

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Thursday, September 18, 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, and J. Van Stone.

ABSENT: Commissioner Tom 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 6:30 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 (absent). President Stango.

STANGO: Here. For the record Commissioner Tom Van Stone is busy doing his real job, he has a work assignment tonight and cannot be here.

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 September 3, 2014 from Civil Service certifying Talisha Foy for the position of Elementary School Supervising Vice Principal at Rotella Magnet School.
2. Copy of communication dated September 3, 2014 from Civil Service certifying Jessica Rivera for the position of Elementary School Supervising Vice Principal at Tinker School.
3. Copy of communication dated September 3, 2014 from Civil Service certifying Lisa Corey for the position of Food Service Helper.
4. Statutory Notice Pursuant to Connecticut General Statutes received September 15, 2014 from Tina Cruz.
5. Email communication for the American Arbitration Association dated September 15, 2014 regarding Case #12-20-1400-0077 SAW.

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

5. PUBLIC ADDRESSES THE BOARD

Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Sweeney, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:34 p.m.

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

Lisa Lessard, 905 Pearl Lake Road, had the following comments: I'm here tonight in accordance to a very nice article that was printed in the newspaper the other day, School arrests targeted, Education Board Vice President calls for discipline reform. I totally agree. I advocate for some of the special education children here in the district, I also got the disciplinary report, as you call it, and believe it or not a lot of Latino and African American children as well as Latino and African American children that happen to be special needs and special ed are being arrested at very young ages and I personally notice, and I can't go into things because of HIPAA, but I will tell you that there are a lot of parents within the City that I do represent with their children that are quite upset especially under special ed because what we are finding out, I've been to many of these meetings, that they are not having manifestation meetings within the different schools, being middle schools and high schools in this City, in accordance to,

does the problem have anything to do with the child's special needs, primary disability, and if it does then there's other ways you can work around it and with it other than arresting a child and sending them to jail. When you have 17 year olds, 12 year olds, and younger going to jail for certain things, especially under special ed, you definitely need to look into it, you have education reform, I hope the City goes into disciplinary reform cause Karen Harvey is dead point, right on the mark when she's talking about this. I know I sent to you in each and every email of the disciplinary record under special ed in the last three years and it's done nothing but rise and go up and if they are having the manifestation meetings like they're supposed to, and I've been to lots that those manifestation meetings did not happen, then the arrest would not have occurred says the principals that were sitting at the table with us. So if you can look into that as well as I wanted to mention, as you all know, the State Department of Education just met and they met under the Turnaround Schools. We had three speakers that were there – myself, Athena Wagner, and Eric Brown's mother, Carol Brown, for one hour and 58 minutes and 15 seconds I have on tape if anyone wants to hear the response to each and every person on the Turnaround Committee their questions, their answers, and how they targeted, and basically it was not nice exactly how they did what they did, but they let everybody that was sitting there know things need to change. They also said one important thing, they've had a lot of other Turnaround Plans go in front of them from cities here in the State of Connecticut and this is the worst Turnaround Plan they had to look at. So I'm just letting you know, I have one hour, 58 minutes and 15 seconds, Mike Puffer got the other 20 minutes after because I had to leave to get my daughter out of school and basically that whole entire day Ellen Taylor, Attorney for the School Board, basically apologized to the next speaker and said we're sorry, this seemed to turn into the Waterbury forum, we didn't mean for it to go this long, hopefully before lunch they will let you continue so we can continue with Waterbury. Basically I think they were put on notice as we all took it and the tape recording will show that things need to work better, Turnaround needs to be better planned because the only ones losing out here are each and all children as the State Department of Education Commissioner has basically stated. If you have any other questions I have it on tape, anybody can listen to it. Thank you and God bless.

Andre Michaud, 175 Columbia Boulevard, had the following comments: I've been filming these meetings now for the past 10 years and I filmed a lot of good meetings, some bad minutes, some indifferent, but honestly I never filmed a meeting like the meeting last week at Sprague and the Principal Report done by Michelle Baker. I've never seen so much enthusiasm in the audience. I've never seen such a large group of teachers go to this event at Sprague with the Principal's Report. I've never seen so much energy. At one point I was ready to motion to Ronnie to turn her mic down but she wasn't using a mic she was so loud and enthusiastic. And another point, as Felix was saying, I almost jumped out of the chair as if she hit a walk-off homerun explaining the information that she was explaining at that school. Something else that really struck me was she used the words us and we, not I and me. She really got her staff involved. You can see that the teachers absorbed Ms. Baker's energy, they were all very enthusiastic when they spoke, they were smiling. She took the focus off herself and she put it on the staff, the students, and the parents, she got them all involved, they all got to speak that night, it just wasn't about her, it was about her whole school. Looking at the PowerPoint I couldn't believe the progress that is going on in that school with those kids, there's something very special going on at Sprague. And that's the good part for

us. The bad part is if any other school district sees how good she's doing I'm sure they'd like to entertain her to come to their school district so I think it's imperative that because we have somebody with so much talent that we do everything that we can to keep her here. Maybe possibly as an ILD, somebody that can work with the principals. Could you imagine if we could duplicate what she's doing in each and every school in this district, Waterbury education will be on the move if that's done. Thank you.

