board, but that's okay, but as I looked out I saw the lines of our kids standing in the heat waiting for food. We're having a benefit on the stage and kids are standing in lines waiting for food. Letter to the editor addressed that, kids standing in long lines for hours waiting for food and waiting for supplies. We ran out of supplies, I don't know about the food, what that situation is, and let me just backup and say I appreciate all of the folks that contribute, the agencies, and what they do for our kids, I appreciate that, but we have to look at how we're doing things here, we have to look at what we're doing here. Our school enrollment is increasing so that means that we have to go out to these stores, Target, I know Commissioner Tom Van Stone spoke about some of the rallies that he attended, some churches up on the hill, etc., and I'm glad that that's happening because our kids need that but our rally, which we give our name to, our kids, we need to look at how that is orchestrated and stop these long lines with our kids in the heat waiting for food. We have to do this better. So I'll move onto another topic.

Discipline and arrests, now the State Board of Education, I'm glad that we, congratulate Superintendent, Paul Whyte, all the work that they did, but discipline was one of the issues that the Board had with Walsh School and rightfully so. I requested information regarding arrests in our middle schools and we received that information and the reason why I asked for that information is because I was out in the community and someone said to me, or asked, Commissioner, look at the arrests of our middle school kids and I did. And they said to me, they mentioned a certain school that arrests our kids more so than others. I said okay, got the information, they were absolutely correct. So I waited to see what kind of reaction there would be, didn't hear anything. So now I'm gonna react. We, school climate, I know we talked about, there's a Committee on Juvenile Justice Alliance, we need to look at this, these are our children and granted we want control of our schools, we don't want the kids, their behavior, we need that to be under control, but also when we look at our middle schools if kids have records and they want

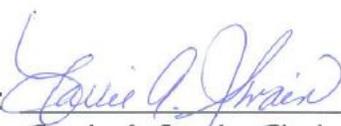
to go to college, they don't get financial aid so what's the alternative? We have an obligation to at least look at this, start talking about interventions, in-school suspensions, something of that nature rather than have our kids be suspended out of school. That's the talk, these are the things we need to be talking, we haven't talked about that at our Board meetings, we haven't talked about that, we'll talk about everything else but won't talk about that. Meanwhile, our kids are being, 12 years old, handcuffs, and we're not talking about that? We need to have these conversations. I look at the agendas of our meetings, I request certain things, I request that we talk about things and we don't talk about it. And we act like it doesn't exist. And I'm not trying to be negative I'm just saying when I meet parents, the one parent that said to me Commissioner, you need to look at these numbers, her child was arrested, luckily she's a Paraprofessional so she's fighting these charges because her child happens to be an honor student but what about the others that don't have parents with that profession? We need to talk about this folks, and I'm not saying talk about this next year, I'm saying this needs to be on the Agenda for our next Workshop and I'm gonna watch and see if it's gonna be. But these are things that we need to be talking about. Yes we want to be positive but we also need to talk about this. So discipline, it's in the paper, I thought we were going to talk about it because it was in the paper a few weeks ago, nothing. We had information about reading scores in the paper, we didn't talk about it. So we need to, again, to recap, we need to have better communications with our Mayor. The Board of Education, I'm not talking about individual relationships that Commissioners have with the Mayor, I'm talking about us as a Board when we see this stuff. When you think about the public hearings, the things and the time that we've used regarding the East End school, listening to the folks, moving forward with it still, and it comes down to this. We need some serious, we need to have some communication, better communication with the Mayor. We need to look at how we run the Back to School Rally and hopefully do things a little bit better so our kids aren't standing in line in the heat waiting for food. And lastly, we need to start talking about the discipline and the arrests of our kids in the middle schools. Thank you.

STANGO: Anything else? Yes, Commissioner Hernandez.

HERNANDEZ: Thank you. First I want to commend Ms. Hernandez for coming in and talking about the issue of the AC at Kennedy. I was also approached by a parent at Walsh that says there are only two rooms in the entire school that have AC and they're in the rooms that aren't being used because of the mold issue. So I would like for the Superintendent to possibly have maintenance or someone check that. And also a couple of students from Crosby have spoken to me about in the winter there's no heat. So if we could possibly get someone in to look at those two schools to see what's going on, and the kids are being reprimanded for wanting to wear their jackets because it's so cold. So, that's it, a couple of issues. Thank you.

ADJOURNMENT

Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Brown, it was voted unanimously to adjourn at 7:25 p.m.

ATTEST: 
Carrie A. Swain, Clerk
Board of Education