

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Thursday, October 2, 2014 at 6:30 p.m.

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

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

ABSENT: Commissioner Brown.

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 6:34 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 (absent). Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hernandez.

HERNANDEZ: Here.

CLERK: Commissioner McEntee.

McENTEE: Here.

CLERK: Commissioner Rodriguez.

RODRIGUEZ: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner J. Van Stone.

J. VAN STONE: Present.

CLERK: Commissioner T. Van Stone.

T. VAN STONE: Present.

CLERK: President Stango.

STANGO: Here. Just for the record Commissioner Brown sends her greetings and regrets that she could not be here tonight.

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 16, 2014 from Civil Service certifying Shannon Sullivan for the position of Supervisor of School Facilities Operations and Maintenance.
2. Communication dated September 18, 2014 from CABA regarding the Board's resolutions being submitted to the Delegate Assembly.
3. Email communication dated September 19, 2014 from Lisa Lessard regarding bullying is a violation of IDEA.
4. Email communication dated September 19, 2014 from Lisa Lessard regarding State Board of Education meeting September 3rd.
5. Email communication dated September 19, 2014 from Matthew Stellmach regarding school arrests and discipline.
6. Summons received September 19, 2014 regarding Jane Doe vs Waterbury Arts Magnet School and City of Waterbury.
7. Email communication dated September 21, 2014 from Margaret O'Brien regarding September 16, 2014 article in paper.
8. Email communication dated September 22, 2014 from Jamie Caruso regarding bus service.
9. Email communication dated September 25, 2014 from the American Arbitration Association regarding SAW (Erik Brown) vs Kathleen Ouellette and Waterbury Board of Education.

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

5. PUBLIC ADDRESSES THE BOARD

Upon a motion by Commissioner J. Van Stone and duly seconded by Commissioner McEntee, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:38 p.m.

STANGO: Motion made and seconded. 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.

Artivia Drake, 22 Burton Street, had the following comments: I'm here today on behalf of my family and friends in the Waterbury Public School System. I have watched Vice President Karen Harvey for the past few weeks try to bring awareness to the kids being arrested, suspended and even expelled. Yes I believe that some behaviors and actions require an arrest. I also believe that all of us being adults and professionals can make a difference in these children's lives. We have the knowledge and the skills and the resources to help them. We can start by utilizing the programs that are in place by you, we can start by utilizing the psychologists, the social workers, and the behavior technicians. Many of these children are surrounded by crime and violence daily. Many of them are suffering from personal, family, and community hardships. All of these can have a crucial impact on these kids' lives and cause them to act out in various ways. I want to know what happened to the school system working with families and friends to promote education and graduation. I know that some may say that there's rules, there's law, there's policy and all . . . in place for a reason. I just want to know how the Board can pick and choose when they want to uphold the law, the policies, the procedures, and the rules. You have kids being kicked out of school, being arrested, being suspended, but you also have a teacher who's a 17 year veteran accused of belittling children which is bullying and she received a three day suspension during spring break. No kid I've ever known has been able to take a suspension during any break whether it's Christmas, Thanksgiving, summer, winter – no vacation, they've never been able to take a suspension during that time. She, again, works in Waterbury and received a letter in her file indicating that discipline had taken place. I think it's time for the school, the Board, everyone to reevaluate the policies, the laws, and the procedures and how we handle our kids and start working with our kids instead of against them, these are our future, thank you.

Raven Betancourt, 440 Sylvan Avenue, had the following comments: I just wanted to start off by saying last week's meeting was the most unforgettable meeting that I attended with the Board of Education thus far. Commissioner Awwad I appreciate what you said and thank you for sharing your own personal experience with the group. I think on some level everybody could relate to that. And I agree with you, as parents we need to be accountable for our children at all times including while they're in school. We are failing our children by not being there, by not being involved. I know everyone is busy but when we had children they became our primary responsibility along with every joy and disappointment that accompanies them. I'm busy as well, I work 50 to 60 hours a week, I'm a part-time student, I'm taking care of two aging parents, raising a family, and I still manage to make a point to ensure that all the teachers that could potentially influence my children's' lives know who I am and how to reach me. I also make it a point to reach out to them at least twice a month and be involved with their schools. I wouldn't say I do everything right, I'm far from perfect, but raising kids now a days is a battle and one I refuse to lose. If and when they do have issues I have taught them to respect their teachers as they would any other adult because they became teachers to teach not to take on unnecessary abuse either verbal or physical. They don't have to agree with the teachers but they have to respect what they say because respect is an absolute must in my home. When a teacher contacts me to talk about my child I don't get defensive, I listen to both sides of the story because in between, like I tell my kids, is what really happened. I like to build relationships with teachers and set an example for my kids; unity speaks volumes. But just as Commissioner Awwad said, I take responsibility as a parent and acknowledge my responsibility in whatever the incident may be. It saddens me that there have been so many arrests with such young children