Robert Wright, 627 Willow Street, had the following comments: I'm a K – 12 graduate of the Waterbury Publics School System, I am a former and retired professor at the University of Wisconsin, and a former Associate Director at Cornell University, product of the Waterbury School System. I am here to speak 100% in support of the remarks made by Commissioner Harvey. As far as I'm concerned she is my hero. As the kids used to say back in the 60's when I was in high school she talked the talk. There is a problem with these police statistics in the schools and this is something that the School Board and the entire school system should be looking at seriously. Rather we have a discussion about having another discussion with the Police, that is the problem. We talk about building schools; we talk about money for that. We talk about who's getting what money from the Federal Government, can we steal it from the ILD's and give it to principals, yea, I know what's going on downtown. We talk about what are the teachers going to get in terms of salaries and there is very little discussion on what we do when it comes to dealing with these children. Now I don't understand what the problem is. I was a special ed teacher in Boston Public School system which at one time in the 70's was considered the most racist school system in the north. You heard of the busing crisis there where children were stoned on school buses. As a special ed teacher both in junior high and high, I dealt with felons. The gag was you'll teach Gangster Education 101 that's cause we had teachers who knew how to deal with felons. Some of my students had been convicted of armed robbery, some of my students had been convicted of prostitution, these were hardcore, that was back in the day, they were serious back then, not children. In the four years I taught in Boston before I was laid off under Proposition Two and a Half, we did not have to call the police in one time. Now this is ridiculous. What is happening is teachers are avoiding their responsibility, they are passing it onto the police and in the process they are giving junior high school students police records before they get out of junior high school. This is not what it's all about, I am here to state that whatever Commissioner Harvey wishes to do on this issue she has my support and I have a lot of support in this community. Now one of the things you have to look at besides just dealing with the police in another bureaucratic meeting is how do you work with the community to solve this problem because this problem cannot be solved without the support of the community. Now both former Alderman Joyce Petteway, and I, on different occasions met with the Superintendent last year to discuss ways the community could possibly be involved in working with the school system. It seems nothing has come of it, i.e., simple thing, hold the meeting in the community, there would be 300 people there. This does not happen. And I know that there is opposition to do this because when Karen Harvey and Joyce Petteway were both on the Board of Education at one time they attempted to hold meetings in the community. The School Board came out against them and attempted to censor them and I was asked if I could bring some people to the meeting they held at Grace Baptist Church. In spite of the resistance of the School Board that meeting was held and we need more meetings like that and if this problem is gonna be solved and not just passed into the file cabinet and the statistics keep going up, there has to be

something done in conjunction with the community, and I'm not talking about the PTA. Thank you. Once again, Commissioner Harvey, you're my hero. As the kids used to say, keep on keeping on.

Jimmie Griffin, 41 Pilgrim Avenue, had the following comments: I'd like to sort of echo what Robert said but I'd also like to point out to you the headline in Sunday's paper, clergy takes a stand about the violence on Walnut Street headline. Monday headline – school suspensions. All of it seems to gear around the whole issue of violence and stuff like that which is interesting. Neither one of these stories in reality should have been in the headlines. This newspaper, the Waterbury Republican-American and the School Board and some members seem to manipulate the message to the people in the City of Waterbury and what has happened as a result of that is we've got a , why don't they do a story on the lack of minority educators and administrators in this school system? Why don't they do a story, I mean this stuff about suspensions have been going on for years, we knew about this, they did a story on it before, this is not the first time. Where are the African American and Latino teachers in this school system? Where do our children get a chance to see people who look like them? These teachers that come in here from Prospect, Wolcott, wherever they live at, are scared to death of an inner-city kid because there's a perception like the Walnut Street perception, there's a perception that these kids are bad, there's a perception that they come from a poor family, there's a perception that they're not able to learn and they can't be disciplined and the perception is passed on by the negligence in the school room. I'm a former administrator too at Housatonic Community College so I got a little education background behind me also like Robbie said and a product of Walsh Grammar School here in Waterbury. But you know, excuses, excuses, excuses. We've been hearing this for years, this system stinks and it stinks because the people in it seem to have a lack of compassion for what they're supposedly doing here. This is 2014 and we've got 70, 80 percent of the school children in the system and you mean to tell me we don't have one black principal and the only one you got is out in an arbitration hearing? What's going on here? You know people get upset, Andy got upset, some other people get upset when I say it's racism, and I say it's systemic, and I say it's systemic because it's a part and it's a grain of the government in the City of Waterbury is set up in such a way that it inhibits the progress of certain people and it continues to do that. We're gonna have to start to grow up a little bit and face reality and stop the patronage and the bull that goes on and the Mayor running the School Board because the Mayor runs the School Board, you know that, right? Everybody knows that. He came off the Board, went on became the Ex-officio and everything he says you do. I've never seen anything like it in my life. When is the Board of Education going to stand up and be . . . thank you, when? You know we're tired; we're tired in our community. I went to Walsh School and I can't even remember a teacher when I went to school, is that bad, I can't even remember one teacher because somebody told me Columbus sailed the ocean blue in in 1492 and I looked up on the Board and I saw an Indian standing on Plymouth Rock and I said wait a minute, somethings wrong with that story. We need teachers that know how to relate to our children, we don't have them in Waterbury; I'm sorry, thank you.

