

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ REGULAR MEETING*

Thursday, October 16, 2014 at 6:30 p.m.

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

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

**ALSO PRESENT:** Superintendent Kathleen Ouellette, Chief 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.

STANGO: In our prayer tonight I ask that we remember long-time retired teacher Gertrude Austra. Ms. Austra passed away on September 30<sup>th</sup>. She taught at Waterbury's Mary Abbott School for over 30 years retiring many years ago. Some thoughts and comments from her former students were Ms. Austra was a thoughtful, caring, and giving teacher. Another wrote Ms. Austra was a great teacher and liked by all, I often think of her. Remember her and her family in our prayer tonight.

### **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: 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.

#### **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 communications dated September 26, 2014 from Civil Service certifying Jana Volpe and Ollie Gray, III for the position of ABA Behavioral Therapist.
2. Email communication dated October 3, 2014 from the American Arbitration Association regarding Case #12-20-1400-0077 SAW/Erik Brown.
3. Copy of communication dated October 3, 2014 from Civil Service certifying Catherine Coviello for the position of Paraprofessional.
4. Email communication dated October 8, 2014 from Lisa Gordon-Green regarding Kingsbury Café-Gymnasium.

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 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 made and seconded.

**Mayor Neil O'Leary had the following comments:** Good evening everyone. I'm here tonight to just brief you on a series of meetings that have been going on this week and last week and it's centered around the Ebola situation. You may have woken up this morning to hear that there was a scare in New Haven where they had brought an individual into Yale New Hospital last night, they were concerned that it could have been an Ebola person that was exposed to the Ebola virus. Fortunately we just found out just a little while ago that that's not the case. But because of that and because of the news surrounding what's going on in Dallas and other areas of the world the City of Waterbury is taking a very proactive stance on preparing ourselves for if in fact there was anyone diagnosed here with the Ebola virus. As you all know the City is extremely diverse; we do have a significant population of folks who come from the area where the virus is running quite rampant unfortunately and so we thought it would be in the best interest of the City to prepare and pray to God that doesn't happen here but if it does we'll be ready. So for the last several weeks we've met with our Emergency Management Director, we've met with the Fire Chief, the Police Chief, the Public Works

Director, Education folks, we've met with the head of Waterbury Hospital, St. Mary's Hospital, we've learned as much as we can about the Ebola virus and tried to understand what the impacts could be on the City of Waterbury if we had someone diagnosed. This morning's news about the possibility of someone having the virus caused a flurry of phone calls to our office, mostly from parents quite frankly in the school district wondering what steps the City was taking to prepare for this situation, so the timing of this meeting tonight actually worked out well.

To bring you up to date, our most recent meeting was at two o'clock today, we had all the officials that I just mentioned at the meeting, Superintendent Ouellette was there as well and we talked about measures and steps that we're going to take which will include a Department Head meeting tomorrow at eleven o'clock and I've invited the members of each labor organization to the meeting as well with their Department Heads. The one thing that we know for sure is that this virus moves very swiftly and the symptoms are very much in the first three days very consistent with the flu and of course just our luck we're getting to flu season. But the symptoms move quickly after the first three days you have flu like symptoms and then from there it gets very, very scary how quickly the virus moves through your body and the mortality rate is very, very high. So, having said all that, we listened to a great presentation today from representatives of St. Mary's Hospital, their Emergency Preparedness Team, and they are working closely with the City of Waterbury Department of Public Health and the State Department of Public Health and of course Waterbury Hospital Officials as well. You know it's very interesting, the CDC claims that the virus is spread by direct contact with bodily fluid, but we're learning more and more that there could be other opportunities unfortunately for the virus to spread such as being in close proximity to someone who sneezes or someone who is sweating and leaves their sweat on an armchair and then maybe someone else touching that armchair. So it's kind of scary when you think about it and you read about it. Last night, it caught my eye, MSNBC did a two-hour documentary on the whole situation, it was very, very informative, I would strongly recommend that any of you that might have time to go to that website and see if you could learn a little bit more about it. But at the end of the day I know that there's gonna come a point in time where the Superintendent's Office and you as Board of Education Commissioners are going to be asked by members of the general public what we're doing and if we're prepared and I want to make sure the answer is a resounding yes. So tomorrow's Department Head meeting we will educate our department heads to the extent that we can about the virus itself and of course the union representation and we will provide many, many training opportunities for our employees especially first responders who, and teachers and people who would come into all different forms of the general public, to be prepared, to understand what the symptoms are, to not panic, to not overreact but at the same time to be very understanding as to what's happening around them. So tomorrow will be an informational session and then next week we'll kick off training opportunities. It's a little complicated with the 4,000 employees that we have, certainly we're gonna start out with our school nurses to make sure that they're up to snuff, we're meeting with them tomorrow after school and of course the Health Department will be a big part of that meeting and then from the school nurses we want them, they'll probably be the frontline for parents who are inquiring, they'll go to the school nurse or have their students go to the school nurse who want to know about what we're doing and what's happening and then of course our supervisors, our principals, our vice principals, our teachers, obviously I'm focusing on the education side here tonight. But the bottom line