in this City but we should not make it about race and unfortunately that seems to be what it always ends up coming down to. Identify the problem and move towards a plan to make it better. The majority of this City is minority and if we make it about race we'll have another problem. I remember when I was in college, I had taken a class in early childhood education and I worked on a project that involved working with a group of teachers in the middle school. There was something that one of the teachers said to me that stayed with me all these years and it was that if a student didn't bring their homework in completed he never penalized them, and when I asked him why he said Raven, he goes some of these kids, for some of these kids homework is the least of their concern when they're alone and hungry. And I've told my kids that many of times that we're blessed to have all of the wonderful things we do and fortunately we don't have to struggle but tomorrow that could all change. Think before you speak and be generous with what you have because you never know what tomorrow will bring. Bottom line is we need all be responsible and accountable for our kids and acknowledging our role as parents and how our actions affect their lives. Although the educators of this City are a blessing in our children's lives, parenting is a full time job and we must not forget that. Thank you.

Danielle Albert, 93 Kelsey Street, had the following comments: I would just like to say a few words again to repeat regarding the recent attention that was brought to us in regard to the arrests of our children. When I stand here I can ever only speak with the voice of a parent. Right now I am a parent of three beautiful little darling angels but no one can see into their future and those darlings might one day grown to make some very unfavorable choices as they get older no matter what my husband and I say or do. We as parents will never know which side of the fence we'll be sitting on as our kids grow up. My first priority is my girl's emotional and physical safety and if anyone was to harm or threaten them in any way I as a parent would want that dealt with appropriately. If that led to an arrest then so be it. Last week Commissioner Awwad shared a very personal story and I agree 10,000% with you, ultimately accountability does start at home. I was afraid of my elders who raised me and the consequences of bad choices, there were always consequences no matter what. I manage my home in that way that I was raised. Commissioner Harvey you stated something to the effect that we can't say that parents don't care. I agree with you, I don't think that parents just don't care about their kids, we raise our children with what we know and the tools that we have. Most parents may just be doing the best that they can and it's nobody's place to judge that. But, where does that leave you? Some of our kids spend more than half their day in our schools buildings. As long as these negative situations are happening in the schools, the issue gets dropped right here; it doesn't matter if it's point-one percent or 85% of our children, how are you helping the children whose only support system are the people in this school system? The SRO's, their teachers, even some of you may be the only support that these kids have. If they don't have parents who are providing them with guidance, expectations, and consequences for bad behaviors then what happens to them? Nowhere have I seen or heard anything about any type of follow-up care for these kids and their families. Everything we do begins at home and I think we all know we are very far removed from the days of Beaver Cleaver. Home life will always affect how children behave and succeed in school. In the world we live in now you cannot just focus on academic issues. You may have the best social workers, psychologists, therapists in place but if there's no backup at home where's the plan "b"? Yes the child that punches my daughter or pulls a knife out may in fact go to jail and there should be no apologies for that, bad choices warrant appropriate consequences but what is being

done for these kids afterwards? I think everyone needs to keep in mind the schoolhouse may be the only house that these kids have. As much as I agree it's not a teacher's job to raise a child, it's my job as a parent, there has to be some ownership for these children somewhere and we can let them get lost. Thank you.

Dick Wood, 62 Avalon Circle, had the following comments: I'd just like to comment on a couple of things. I was at the meeting last week or a couple of weeks ago where you had the Superintendent of Police with us and I think the presentation that he and the Mayor gave on the arrest problem I think was clear and I don't think the proportions were that large. Of course I don't have, none of my children were arrested so I have a different viewpoint. But I do think they cleared up some of the mystery of it and the fact that the SRO's are using mediation to a great degree indicates that we have professionalism in that arena of the school and that type of problem because we do need to keep it safe, we need to be able to teach in a safe environment.

Also on the Good Jobs Ordinance I believe, an organization in town in the civil rights arena has been very interested in it for a long time and I've been instructed to say that Cathy Awwad has been very, very instrumental in making it work. I think she deserves a hello from all of us.

I do want to say that I'm sorry we don't have more people attending these events because I think some of the decisions you're gonna make in the future are gonna need input from the population but that's up to them, if they choose not to come and learn, that's their business. Thank you very much.

Upon a motion by Commissioner J. Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business at 6:50 p.m.

STANGO: Motion made and seconded. Any discussion? Hearing none - all in favor, opposed, motion passes unanimously.

6. SUPERINTENDENT'S ANNOUNCEMENTS

Dr. Ouellette read and distributed the following announcements:

Several school parent liaisons are working together to host the 3rd annual Community Meeting and Fall Festival at River Baldwin Recreation Center on Saturday, October 4th from 1:00 to 4:00 p.m. The host schools are Crosby, Wallace, Chase, Generali, Hopeville, Washington, and Wendell Cross.

A number of our schools are celebrating Hispanic Heritage Month with special evening activities for families. For example, Kingsbury School will host a celebration on Tuesday, October 7th from 5:00 to 7:00 p.m., Walsh School on Wednesday, October 15th from 4:00 to 6:00 p.m., and Wilson School has planned an assembly for students on Tuesday, October 14th at 1:30 p.m. in the school gym.