Giuliana Emrie, 14 Edwards Street, had the following comments: I'm just gonna make it short. Karen Harvey, you are my hero, you do listen to the voices of the people in the community, I have had issues with the school, not just for myself, my children, but

for all the children in Waterbury, it needs to stop, especially for special ed, they're there for a reason in the special ed or contained room for a reason and they shouldn't be getting arrested. With all the other issues they may have going on in their minds we have to have empathy for children with mental health issues. They shouldn't be arrested, they shouldn't be put in handcuffs, they shouldn't be put in a patty wagon, they shouldn't be put in the back of a police care, they shouldn't have to sit in a lockup waiting for their parent. I think there are other ways to make sure that children are disciplined. I don't call police and arrest my child at home if he's unruly, it just is uncalled for and we, as parents, should not stand for it. And I'm taking a stand and I'm not standing for it. I think the suspensions are ridiculous. The pipeline from the school to prison, you're making it shorter here in Waterbury, it's getting really short cause if a middle school kid can get arrested and go to jail where's the hope for high school? And they need to go to college, this is something that's gonna affect them to get in a good high school in this town to go to college and make something of themselves. I surely don't want any of my children living in my basement at 26, 30 years old, and this is how you're creating that by keeping them in suspension. And when they get suspended the teachers, the principals need to be aware that the students are supposed to be able to do their work. The teachers should not be giving them zeros or failing them because they've been suspended and not been able to do their work. Their work is still viable and they need to be able to do their work. That's from personal experience that's happened that I know does happen, the teachers forget the kids are on suspension, they didn't give them their work and they get a zero for it and it's just not fair. Like I said, I'm not going to be before you long, I just want to say that Karen Harvey, thank you for putting this in the paper. I don't think it's a petty thing, I haven't grown up in Waterbury, I'm from Bridgeport but I came from a bad school system in Bridgeport and I came here to make a difference for my children and I'm not leaving Waterbury so if I have to sit here every month and tell you the same thing or tell you more problems, I will because I'm taking a stand, this is garbage, and we need to change this. Thank you.

Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Sweeney, it was voted unanimously to return to the regular order of business at 6:54 p.m.

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

6. SUPERINTENDENT'S ANNOUNCEMENTS

Dr. Ouellette read and distributed the following announcements

I am pleased to inform you that Wendell Cross, Maloney, Rotella, and WAMS Middle School have been recognized as 2014 ConnCAN (Connecticut Coalition for Achievement Now) Success Story schools for meeting the following requirements:

- Enroll more minority students and more low-income students than the state average.
- At least one subgroup (for example, African American, Hispanic, or low-income students) must perform above the overall state average.
- Maintain a grade of "C" or higher overall, and also for African American, Hispanic, and low-income students.

September 15th through October 15th is Hispanic Heritage Month. In observance, principals, teachers and students throughout the district are invited to participate in a district-wide assignment. Each school will have the opportunity to showcase their work, and selected students will represent their school at a ceremony celebrating Hispanic Heritage. The date for the celebration will be announced shortly.

At their June meeting, the US Conference of Mayors passed a resolution declaring Thursday, September 18, 2014 The National "Blessings in a Backpack Day. " Here in Waterbury, the Cigna Foundation supports Blessings in a Backpack at Wilson School. Cigna Foundation pledged its support for a Blessings in a Backpack commitment to the school for two years, starting last year. This year's Kick Off Ceremony was held this morning in the Wilson School gym.

Last week United Way held the Kick-Off for its annual campaign at LaBella Vista. It was very well attended. I attended, along with Chief Academic Officer Anne Marie Cullinan and several other staff members in support of this worthy cause.

Last week we had the pleasure of welcoming Astronaut Rick Mastracchio to our schools. He made presentations to students at both Chase School and at the Palace Theater, and a presentation at Crosby High School that was open to the public.

Next week, StayWell Health Center will be hosting its Summer's End Fete at LaBella Vista on Wednesday evening, from 5:30 to 8:30 p.m. Anne Marie Cullinan and Janet Ciarleglio, School-Based Health Center Coordinator, have been named 2014 Healthcare Champions.

Raymour & Flanagan is hosting a recognition of Team Rubicon, a non-profit organization that utilizes the skills of veterans and first responders in disaster relief situations, on Wednesday, October 1, at their store here in Waterbury. Students from Waterbury Public Schools will perform in a concert beginning at 7:00 p.m. Student art work will be displayed throughout the store beginning at 5:00 p.m.

That same evening, we will be conducting a presentation for parents on our SAT Day, which is October 15th. On SAT Day, all high school students and students in 8th grade will participate in either an SAT or the SAT Prep Assessment. The presentation for parents to ask questions and receive more information on the SAT Day will begin at 6:00 p.m. at Kennedy High School on October 1st. Additional information is available for all parents during our Open House.

STANGO: Thank you Superintendent. Any questions for the Superintendent at this point?

7. PRESIDENT'S COMMENTS

STANGO: I would just like to also mention the visit from Rick Mastracchio, Waterbury's own astronaut, only because the impact he made on our district students, it's all about the students, he made it all about the students. The event at Crosby High School was like a homecoming and reunion for all those who knew him. Rick's family who still live

in and around Waterbury were there. There were Crosby yearbooks floating around, people looking at his picture, people looking at his wife's picture, people looking at the people who came to honor him that night at Crosby. He was there with his former classmates, former teachers. Things of interest that I found out that night was that Rick has cousins that work for our district and that Rick's wife is also a Waterburian and graduated in the same class as Rick at Crosby. Interesting also is that when he took questions from the attendees, one fifth grade girl said she wanted to be a pediatrician and what advice could Rick give to her. He told her that she was definitely on the right course because she knew what she wanted to do even at that early of an age. Now what she had to do he told her is to stay focused and not let anything get in her way, to never stop trying to reach her goal. This was his consistent message. Good advice, but more so because it was coming from one of our own.