is I want to make sure that everyone understands what the City is doing to prepare, what the State of Connecticut is doing to prepare, and really what the country is doing to prepare. Now, as I said to you before, we're very, very hopeful that this does not reach into Connecticut or Waterbury, Connecticut. The reality is from what we've been told the possibility is very much there, it's been said that 1.2 million people will be diagnosed with the Ebola virus by the first of the year at a mortality rate at about seventy percent. So, that's across the world by the way, but still in all we recognize there is a massive exodus out of that area of Africa, people are literally fleeing to get away, they're scared, and because we have a big population here in the State of Connecticut of folks in that area we need to recognize that people go to where they know people so we need to be prepared, so we are.

I know that there's no other speakers tonight and I think I covered it pretty much. The message again tonight is to let you know all the work that's being done but I didn't, and I will entertain any questions anyone might have for me.

STANGO: Thank you Mayor. I'm gonna take the liberty to open it up for any Board member that has a question for you. Anyone have questions for the Mayor? Yes, Commissioner Rodriguez.

RODRIGUEZ: It's not a question, it's more of sort of a comment, thank you for being proactive Mayor. A lot of times, that's what I've been hearing, is what is the City doing. I'm fortunate to sit on the St. Mary's Board of Directors so I got to hear some of what St. Mary's is doing and it's very impressive and I'm really proud to say that Waterbury has definitely stepped up and really, it's taking it seriously, there's still a lot of unknowns but the fact that you're taking the approach of making the community aware, I thank you for that. We talk about the health officials, definitely our first responders, how our police officers are being secured and safe. So thank you for taking that first step.

MAYOR: You're welcome. The one thing that I didn't mention is that we decided today that we think it would be in the best interest of the City to have Dr. Peter Jacoby be the press spokesperson. As you can imagine there was a frenzy, and absolute frenzy around Yale New Haven Hospital today – media from all over the world there. We decided that we're not equipped to answer some of the questions that were being presented and certainly don't want to give out any misinformation or any information that could cause panic or alarm more so than there should be. So Dr. Jacoby has been the Emergency Medical Director for the City of Waterbury for I think about 30 years, he's the one that puts together protocols for us and has done that for many, many years, so he's agreed to be our spokesperson. So I guess the message that I would have to anyone – elected officials, department heads, anyone, if you get a press question in your capacity obviously as Commissioners, obviously you handle it any way you want to but I would strongly recommend that you consider referring them over to Dr. Jacoby as he will have the authority and the ability to answer those questions.

STANGO: Anyone else?

BROWN: Is there a hotline to call or any number at this point to call if people have any questions or if they know someone who they suspect of this.

MAYOR: Great question, probably going to be addressed tomorrow but certainly for the immediate response and of course for the viewing audience tonight, I would think the best line to call would be 911 and just let people know it's not an emergency, it's more of an information type call. I think that would be a better place to call than the constituent service center only because everything is recorded and it's easier to track calls that come in that way. So I think for now that's the direction we'll go and I'll defer to the emergency management directors tomorrow for further advice on that subject. Thank you.

STANGO: Anyone else?

HARVEY: I was going to wait, there's something I want to say later on regarding staffing, maintenance staffing, but when we think about this and especially as you mentioned we're in the flu season and Ebola, our maintenance staff is really key here in terms of cleaning the schools, wiping down areas, that sort of thing, so I hope that there will be some representation from our maintenance staff there at your meeting tomorrow because in my travels I'm hearing some things about who cleans what and we need to be clear on what everyone's role is here especially in regards to the maintenance of the schools. So I just wanted to make sure that we have that representation from the maintenance staff.

MAYOR: There will be somebody from maintenance there. If Mr. Cross isn't there himself I'm sure one of his representatives will be there.

GUIDONE: He will be there.