Wilby High School's AP Studio Art students had a 100% passing rate for the AP exam last year. The class has been offered since 2005 and has averaged an 82% rate over those years.

Mrs. Pulit, the teacher, invites college representatives into her classroom to speak to students about art as a career and what they need to know to succeed as art students in their programs. The students recently welcomed a very special guest, a Wilby graduate, Arielle Daughma, who spoke about her experience as an art student at the University of Hartford Art School.

Eighth graders at North End Middle School's Gold House collected 1000 articles of non-perishable foodstuffs and health and beauty aids for the local food bank as a Day of Service in remembrance of the victims of 9/11. The students chose this project after interviewing relatives who were affected that day.

Last night's SAT Information Night was well received. Over 157 parents with their children participated in the informational session at Kennedy High School.

The Title I Annual Meeting is scheduled for Monday, October 6th, starting at 5:30 p.m. at Reed School.

Please note, the school calendar will change upon the Board of Education approval tonight from October 22nd (Teacher Collaboration Day) to October 15th.

7. PRESIDENT'S COMMENTS

STANGO: Briefly, the CABA/CAPSS Convention is scheduled for Thursday, Friday, and Saturday, November 13, 14, and 15. So far about five of us have already registered for the convention. The Annual Delegate Assembly part of the Convention will convene on Thursday afternoon in Groton, Connecticut. Some of us will be attending that assembly as delegates. We have been notified by CABA that all of our resolutions which we voted to send to CABA have been accepted and will be discussed and voted on at the Delegate Assembly Meeting. The fact that CABA has accepted all of our Board's resolutions is noteworthy. The Board submitting the resolutions does not guarantee acceptance therefore this is good news. Waterbury has become somewhat of a leader and a voice in urban education at CABA state level. Thanks must be given to our Legislative Committee and Committee Chairman Liz Brown all for their work in preparing and presenting those resolutions which we voted to accept. Therefore that the fact is that the Convention begins on Thursday, November 13th and we meet on Thursdays, will necessitate us to review our meeting schedule for November. This is coupled with the fact that our November 26th Workshop is scheduled for the Wednesday night before Thanksgiving which is also an early dismissal day for our schools. This may require some fine-tuning and adjusting for that date also. We will be looking at that for the next couple of weeks.

Now for some green news, it is very exciting that the Board of Education has begun the process of going paperless. Every one of our Board Workshops could generate 200 to 300 pages of paper and every Regular Meeting generates another one to two hundred pages per Board member plus more for the other people who receive packets. Very soon all of our meeting backup information will be provided electronically. This will save a great deal of paper and toner and the cost for copying. We will begin see more of our Commissioners with their laptops or iPads at their places as we go along probably beginning with the younger kids first as I see and then moving on to the rest of us

dinosaurs will catch up with you. Notice our child Superintendent right here. So thanks must be given to our IT Director Will Zhuta, our Clerk of the Board Mrs. Swain, and of course Superintendent Ouellette and Paul Guidone for guiding this initiative along.

Now for the Consent Calendar. Does anyone wish to remove an item from the Consent Calendar? Seeing none I will read the Consent Calendar.

President Stango proceeded to read the Consent Calendar, Items 8.1 through 8.14.

8. CONSENT CALENDAR

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Rodriguez, it was voted unanimously to approve the Consent Calendar, Items 8.1 through 8.14, as listed:

- 8.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the revised 2015-2015 school year calendar, as attached.
- 8.2 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the following new programs for Reed School sponsored by the Reed Family Resource Center:
 1. After-school Music Club
 2. After-school Spanish Speaking Family Literacy Program
 3. After-school Dance Team Group
 4. After-school TD Bank Program
- 8.3 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of a partnership with the YMCA, at no cost, for a Youth Developmental Volleyball Program at Driggs and Tinker Schools.
- 8.4 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the appointment of Nancy Vaughan to the Greater Waterbury Cable Council, Inc.
- 8.5 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval for Rachel Rodriguez, Carrington School, to apply for the Target Field Trip Grant.
- 8.6 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of the submission of the 2014-2016 Consolidated Two-year Federal Grant.
- 8.7 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of the new High School Personal Finance I & II curriculums.