The Palace event was equally rewarding. The Palace was packed with students, all prepped back in their school by their teachers about who Rick is and what he did. The kids were well behaved and aware that this man walked in space and now he is talking to them in a small space, relatively, of the Palace Theater. Waterbury does have success stories; Rick is something that will probably not happen again in Waterbury, another man from Waterbury walking in space. However, our students believe they could, they bought into his message and his message should be our message, we should all deliver it as well. And that concludes my comments.

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

President Stango proceeded to read the Consent Calendar, Items 8.1 through 8.13.

8. CONSENT CALENDAR

Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to approve the Consent Calendar, items 8.1 through 8.13, as listed:

- 8.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of a new after-school program "Homework and Hoops" for Wilson School sponsored by Wilson's Family Resource Center (program will only be held if Wilson does not receive the 21st Century and/or ESH grants).
- 8.2 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval to apply for the CT Department of Emergency Services and Public Protection-Division of Emergency Management and Homeland Security School Security Competitive Grant.
- 8.3 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval to apply for the Title III English Language Acquisition Enhancement and Academic Achievement Act grant.
- 8.4 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of a Professional Services Agreement with The Institute of

Professional Practice, Inc., to provide services to students per their Individual Education Plans (funded by IDEA Grant).

- 8.5 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of an Agreement with Waterbury Youth Service System, Inc. to provide truancy prevention services (funded by City's Operating Budget).
- 8.6 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the ED042/Phase 3 for the Kennedy High School Additions & Alterations Project (State Project #151-0288 EA).
- 8.7 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Laura Graham, KHS, and two chaperones to take 25 students to New York, NY on September 26, 2014 to visit the New York Financial District, Federal Reserve Bank, Stock Exchange, and Museum of Finance.
- 8.8 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Anthony D'Agostino, WHS, and two chaperones to take 30 students to New York, NY on September 26, 2014 to visit the New York Financial District, Federal Reserve Bank, Stock Exchange, and Museum of Finance.
- 8.9 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Rich Martinez, WAMS, and four chaperones to take 50 students to New York, NY on October 7, 2014 to visit the Performing and Visual Art College Fair and Pace University.
- 8.10 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Robyn Hicock, KHS, and four chaperones to take 50 students to Salem, MA on October 16, 2014 to visit the Salem Witchcraft Museum and the Town of Salem.
- 8.11 With the approval of the Committee on School Facilities & Grounds, the Superintendent of Schools recommends approval of a Contract with Rivco Construction, LLC, to provide chiller replacement at Wilby High School (funded by the City Bond Fund & Operating Budget)
- 8.12 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
Mary Ann Marold	WAMS café: Fri., Sept. 26th 8:30 am-11:00 am (School Governance Council mtg.)
B. Post	WAMS drama classroom: Jan. 6th thru 11th 5:00-10:00 pm (Rehearsals & performance of play)
J. Gopie	WAMS rooms: Saturdays, 1/17/14-5/16/15, 9 am-1 pm and Thurs., Nov. 13th and Thurs., May 14th 4:30-8:30 pm (Meetings of Links, Inc.)

Adriane Guerin PTSO	WAMS café: 5/5/15 5:00-8:30 pm (middle school dance) WAMS atrium: 12/9/14 4:30-7:30 pm (Starlight Ceremony) WAMS lib.: Sept. – June 6:30-8:00 pm (PTSO monthly mtgs.)
K. Ondrush	WAMS apron stage: Dec. 4th & 5th 5:00-8:30 pm (performance) WAMS atrium: May 26th 4:00-8:30 pm (Veterans program) WAMS atrium/café: March 25th 3:30-9:00 pm (fundraiser dinner)
K. Galullo	WAMS classrooms: Sat., Sept. 27th 8:30 am-5:00 pm (Special Olympics Summit)
N. Smith	WAMS apron stage, café: 11/24/14-3/21/15, 3:15-9:00 pm (Rehearsals and performance of play) WAMS apron stage & rms.: 9/2-10/25 3:15-6:00 (Rehearsals and show-middle school production) WAMS classrooms: May 4th thru 8th 3:15-9:00 pm (Rehearsals and show for theatre production class) WAMS drama classroom: May 26th thru June 2nd 3:15-9:00 pm (Rehearsals and show for Acting I class finals)
L. Fitzpatrick	WAMS apron stage: Fri., Oct. 17th 5:00-9:00 pm (student council) WAMS mirror lobby: Fri., Nov. 14th (Homecoming dance)
S. Schulte	WAMS apron stage: Sept. – Nov. 3:30-5:00 pm (play rehearsals)
L. Lombardi	Rotella comm. rm.: Sept. 11-19 8:30-4:00 pm (Book Fair)
M. Rocco	W. Cross gym & rms.: Sept. thru June (school activities)
M. Parker	Rotella aud.: Thurs., May 21st 3:00-9:00 pm (Palette Awards) Rotella lobby: Thurs., April 23rd 3:30-5:30 pm (piano recital) Rotella aud.: Thurs., Dec. 18th 5:00-8:00 pm (troupe showcase) Rotella aud.: Thurs., April 23rd 5:00-8:00 pm (troupe showcase)
R. O'Neill	Carrington gym: Fri., Sept. 26th 6:00-9:30 pm, (Family movie night) Carrington café & parking lot: Fri., Oct. 24th 5:00-9:00 pm (Family trick or trunk night/PTA) Carrington café: Wed., Nov. 19 th , 6:00-8:30 pm, (Family math & science night) Carrington café: Fri., Dec. 12th 5:45-8:30 pm, Family holiday night/PTA)
Andrew Midgen	Kennedy café: Wed., Oct. 1st 2:00-5:00 pm (Food service workers membership meeting)
K. Ross	WAMS gym: Fri., Sept. 26 th , 5:00-7:00 pm (school fundraiser) WAMS atrium: Wed., Oct. 15 th , 5:30-7:00 pm (Coffee House) WAMS atrium: Wed., Jan. 14 th , 5:30-7:00 pm (Coffee House) WAMS atrium: Wed. Feb. 11 th , 5:30-7:00 pm (Coffee House) WAMS atrium: Wed., Apr. 1st, 5:30-7:00 pm (Coffee House)
Adriane Guerin	WAMS café: Tues., Oct. 28 th , 5:00-8:30 pm (Halloween Dance)
M. LeBlanc	WAMS café: Fri., Jan. 30th, 3:00-10:00 pm (Snowball Dance)