MAYOR: Thank you Paul. At the end of the day I think what we need to keep in mind here is this is a very, very distinctly unique crisis and, like I said, if it doesn't make its way to Waterbury, Connecticut we're going to be very, very happy, but if it does we'll be very, very ready. And as far as stakeholderships and accountability, I really think, and I know Superintendent Ouellette and I have talked about this, I think that the principals and the vice principals will have to be very, very involved in monitoring these things and our great teachers, our teachers are there, they're the frontline. If we get a student who has a flu-like symptom and as a result of that there is an issue we'll have, the staff will be very, very well equipped and trained on how to clear up that issue, whether it's someone who vomits or otherwise, that is the area of grave concern so we need to make sure that we provide them with all the tools and the training necessary and that is a very, very important part. Believe me that's as important as training your first responders who arrive on a scene, to make sure that they understand what they're dealing with. The spread of this disease from what I've read is not so much first responders getting it, the spread of disease is from people being around people who have it and they come into contact with these bodily fluids and that's what seems to be the area of gravest concern so that will be the area that's focused on as much as anything else and the maintenance side of it.

Thank you very much for everything you do as usual, we all appreciate it.

STANGO: And we thank you Mayor. Just to take from this too I think that we have to understand that the Mayor and the City and the School Department and the

Superintendent are on top of this and everything is in place for any future situations that may arise and the important thing is to be diligent and to stay calm and not to overreact. Thank you again, thank you for coming Mayor.

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

STANGO: Motion made and seconded.

## **6. SUPERINTENDENT'S ANNOUNCEMENTS**

*Dr. Ouellette read and distributed the following announcements:*

Our schools have been celebrating Hispanic Heritage Month with a variety of activities, including family nights, school-day concerts, and special class projects that recognize the valuable contributions that have been made by those of Hispanic heritage. I attended one such activity last night at Walsh School and another today at Driggs School. Our nation has always been celebrated as one who welcomes individuals of all backgrounds, and it is truly inspiring to see our students embrace and celebrate different cultures throughout the year.

The U.S. government has officially designated October as National Principals Month, sanctioning a full 31 days dedicated to thanking principals for their leadership in our schools. The National Association of Secondary School Principals (NASSP) and National Association of Elementary School Principals (NAESP) have set up activities to provide more insight into the lives of school principals, including having members of Congress shadow principals in their home districts. Research shows that effective leadership positively impacts student learning, and for that, we thank our principals who lead with integrity, creativity and wisdom.

Bridge to Success is initiating a new program. Community Messengers will serve as a resource in their local community, offering one-to-one communication with families about programs and services available to them.

Bridge to Success is hosting a Family Engagement Focus Group Forum on Thursday, November 6<sup>th</sup>, from 5:00 to 7:00 p.m., with a snow date of November 13<sup>th</sup> at Reed School. Both parents and service providers are invited to meet and discuss ways that programs may engage parents in activities. Dinner will be provided. RSVP is requested by October 23<sup>rd</sup>.

The State Department of Education is offering a full-day of training for new and current members of School Governance Councils, principals and Board of Education members at the Sheraton Hartford Hotel in Rocky Hill on Saturday, November 8<sup>th</sup>, from 9:00 a.m. to 2:00 p.m. Pre-registration is required.

The city's 10<sup>th</sup> annual Mardi Gross will be held this Saturday, rain or shine, from 3:00 to 7:00 p.m. in Library Park. This is not only a change in location from previous years, but we will also offer new activities, including fun, food, music and a movie that starts at 5:30 p.m. The Silas Bronson Library is also offering scary stories beginning at 2:00. There is free parking for all at the Field Street garage.

St. Vincent DePaul is holding a 2.5 mile walk and 5K road race on Sunday, October 26<sup>th</sup>, with a 12:00 noon check-in time at Library Park. Further information and registration is available on the organization's web site at [www.svdpmmission.org](http://www.svdpmmission.org).

## **7. PRESIDENT'S COMMENTS**

STANGO: Any questions? Very well, moving on then to President's Comments. Just some housekeeping concerning the Board's calendar and meeting dates. First the Board's Workshop, regularly scheduled for October 30<sup>th</sup> is being rescheduled to Wednesday, October 29<sup>th</sup>. This move is necessitated because one of our own, Superintendent Dr. Ouellette, is being honored by the Waterbury Neighborhood Council. The Council is presenting the Superintendent with their Education Award at their Annual Dinner on Thursday, October 30. Dr. Ouellette and others will be attending the award's dinner. We congratulate Dr. Ouellette on this honor. I've also heard that Vice President Harvey is being recognized at this event also, congratulations to her also.

Next, the Board's Workshop scheduled for Thursday, November 13<sup>th</sup> is being rescheduled to Wednesday, November 12<sup>th</sup>. Some Board members will be attending the CABA Convention beginning on Thursday, November 13<sup>th</sup> and continuing on the 14<sup>th</sup> and 15<sup>th</sup>, therefore they could not be present for that Workshop on the 13<sup>th</sup>.