- 8.8 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of the revised Allied Health II Curriculum.
- 8.9 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to R. Haxhi, WHS, and four chaperones to take 48 students to Salem, MA from October 22 through 23, 2014 to visit historical sites related to the Salem Witch Trials.
- 8.10 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to D. Battisti, WAMS, and four chaperones to take 49 students to Washington, DC from May 27 through 29, 2015 to visit various historical sites.
- 8.11 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to N. Martone, KHS, and four chaperones to take 50 students to Sleepy Hollow/Sunnyside, NY on October 16, 2014 to visit the Old Dutch Cemetery, Philipsburg Manor, and Washington Irving's Home.
- 8.12 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to D. Durso, CHS and four chaperones to take 50 students to Salem, MA on October 29, 2014 to visit The House of Green Gables and participate in a historical walking tour.
- 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, at no charge, by the following school organizations and/or City departments:

GROUP	FACILITIES AND DATES/TIMES
Juan Mendoza	Reed café: Oct. 4th and once a month thru June, 2015 9:30 am - 12:30 pm (Delta youth Initiative program for teens)
Ernest Racine FRC	Reed music rm.: 9/30/14-11/13/14 Tues. & Thurs. 3:00-5:30 pm (after school program/music club)
Diana Monti	Reed café: Thurs., Oct. 9th 5:00-7:00 pm (Family salsa night)
K. Yamashita-Iverson	Maloney Room 109: Oct. thru June Thursdays 3:45-5:00 pm (Japanese class for our alumni)
T. Daly	Maloney café: Thurs., Oct. 9th 5:00-6:45 pm (Pre-K pizza party)
S. Schulte	WAMS apron stage: May 11th – 15th 3:30-9:30 pm (Rehearsals for production of hamlet)
D. Currier	Chase lib.: Wed., Oct. 8th 5:30-7:00 pm (Progress Book training)
R. Augelli	Washington café: Wed., Oct. 29th 6:00-7:30 pm (Family Night)
G. Myers Parent Liaison	WSMS café: Sat., Oct. 11th 11:30-3:30 pm (Instructional Couponing Class)
Bureau of Engineering Robert Jahn	Gilmartin café: Thurs., Oct. 23rd & Thurs., Oct. 30th 7:00-9:00 pm (public info meetings re: safe routes to school)
N. Clemente	WAMS atrium/café: Tues., Oct. 21st 5:30-7:00 pm (Early Childhood program)
D. Graham	Walsh gym: Wed., Oct. 15th, 3:30-6:30 pm (Hispanic Heritage Link)
Adult Education	Kennedy classrooms: 9/23/14-11/20/14, Tues. & Thurs. 6:00-9:00 pm WSMS kitchen: 9/25/14-11/20/14 Thursdays 6:00-8:30 pm

(Enrichment Program)

T. King-Johnson	WAMS atrium: Wed., Oct. 22nd 5:00-7:00 pm (Hispanic Heritage event)
M. Parker	Rotella aud.: Thurs., May 28th 5:00-8:00 pm (instrumental music concert)

- 8.14 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

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

P.A.L.	Sprague gym: 9/23-11/25/14 Tues. & Thurs. 5:00-8:00 pm
Ofc. F. Santopietro	(cheerleading practice)
Kris Ducante	Reed café: Thurs., Nov. 6th (snow date: Nov. 13th) 4:00-8:30 pm
Bridge to Success	(Family group forum)

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

9. ITEMS REMOVED FROM CONSENT

There were no items removed from the Consent Calendar

10. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file items 10.1 through 10.9, as listed:

10.1 Appointments:

Ieronimo, David – Science Department Chair, Crosby High School, effective 09/12/14.
Feola, Lawrence – Social Studies Department Chair, Kennedy High School, effective 09/15/14.

10.2 Grant funded appointments effective immediately:

Balancia, Kirsten – ELA Instructional Tutor, 15.75 hours p/week for a maximum of 28 weeks, \$25.00 p/hour, no benefits, funded by Alliance Grant.
Gomes, William – Instructional Tutor, 15.75 hours p/week for a maximum of 28 weeks, \$25.00 p/hour, no benefits, funded by Title I.
Houck, Sharon – Instructional Tutor, RMS, 18 hours p/week for a maximum of 10 months, \$25.00 p/hour, no benefits, funded by RMS Operating Grant.
Moynihan, Patricia – ELA Instructional Tutor, 15.75 hours p/week for a maximum of 28 weeks, \$25.00 p/hour, no benefits, funded by Alliance Grant.
Peterson, Donna – Substitute Teacher, MMS's After-school Program.
Rodriguez, Manual – Compliance Review Specialist/Tech. Support Personnel, Bilingual/ESOL Education Department, non-union with benefits governed by UPSEU, \$23.57 p/hour.

- 10.3. 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
Moriarty Marcia	Carrington	Title I

- 10.4 Waterbury Career Academy's STEM After-school Program appointments, salary according to individual's contract

Louis Padua – Program Administrator
 Nicholas Albini – Substitute Program Administrator
 Ellen Perugini – Math Teacher
 Jennifer Franceskino – Math Teacher and Substitute Administrator
 Ashley Freitas – Substitute Math Teacher
 Kari Nizzardo – Science Teacher
 Greg Valente – Substitute Science Teacher
 Desiree Gotibowski – Substitute Science Teacher
 Linda Richard – Health Teacher
 Joseph Russo – Health Teacher and Substitute Administrator
 Ken Sirois - Robotic
 Michael Retano - Manufacturing/Engineering
 Jose Ferriera - Information Technology
 Anna Solla – Administrative Assistant
 Gloria Lopez – Substitute Administrative Assistant