- 8.13 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	
<u>REQUESTING WAIVERS:</u>		
Wtby. Ballers Basketball	Chase gym: Sept.-Nov. Sat. & Sunday, noon - 6:00 pm	
Andre Johnson	(basketball practice/games)	(\$4704.)

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

Girl Scouts of CT.	WSMS resource rm.: Sept. thru June	3:00 - 5:30 pm
Heather Greene	(scout meetings 2 or 3 days per month)	
Wtby. Ballers Basketball	Chase gym: Sept. – Nov.	Tuesday, Thursday, Friday, 6:00 - 9:00 pm
Andre Johnson	(basketball practice/games)	

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

9. ITEMS REMOVED FROM CONSENT

There were no items removed from the Consent Calendar.

10. COMMITTEE ON GRIEVANCES

10.1 Upon a motion by Commissioner Rodriguez and duly seconded by Commissioner Sweeney, it was voted unanimously to approve that WTA Grievance 13-14-13, heard by the Committee on September 9, 2014, be DENIED.

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

HARVEY: Can I hear a brief synopsis please.

STANGO: Try to refrain from using the person's name, use it generically.

RODRIGUEZ: On or about alleged April 1, 2014 the grievant alleged that the Crosby High School administrator unilaterally changed the grievant's non-teaching duty. This unilateral change constitutes an arbitrary and capricious decision and thus is a direct violation of Article 8, Section 2, and any other articles deemed relevant and accordance with the 2013 through 2016 collective bargaining agreement between the WTA and Waterbury Board of Education. The remedy desired was reinstatement to previous non-teaching duty and future adherence of contractual provisions. The Committee met and we denied that request. We felt that the administrator of the school gave the grievant adequate time to inform her about the teaching duty, the non-teaching duty that was appointed to her and she refused to show up to that location.

STANGO: Further discussion. Commissioner McEntee.

McENTEE: My recognition from the Grievance Committee is that we had approved Grievance 13-14-15 and that we denied 13-14-13 with certain alterations.

JASON VAN STONE: We're doing 13-14-13 now.

HARVEY: We're doing one at a time.

McENTEE: Okay.

STANGO: Further discussion? Seeing none – all in favor, opposed, abstain, motion carries.

10.2 Upon a motion by Commissioner Rodriguez and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to approve that WTA Grievance 13-14-14, heard by the Committee on September 9, 2014, be DENIED. The Administration shall amend their letter in the grievant's file to remove point 2, reference to "deviant email".

STANGO: Motion made and seconded. Discussion.

RODRIGUEZ: On or about April 10, 2014, the grievant was issued a letter of reprimand denoting a two-day unpaid suspension without just cause. This decision constitutes a violation of Articles 29-1, 3.1, 25, and 30 and any other articles deemed relevant in accordance with the 2013-2016 collective bargaining agreement between WTA and Waterbury Board of Education. The remedy desired was a retraction, removal of the reprimand letter from the grievant. This grievance was denied. Dr. Tucker confirmed that the two-day suspension was retracted and she was given the two-day's reimbursement.

STANGO: Any further discussion? Seeing none – all in favor, opposed, abstain. Motion carries.

10.3 Upon a motion by Commissioner Rodriguez and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to approve that WTA Grievance 13-14-15, heard by the Committee on September 9, 2014, be UPHELD, without remedy.

STANGO: Motion has been made and seconded. Discussion? Seeing none – all in favor, opposed, abstain. Motion carries.

10.4 Upon a motion by Commissioner Rodriguez and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to approve that WTA Grievance 13-14-16, heard by the Committee on September 9, 2014, be DENIED.

STANGO: Motion has been made and seconded. Discussion? Vice President Harvey.

HARVEY: Explanation.

RODRIGUEZ: On or about April 1, 2014, a letter was placed in the grievant's file without notice to the teacher. This is a violation of Article 29, Section 1 of the CBA. Relief sought – immediate removal of the letter from the grievant's personnel file and/or other remedy deemed appropriate. We felt the letter should remain in her personnel file.