- 10.5 Extended School Hours (ESH) Program Appointments, salary according to individual's contract:

<u>School</u>	<u>Name</u>		<u>Assignment</u>
Generali	Stamp	Kathy	Administrator
	Mendoza	Tania	Secretary
	Cangelosi	Danielle	Teacher
	Harrison	Rebecca	Teacher
	Barbieri	Nikki	Teacher
	Coughlin	Timothy	Teacher (sub)
	Ciuffo	Anthony	Teacher (sub)
	Simoes	Odet	Teacher (sub)
	Strachan	Andrea	Teacher (sub)
	Francisco	Roxann	Para
	Laura	Dunlap	Para
	Moran	Francine	Para (sub)
	Verrier	Marie	Para (sub)
	Walling	Margaret	Para (sub)
	Walker-Templeton	Donnanetta	Para (sub)
Kingsbury	Signore	Nicole	Facilitator
	Bisaillon	Bret	Teacher
	DiBella	Lee	Teacher
	Galanti	Laura	Teacher
	Capaldo	Christine	Substitute
	Rizzo	Lisa	Substitute

	Guedelha	Norma	Clerical
Sprague	Baker	Michelle	Administrator
	Walsh	Kelly	Lead Teacher
	Napolitano	Kate	Teacher
	Newman	Suzanne	Teacher
	Albino	Christine	Teacher
	Herboar	Heather	Substitute Teacher
	Kaminsky	Helen	Substitute Teacher
	Horan	Geraldine	Substitute Teacher
	Williams	Chelcey	Substitute Teacher
	Baker	Michelle	Administrator
	Walsh	Kelly	Lead Teacher
	Napolitano	Kate	Teacher
Washington	Lanouette	Jay	Teacher
	Petrassi	Jacqueline	Teacher
	Kramarz	Lori	Teacher
	Chasse	Doug	Substitute
	Whyte	Jamie	Para
	Cocchiola	Kaitkyn	Para
	Bochicchio	Judith	Para
Wendell Cross	Amato	Joseph	Administrator
	Capobianco	Marnee	Grade 3 Teacher
	Gilligan	Amanda	Grade 3 Teacher
	Quintana	Michelle	Grade 3 Teacher
	Sullivan	Kacey	Substitute Teacher
	Danziger	Byron	P.E.
	Dwyer	Cathy	Music

- 10.6 Reed After-school Programs appointments, salary according to individual's contract unless otherwise noted, funded by the Reed FRC Grant:
 Garcia, Julio – Instructor, Spanish Speaking Family Literacy Program, maximum of 45 hours.
 Lopez, Doreen – Co-facilitator, The Daily Rocket School Newspaper Club, maximum of 44 hours.
 McFadden, Shadece – Instructor, Bank Smart (TD Bank North), no stipend.
 Navedo, Aixa – Instructor, Dance Team Group, no stipend.
 Racine, Ernie – Coordinator, Bank Smart, \$192 stipend.
 Racine, Ernie – Coordinator, Dance Team Group, \$192 stipend.
 Racine, Ernie – Coordinator, Showtime Football Club, \$384 stipend.
 Steffero, Melissa – Lead Instructor, The Daily Rocket School Newspaper Club, maximum of 44 hours.
 Wilkens, Tracey – Co-facilitator, Showtime Football Club, maximum of 16 hours.

10.7 Teacher new hires:

Name		School	Position	Effective	Step	
Fengler	Deanna E.	Gilmartin	Pre K	9/22/14	MA	6
Martinez	Soribel	Hopeville	Social Worker	9/15/14	6+15	4

Rynar	Lynn B.	NEMS	Spec. Educ.	9/15/14	MA+15	5
Steiner	Brittany L.	NEMS	Numeracy	9/15/14	MA	1
Whitney	Megan A.	WCA	Biology	8/25/14	PHD	5
Wichman	Heather D.	Kingsbury	Spec. Educ.	9/08/14	6+15	3
Geci	Rayae K.	Wilson	Pre-K	8/25/14	BA+15	1
Lund	Kelly A.	Maloney	Pre-K	8/25/14	BA+15	1
Melendrez	Paloma L.	Wilby	Spanish	8/25/14	BA+15	3
Arzano	Michelle	Walsh	Grade 3	8/29/14	MA+15	1
De Escobar	Lidia V.	B. H. Annex/ Chase	Social Worker	9/29/14	6TH	5
Lestage	Sara E.	Wilson	Lib. Media Spec.	9/29/14	MA	3
Oberlander	Ahuva	Gilmartin	Spec. Educ.	9/18/14	MA+15	2
Salomone	Angela L.	Rotella	Social Worker	9/29/14	6TH	2

10.8 Retirements:

Kolek, Deborah – WSMS Family & Consumer Science, effective 01/21/15.

10.9 Resignations:

<u>LAST</u>	<u>FIRST</u>	<u>EFF.</u>	<u>ASSIGNMENT</u>
Bailey	Jovanna	10/2/14	WSMS TESOL
Cole	Stephanie	09/26/14	NEMS Math
Florio	Rabecca	08/18/14	WMS Science
Kijak	Kristin	10/02/14	Gilmartin Grade 4
Peruta	David	09/26/14	KHS Math
Petitti	Marie	09/10/14	WHS Math
Pezo	Jorge	09/26/14	WMS/Reed/Carrington Math Coach
Plaza	Julie	10/3/14	Bucks Hill Bilingual Reading
Soto	Denise	10/3/14	WSMS Bilingual Math

STANGO: Motion made and seconded. All in favor, opposed, motion carries.
Unfinished Business of the Preceding Meeting Only. Anyone else on that? Okay, Item #12 – Unfinished, New, and Miscellaneous Business. Commissioner Tom Van Stone.

T. VAN STONE: I felt it necessary earlier this week to speak about where we are at with our student population, decisions made by others not on this Board as to where we will be going forward with our plans to build a new school. It just so happened we received new information at our Building Committee meeting which actually got my blood pressure up a little bit more and those are the numbers that I will talk about but to the point is about a month ago, just about a month ago to the day, the Mayor went before the Board of Aldermen and made the decision to remove the bonding money from the City bonding, all the bonding that was denoted for the school, which in turn obviously removes anything from the ballot although I haven't officially seen that the ballot has been changed to not include the referendum on the school. The first thing that bothered me about that whole situation was I read about it the next day in the paper, I, along with a couple of other Commissioners, had been some of the loudest proponents of the new school and read about the fact that the bonding was removed in the newspaper. So communication is obviously an issue. As time went by it really didn't satisfy me that the movement was not going forward in any manner including the

fact that that Mayor that night proposed going out and paying someone to tell us basically what we already knew and what we already know is the population of our schools has exceeded what we can handle, the numbers we received tonight only help that matter when we found out that only four schools of the 18 K to fives don't have at least one classroom that's equal to or greater than the max allowed in that classroom – four of 18 actually are below the numbers that we say are allowed and that number actually should be lower than what we say because it's based on some calculations that really don't depict the schools that we're discussing. Some of the examples I gave at the hearing were the fact that we have special education teachers with their students at Chase School in a former locker room. Their file cabinets include a working toilet, their other file cabinet and computer room are actually the former shower for that locker room but no one seems to want to listen to the real facts. And so many other facts that came out tonight were the numbers I was given was there's actually six of the 18 schools that have greater than three different classes, K through five, that are equal to the max number or greater. Three. So that's six grades, three of the grade levels or more in that many schools are over the allotted number of students per classroom. At the public hearing I actually took a little heat because I did get a little frustrated and I did get to the point where I actually asked some people to wake up, but I don't think we have. We still haven't woken up. Now do we need another school? Obviously that's the case. Do we do this report that the Mayor wants to run at some six-figure number that it's gonna cost us, we don't know who's gonna pay for the report. It's been a month since it was announced that it was gonna happen, nothing has been said since. And of course we are the ones that are accused of not having a plan "b". Unfortunately I would say we don't have a plan "c" because we do have a plan "b" and the sad reality is plan "b" is on a Friday afternoon, more routine than we want to hear, some parent is getting a phone call to let them know that on Monday morning their child will go to another school even though they have their friends, they have their teachers with a relationship, they have a principal with a relationship, I'm sorry, but Monday morning your kid can get on a different bus and go somewhere else and go to school. Say goodbye to their friends if we have time to tell them so they can say goodbye. That's our plan "b". Now I know some of us may not think too much about it unless it actually affects us. We had a father come before us about a month ago to let us know, in fact it was Chase School, that his young second grader, and I later spoke to him for over a half hour on the phone, I promised him I would not use the family name because I would be accused of using it for political reasons, he said I could but I will not, she's in second grade and this September she is now attending, at no choice of the parents, her third school, second grader, no connection to a building, no connection to classmates, no connection to a principal, no connection to a nurse, no connection to anything – third school, second grade student. I actually made a comment in Committee tonight that said what are we gonna do next, build a mezzanine in each classroom so that we can start double-tiering students? That's where we're going. A school is many years away so it's not . . . we discussed that a little bit in Committee. What are some of the possibilities? Well, of course the ones that are so negative about this and only want to tell people we could fit 900 students across the City which is not correct, they don't come up with any suggestions on how to fix the problem, they just like talking about we have 900 seats somewhere we could put students. What is the answer, we need to talk about it, we need to have level heads come forward, people be honest, admit there's a problem first off, we're in denial. Do we go back and rent St. Anne's again? I don't know. We certainly turned around the work at Barnard School pretty quickly to get the Adult Education in this September, very quickly, we made that decision what June and boom,

September we had Adult Ed running at Barnard School. Well obviously we could do some good 24 hour work. There's other parochial schools around the City that have gone unused, maybe we rent them for three or four years, I don't want that to be the permanent solution but maybe that helps us tomorrow. We can't forget, this has been a month, a lot of things happen, but a month is a long time. There has been no discussion of where this 600-figure person is gonna come along and magically correct what we've been trying to tell people anyway. So maybe they can pay me the 600,000 and I'll just tell you now. Again, what got me in trouble last time was telling people to wake up but I'm gonna say it again – we need to wake up, this is a problem, it's a serious problem, and the numbers we promote sometimes we don't even include all the special arrangements we have to have. Do these people that think we have 900 extra seats around the City realized we just opened up our second wellness center? That takes real estate folks, we don't do that in two square feet. Those are the services we provide for our children. This is actually a campus, correct Superintendent, cause it's at Crosby so it's actually serving the middle school also, our second one?