STANGO: Further discussion? Seeing none – all in favor, opposed, abstain. Motion carries.

11. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to receive and place on file items 11.1 through 11.11, Superintendent's Notification to the Board, as listed:

- 11.1 Grant funded appointments effective immediately:
 Alagno, Elizabeth – English Language Arts (ELA) Instructional Tutor, \$25 p/hour, non-union and without benefits, maximum of 28 weeks at 15.75 hours p/week, funded by the Alliance Grant.
 Balancia, Kirsten – English Language Arts (ELA) Instructional Tutor, \$25 p/hour, non-union and without benefits, maximum of 28 weeks at 15.75 hours p/week, funded by the Alliance Grant.
 Bozena, David – English Language Arts (ELA) Instructional Tutor, \$25 p/hour, non-union and without benefits, maximum of 28 weeks at 15.75 hours p/week, funded by the Alliance Grant.
 Conway, Lori – Prevention Specialist, WMS, \$18.14 p/hour, non-union with benefits governed by UPSEU, 35 hours p/week for 10 months, funded by Consolidated Grants.
 Effes, Kimberly – Parent Liaison, WAMS, \$15.12 p/hour, non-union with benefits governed by UPSEU, 30 hours p/week for 180 days, funded by WAMS Operating Grant.
 Jones, Talisha – READ 180 Instructional Tutor, \$25 p/hour, non-union and without benefits, maximum of 18 hours p/week for 10 months, funded by the Alliance Grant.
 Taccariello, Katie - English Language Arts (ELA) Instructional Tutor, \$25 p/hour, non-union and without benefits, maximum of 28 weeks at 15.75 hours p/week, funded by the Alliance Grant.
 Wolfe-Smolin, Barbara – English Language Arts (ELA) Instructional Tutor, \$25 p/hour, non-union and without benefits, maximum of 28 weeks at 15.75 hours p/week, funded by the Alliance Grant.
- 11.2 Grant funded ELA Tutor appointments (rehires and/or transfers due to funding source change), maximum of 15.75 hours p/week for 28 weeks, \$25.00 p/hour, effective immediately:

Name		Assignment	Funding Source
Arzano	Michelle	Rotella	Alliance
Battistrada	Terri	Gilmartin	Alliance
Betowski	Barbara	Generali	Alliance
Blum	Susan	Washington	Alliance
Boccardi	Christine	Tinker	Alliance
Byrnes	Diane	Bunker Hill	Alliance
Chauncey	Christine	Regan	Alliance
Cimino	Tom	Walsh	Alliance
Colella	Lisa	Generali	Alliance
Coppola	Carol	Wendell Cross	Alliance
Corden	Shirley	Kingsbury	Alliance
Coughlin	Louise	Hopeville	Alliance
D'Angelo	Mary	Driggs	Alliance

Deitz	Theresa	Wilson	Alliance
Dellacamera	Bernice	Walsh	Alliance
Devyllder	Nancy	Tinker	Alliance
Etergino	Janice	Washington	Alliance
Fitzgerald	Linda	Wilson	Alliance
Gannon	Catherine	Bucks Hill	Alliance
Halloran	Grace	Kingsbury	Alliance
Hoffler	Essie	Carrington	Alliance
Kiedel	Barbara	Kingsbury	Title I
Konans	Jane	Maloney	Alliance
Lindquist	Marlene	Chase	Alliance
Mariano	Antonia	Duggan	Alliance
McCormich	Michelle	Driggs	Alliance
Monnerat	Mary Jean	Bucks Hill	Alliance
Montesi	Susan	Regan	Alliance
Nagrabski	Susan	Bunker Hill	Alliance
Ortoli	Dale	Wendell Cross	Alliance
Pace	Maura	Bunker Hill	Title I
Santoro	Tom	Hopeville	Alliance
Scott	Sally	Carrington	Alliance
Snow	SaraBeth	Sprague	Alliance
Trombley	Ann	Maloney	Alliance
Zemaitis	Carol	Rotella	Alliance

- 11.3 Grant funded READ 180 Instructional Tutor appointments (rehires and/or transfers due to funding source change), maximum of 18 hours p/week for 10 months, \$25.00 p/hour, effective immediately:

Name		Assignment	Funding Source
Agati	Rosemary	Carrington	Alliance
Morikis	Grace	Duggan	Alliance
Pagnoni	Philip	Reed	Alliance

- 11.4 Wilson Family Resource Center's Books & Basketball Before School Program appointments, Monday through Thursday, 29 total days, salary according to individual's contract, effective immediately:

Reho, Jessica – Coordinator	Quinones, Leocadia – Teacher
Quesnel, Nina – Teacher	Fengler, Kelly – Teacher
Marchetti, Michelle – Para/Sub	

- 11.5 Wilson Family Resource Center's Homework and Hoops Afterschool Program appointments (contingent upon the non-receipt of the 21st Century and/or ESH Grants), Monday through Thursday, 29 total days, salary according to individual's contract, effective immediately:

Reho, Jessica – Coordinator	Reveron, Alba – Aide
Quesnel, Nina – Teacher	Fengler, Kelly – Teacher
Orsatti, Donna – Para	

11.6 21st Century Learning Centers After-school Program appointments, Wallace Middle School/STEM, salary according to individual's contract, effective immediately:

Marcy Pogodzienski – teacher	Debra Gluz – teacher
David Sidella – teacher	Timothy Terenzi – teacher
Robin Davitt-Wells – part time teacher	Corrin Zareck – part time teacher
Ellon Cavanaugh – floating substitute	