SUPERINTENDENT: Right.

T. VAN STONE: And the other one I believe is at Driggs. These are the type of services we offer, these are no longer classroom spaces, this is not where a desk is going to go, it's where a nurse and a doctor go so that our kids have some healthcare each and every day. That's what we do, we don't just teach class anymore. This is a repeat of a lot of what I said at the public hearings, unfortunately this is Waterbury and we just love the negative. And I relate it back to when I lived in Bridgeport well over 30 years ago and anything that moved forward back then in Bridgeport was turned down. We have, when I lived there it was we, a piece of land in Bridgeport called 90 acres, they're now revitalizing that to be something this many years later. Over 30 years ago something wanted to build there and the City went nuts and said no, no, no, we're not touching, you know what that is, it's the Bart Giamatti Little League Center with dormitories and everything that's now in Bristol; Bridgeport lost out because the public didn't want it. We could be that way, Bridgeport's my hometown, I love it, but you know what they have 30 wasted years because people always said no. We have to realize what's before us, we have to start making some smart decisions and we have to realize that we're doing the children of the City of Waterbury a disservice. We could talk all we want about studies and anything else but right now the action level is at zero, it's at zero. I'm on this Board so I'll take some of that fault. So I do have a voice so I'm glad I'm able to use it tonight, I'm glad when parents show up and give us their voice, it's what we need and I have no problem with the people that come and tell me why we shouldn't build a school but the problem is we need to then come to the table and also help with solutions. We're like the quarterback I guess on a football team, we take all the blame when it doesn't go right and we don't get enough credit when it goes correct. So that's my speech, Mr. President. You challenged me to 30 minutes, I don't think I made it. We need to move forward. All ideas are welcome, we need to hear them, we need to hear them now. Fine if you want to bring your negative ideas to the table so be it, that's the Waterbury way, but bring some solutions at the same time. Thank you Mr. President.

STANGO: Thank you. Further? Vice President Harvey.

HARVEY: Commissioner Van Stone I won't add too much to what you said but usually when you have a plan "b", the reason why you have a plan "b" is because you're not sure that plan "a" is going to go through and we've know that ever since and we've never developed a plan "b", so just to throw that out there. Just quickly because I did miss my favorite shows last Thursday so I hope to be home in time to watch them this Thursday. Very quickly, I hope that the district, the schools are sending out information, Dr. Ouellette, regarding the enterovirus scare and just to remind parents, first of all we should be teaching the kids about it, washing their hands, etc., we're in the flu season, it's coming up, just various things like that.

SUPERINTENDENT: Actually, if I may comment, Mrs. Cullinan and I contacted the City Health Department about a couple of weeks ago when area superintendents were alerting parents. We in fact agreed with, the Board of Health has cautioned us not to alarm our student community and population and has advised us not to send anything out. So Mrs. Cullinan and I will revisit that request tomorrow.

HARVEY: I think it's mainly how we do it, I don't think it will hurt to...

SUPERINTENDENT: There has been an alert sent to the nurses in every building who have revisited it with their students. But as far as an out and out IRIS alert we're refraining from that until it gets to a heightened state.

HARVEY: Okay, thank you. Last evening I attended the SAT Information Night as Dr. Ouellette mentioned during her report. I was pleasantly surprised by the amount of parents and students who attended, it was very encouraging. Kudos to Kevin Walston and Rob Johnston who, they worked very closely on this project so I want to just mention that and I told them I would mention that and it was very well received, parents were very pleased, and on a night when it was cold and clammy and rainy, parents and kids came out for the SAT so it was very encouraging.

Paul Guidone, I have to because I was in the school, Kennedy's cafeteria, there's a leak in the ceiling, they said that they have monthly stated this but nothing seems to be done. So I'm just gonna follow up with a memo on this to insure that we are looking on this. It didn't look very pretty in the cafeteria. So I will follow up with a memo on this.

Commissioners, I hope that you have had the opportunity, if you have some free time and I know that's kind of a big laugh but we were sent a link to the State Board of Education meeting on September 3, if you get the opportunity, it's not a visual, but it is audio, to listen to that meeting because it was very, very interesting. It was interesting because the Board didn't seem too happy with us, that's just my interpretation. I thought that Mr. Whyte, the presentations that were given were great, but there were three Commissioners on there who weren't very happy and as specifically regarding discipline and the uptake of Walsh School and Crosby. So if you get an opportunity just listen to that, I'm not gonna give any more editorial comment other than that.