11.7 State Department of Education After-school Program appointments, salary according to individual's contract, effective immediately:

Andrew Gwiazdoski – Bunker Hill, Teacher
 Steven Cruess – Bunker Hill, Teacher
 Justin Froese – Bunker Hill, Substitute
 Vanessa Salvador Greaney – Bunker Hill, Substitute
 Justine Kuncas – Driggs, Teacher
 Jessica Sconziano – Driggs, Teacher
 Zita Blake – Driggs, Substitute
 Charlotte Brady – Driggs, Substitute
 Benjamin Germain – Driggs, Substitute
 Mardelle Ruffin – Driggs, Substitute
 Ellon Cavanaugh – Driggs/Bunker Hill, Floating Substitute

11.8 Teacher new hires:

Name		School	Position	Effective	Step	
Avcollie	Katherine D.	Wilby	HS English	8/21/14	MA	2
Balanda	Heather A.	W. Cross	Social Worker	09/2/14	6TH	1
Carrion	Stephanie	WMS		8/21/14	BA+15	3
Felton	Margaret E.	Bucks Hill	Grade 2	8/21/14	MA	1
Fournier	Linda M.	Maloney	Pre K	8/25/14	MA+15	1
Grendzinski	Kelsey L.	Kennedy	Spec. Educ.	8/22/14	BA	1
Klesyk	Mary K.	Bucks Hill	Grade 2	8/21/14	MA	2
Medeiros	Victoria R.	Kingsbury	Music	8/25/14	BA	2
Russell	Blair	Regan	Grade 1	8/21/14	MA	3
Swan	Kimberly K.	NEMS	Gen. Science	8/21/14	MA	4

11.9 Adult Education appointments effective September 19, 2014:

Enrichment Program – Tuition Based

Sasso	Jeanne	Computers	4 hrs p/wk @ \$32.00 p/hr
Scaglione	Linda	Floral Design	2 hrs p/wk @ \$24.00 p/hr

Substitutes

McDonald	Denise	Substitute	As needed @ \$32.00 p/hr
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11.10 Resignations:

<u>LAST</u>	<u>FIRST</u>	<u>EFF.</u>	<u>ASSIGNMENT</u>
Berardi	Rachel	08/13/14	NEMS Grade 7 Science

Cichowlaz	Kaja	08/11/14	Bucks Hill
Cordani	Nicole	08/26/14	WHS Graph. Comm./Video Prod.
D'Angelo	Nicole	08/26/14	Walsh Grade 1
Duffany	Susan	08/26/14	NEMS Special Ed
Finnegan	Erin	08/29/14	Wilson SLP
Galullo	Kelly	08/11/14	WAMS PE
Gunipero	Alex		declined new hire offer
Manning	Amy	08/13/14	Generali Grade 5
Merolli	Inva	08/22/14	School Psychologist
Nadeau	Jacqueline	08/08/14	NEMS
Restaini	Stefanie	09/12/2014	WHS World Language
Rodriguez	Gaitan	09/03/14	Hopeville SW
Scott	Deana	08/25/14	Walsh

11.11 Retirements:

Calabrese, Gina – Principal, Walsh School, effective 01/01/2015.

Salvestrini, Pamela – School Psychologist, CHS, effective 11/01/14.

STANGO: Motion has been made and seconded. All in favor, opposed, motion carries. Next item on the Agenda is #12 – Unfinished Business of the Preceding Meeting Only. Seeing none, moving onto Item #13 – Other Unfinished, New, and Miscellaneous Business. Commissioner Brown.

BROWN: Yes, just notification to the Board, as your representative to the ACES Board, I'm gonna submit the annual report if anyone's interested in the information about Waterbury to date. I do also have, at the last Board meeting, they did give us the numbers and Waterbury has 26 students attending various ACES Programs. I'll just submit that to Carrie if anyone's interested.

STANGO: Is there a financial amount attached to that too?

BROWN: No, I can get that if you want.

STANGO: Any other? Vice President Harvey.

HARVEY: First, before I forget, I just want to thank everyone for coming out and thank you for the support for, on the arrest of our students. I think that's something that we definitely need to stay on top of and for those of you that are not aware, Chief Vernon Riddick is supposed to be at our next Workshop, it was in the article. So hopefully we can keep this discussion of arrests of our students ongoing.

There was a mention in an email of an arbitration process, President Stango, I think it would be wise for those Commissioners, or even a refresher for some, to review that arbitration process because some didn't really know what you were talking about. They know about grievances, they didn't know that we have a process on the Board so I would suggest that we do that. I've been on the Board for almost 10 years and I think I've gone to two. So I just think if there's some way, I think it's Peter Abare Brown, if you could maybe have him come and talk to us about that.

Next, February 26 of this year there was a Resolution, the Legislative Committee, I helped work on it, and this was in regards to a gun shop that was proposed for 546 South Main Street, it was in relative proximately to Maloney High School, at that time Adult Education, and some other schools and the proposal was to support the, not to support the gun shop but to support the South End on this project. We came back and said no, we feel that we should do something in general; we referred it, from what I understand to Corporation Counsel. Commissioner McEntee brought up this at some point during the summer or even before that and I thought we were going to work on it then and we haven't. So I was disappointed because I felt it was time for us, even if it really didn't impact on what was going on, that we could support our community, particularly in the South End. So we kind of pushed this off I felt and we haven't done anything with it yet. So I'm asking that we check with Corporation Counsel, just do follow up. We said we were going to do something and, again, we just kind of push it off, we don't talk about it, and it's still sitting there. So I'm asking that we, the Legislative Committee look into this and come back and follow up and tell us exactly what is gonna be done. I think it's with Corporation Counsel that you need to do that. Other than that that's all I have. Thank you.