While we're on the topic of discipline I want to again thank, Chief Riddick I thought did an excellent job in his presentation last week. Frankly we weren't looking for apologies, we just wanted to have the discussion about arrests and the things that we're doing. I thought the presentation went well and I appreciated everything that was done for that presentation. I know it was very long but nonetheless we needed to have these

discussions. And I hate to say this but, you know, maybe when we go paperless this will speed up us receiving information but I hate to receive, not hate, but prefer to receive all of our information before the meeting so I don't have to try to quick read during the meeting. So because some of this information that we received was at the meeting, I didn't have a chance to really look through until the following meeting so as a result I have more questions. So I'm just throwing this out, I'm gonna follow-up with a memo, I would like to have these questions addressed, and I don't know how we can do that. Number one I want to know who, if anyone could answer this, who, the data that was presented to us from the Chief is that our data or is that the Chief's data.

SUPERINTENDENT: That was actually the Police Department in collaboration with our database as well.

HARVEY: So if we ask for a report we have to ask the Police Department?

SUPERINTENDENT: No, actually we have that information too but we worked in collaboration with the Police Department.

HARVEY: So how often are we going to receive a report like that?

SUPERINTENDENT: I would say quarterly.

HARVEY: Quarterly. Okay, so February should be the next time that we receive. Okay, very good. I'm going to send an email, Dr. Ouellette, whoever you want to answer the questions, that's fine, but it would be helpful if we could get that information just a little bit ahead of time.

Lastly, I want to thank the parents for coming out, always it's just an extreme pleasure to have you come out to get feedback from you. I doesn't matter whether we agree or disagree, we want you out there, we want you involved, we really, really appreciate that. You know these are things we have to look at with the arrests, there are disparities, we're not making it a race issue, but there are disparities. So we want to look at why and we also want to make sure that we're taking, there were tiers that were mentioned, tier one, tier two, tier three, we want to look at that and see what we can do, and are we doing it, before the arrest. Okay. We want to keep the schools safe, no one's saying that we don't, but we want to look at what we're doing and are we doing this on a continual basis. Just because we had this discussion last week does not mean that that's the end of it, I hope there's no one out there that thinks that's the end of it. We want to do this on a continual basis, look at this information just like you look at any other data. So with that I will end so I can go home and watch my stories. Thank you.

STANGO: Anyone else? Commissioner Rodriguez.

RODRIGUEZ: Thank you President Stango. Commissioner Van Stone, Tom that is, not Jason, thank you for your passion, for your dedication, for your support of that school, for the district, particularly for the East Enders that came out and even educators that came out in support of that new school. So I just want to thank you because you demonstrated a clear passion on how you feel and I support that. So thank you for that.

What I also wanted to point out was this past Saturday I participated in the Stop the Violence, Start the Love March that occurred up in the Walnut Street area by the WOW Community Center, it started there, we went around a block, and that was an effort by Rachel Guess, a community activist from that area, Erika Cooper, Alderman Hadley, and I want to recognize too that what was great to see participating in the March was Walsh School Principal Ellen Paolino as well as Turnaround Supervisor Paul Whyte, which was great to see the school and the community collaborate and in addition to that we had Police Chief Riddick march as well. One of the reasons that I was happy to see the school involved, the Principal there, is that some of the community folks, this incident where this guy was murdered actually happened where there was a school bus stop and you know so they wanted to make sure that the kids were safe, Chief Riddick made it a point to say that police are covering that area so I thank Chief Riddick for that and the extra police presence that's been around since the issue occurred. So I just wanted to recognize those folks and also more importantly recognize those community folks who took a stand and did this march. We actually had visitors that came from Bridgeport called You Are Not Alone. It's an organization by women, all of these women who came out to march from Bridgeport all had red shirts that said "YANA", You Are Not Alone and each of those women that came from Bridgeport had lost a son to violence. And this is a very powerful advocate group and we thank them profusely for coming to Waterbury and partnering with us during this tragedy so I just wanted to recognize some folks and thank the Principal at Walsh and Paul Whyte as well. Thank you.

STANGO: Anything further on Unfinished?

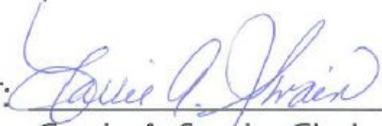
Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to convene into Executive Session at 7:24 p.m. for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.

Present: President Stango, Commissioners Awwad, Harvey, Hernandez, McEntee, Rodriguez, Sweeney, J. Van Stone, and T. Van Stone. Also present were Dr. Ouellette, Mrs. Cullinan, and Mr. Guidone.

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner J. Van Stone, it was voted unanimously to return to the regular order of business at 7:45 p.m. with no votes taken.

ADJOURNMENT

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner J. Van Stone, it was voted unanimously to adjourn at 7:46 p.m.

ATTEST: 
Carrie A. Swain, Clerk
Board of Education