STANGO: I think the arbitration you were talking about in the packet is regarding the future SAW negotiations that are coming and the law, I believe, is everything had to be by strict timeline so they had to pick their arbitrators, we have to pick our arbitrators even before we know we need arbitration to get everything in line for the SAW contract. This is not an arbitration, something we may have gone through years ago with a particular teacher and a particular grievance or something like that.

HARVEY: Okay. My understanding without revealing, there was an email sent to all of us and we were advised not to comment or not to discuss because it could go into grievance or arbitration. So I know about that because I've been involved in in twice but other Commissioners have not had the opportunity. So what I'm suggesting, without going into detail, is that we review that because some Commissioners didn't understand what you were talking about and some have not gone through it and I know I've gone through it twice in the 10 years I've been on this Board. So just a review, just the process, just to review the process. So that's a suggestion.

STANGO: Alright, I think I was talking about something else, I know what you're talking about now. Okay. The other thing about the gun shop, we were going to work with the Board of Aldermen who were going to have some kind of a resolution and we were going to work with them together. I would hope, Vice President Harvey, that as a liaison to the Aldermen that you will see what they're gonna do and see if we can join in on that process and see how to begin, that's what they want to do. So I think we'll work with them. If you could find out some information for us and how to go about it.

HARVEY: I think this was to go to the Corporation Counsel. I will check into that but I believe distinctly this was going to Corporation Counsel and that's where it rested. So I will review that and get back to you at the next meeting. But I would just hope that we would follow through with the intent of having something that says we support or not support, whatever. So I will report back to you.

STANGO: That was our intent and it seems like once the immediate item goes away it kind of falls off the top of the table. If you would do that we will bring it back on the table again. Thank you. Commissioner Hernandez.

HERNANDEZ: I would just like to read an event that's going to be happening at the WOW/NRZ, it came in our packet, and it says WOW/NRZ Community Learning Center After-school Academy for elementary, middle school, high school, Monday through Thursday, three to five, from October to May. Homework assistance, enrichment workshops and special events. They also are having a robotics program for middle school and high school every other Saturday, ten to eleven from October to June. Engineering, Science, and Math and an urban youth violence program for middle, high school students, Monday through Saturday. Violence prevention youth council leadership development. Anyone can apply, it's free, and you can get applications at 308 Walnut Street, Waterbury, but you can call 203-591-1900. Thank you.

STANGO: Commissioner Rodriguez.

RODRIGUEZ: Thank you President Stango, through you. I just want to take this opportunity to personally thank, and I hope the Board joins me in thanking profusely the two Waterbury high school football coaches that stepped in in the time of crisis when one of the freshman football players was being robbed. These two coaches, both Coach Gilberto Velasquez and also Head Coach Roy Thompson risked their own lives to save a high school student. And I got to tell you, that is incredibly admirable, noble, and I would think that that's what every responsible teacher, educator; anyone involved in our school district would want to do the same when it comes to our students. Because at the end of the day we want them to have a quality education but we also want them to feel safe in their environment. And this kid was leaving a football practice in our school district so I would hope that the Board of Education would honor these two gentlemen, these two coaches, because if it was my child I would thank them immensely. I don't know if there's any words for what they've done. And if it was opposite, if they passed they would be considered heroes. So I think the fact that one of them was badly injured, these both men are definitely community heroes and I think we should recognize them publically and that's it. Thank you.

STANGO: Thank you Commissioner Rodriguez. The Superintendent tells me something is in the works now. Anything further? Vice President Harvey.

HARVEY: Not to belabor but yes to belabor, what is in the works?

STANGO: Some kind of a recognition and thank you.

HARVEY: I would suggest, if we could, call them down to the meeting and make a formal presentation because Commissioner Rodriguez, I did see that one, one of them had a black eye, had injuries to their face as a result of that so I think we should have them attend a meeting, make a presentation, and thank them for what they did. So I'll just throw that out.

STANGO: Is that pretty much what we were planning Superintendent?

SUPERINTENDENT: It was.

STANGO: Anything else? Commissioner Awwad.

AWWAD: To the issue at hand regarding that incident, I'm concerned about the fact that we're talking about outside Chase Park House where after-school activities take place routinely, both during the day and in the evening, it's getting dark earlier, we have City school youth that are attending after-school and extra-curricular activities leaving their sometimes at 8:30 and 9:00 at night in the dark, and I just want to make sure that we have adequate patrols in the area and I'm sure that we do but, again, I think we should remind the parents to be on time to pick their kids up, to remind the kids that if we have expensive headphones put them on when we get in the car or when we're safely out of the area so that we don't make ourselves undo targets for this type of incident in the future.

SUPERINTENDENT: I have asked our Security Coordinator Mr. Hermann is reviewing the situation and we are stepping up security after the events so I have reviewed it.

ADJOURNMENT

Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to adjourn at 7:23 p.m.

ATTEST: 
Carrie A. Swain, Clerk
Board of Education