And lastly, at least for now anyways, the Board's Workshop scheduled for Wednesday, November 26<sup>th</sup>, that's the night before Thanksgiving, is being rescheduled to Tuesday, November 25<sup>th</sup>, due to the availability of staff and some of the Board members on that night before Thanksgiving, or I should say the unavailability of them. There is also some discussion on travel plans and preparing the turkey or something like that so we're moving it from Wednesday to Tuesday. I thank the Board and the public who follow the Board for their understanding as we move some things around and I appreciate everyone's understanding of the need to do that from time to time.

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

*President Stango proceeded to read the Consent Calendar.*

## **8. CONSENT CALENDAR**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner McEntee, it was voted unanimously to approve the Consent Calendar, Items 8.1 through 8.16, as listed:**

- 8.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the 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 Adult Education	Walsh gym: Wed., Oct. 15th, 3:30-6:30 pm (Hispanic Heritage Link) 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 (cheerleading practice)
Ofc. F. Santopietro	
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 Sweeney 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:

School	Name		Assignment
Generali	Stamp	Kathy	Administrator

	Mendoza	Tania	Secretary
	Cangelosi	Danielle	Teacher
	Harrison	Rebecca	Teacher
	Barbieri	Nikki	Teacher
	Coughlin	Timothy	Teacher (sub)
	Ciuffo	Anthony	Teacher (sub)
	Simoës	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)
<b>Kingsbury</b>	Signore	Nicole	Facilitator
	Bisaillon	Bret	Teacher
	DiBella	Lee	Teacher
	Galanti	Laura	Teacher
	Capaldo	Christine	Substitute
	Rizzo	Lisa	Substitute
	Guedelha	Norma	Clerical
<b>Sprague</b>	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
<b>Washington</b>	Lanouette	Jay	Teacher
	Petrassi	Jacqueline	Teacher
	Kramarz	Lori	Teacher
	Chasse	Doug	Substitute
	Whyte	Jamie	Para
	Cocchiola	Kaitkyn	Para
	Bochicchio	Judith	Para
<b>Wendell Cross</b>	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.

Wilkins, 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	Rebecca	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 has been made and seconded. All in favor, opposed, motion carries. Item #11 on the Agenda – Unfinished Business of the Preceding Meeting Only. Seeing none, moving onto Item #12 on the Agenda – Other Unfinished, New, and Miscellaneous Business. Commissioner Brown.

BROWN: Just a comment, I noticed in the Superintendent's Report many of our teachers who have received new academic achievements and I want to congratulate them and I know it's hard to teach and go to school as well so I really congratulate them and their hard efforts and their academic achievements.

STANGO: Anyone else. Commissioner Rodriguez.

RODRIGUEZ: Thank you President Stango, through you, first of all I just wanted to say thank you to Kennedy High School, Waterbury Career Academy, and Walsh School, all three schools had invited me to come speak to their students and staff during Hispanic Heritage Month. I have to tell you, I've been to many Hispanic Heritage events throughout the years but Kennedy High School really put on a phenomenal show that was led by the students, all the students performed and they just did a phenomenal job and think they did a recording of it and I would encourage you to ask Mr. Johnston for a copy of that because it was really fabulous. Waterbury Career Academy did so as well, a lot of dancing, a lot of festivities and celebration and that was wonderful. And I want to point out Walsh School, they have this phenomenal new educator, I believe he's the new music teacher, and he goes by the name of Mr. Foot and I was so impressed with Mr. Foot because without any instruments this guy had these kids rocking, I mean just by beats, his hands, phenomenal job, talk about cost-effective, he was really creative in his approach and I thank him for that and I thank Walsh School for the wonderful work they're doing.

Lastly I just want to mention that awhile back during one of our meetings we talked about honoring the two Kennedy Football Coaches and I hope that's still in the forefront and where that's gonna be because I'm just curious.

GUIDONE: The response to the last comment, believe it or not, the team had scheduled games every Thursday for the last several weeks so the first opportunity they've been invited.

RODRIGUEZ: Thank you Paul, it makes sense.

STANGO: Vice President Harvey.

HARVEY: I too just want to echo the comments of Commissioner Rodriguez in regards to the Hispanic Heritage programs. I was able to attend Kingsbury, Waterbury Career Academy, and Walsh School last evening; I couldn't make it to Driggs and I couldn't make it to Kennedy. But I just appreciate the time that was put into these programs and the edifying the heritage, the Hispanic heritage. I really appreciated that. The kids were great. At Walsh School, Mr. Foot, we need to keep our eye on him because he's new, I know he reached out to me in regards to instruments for Walsh School, and yes, we are taking care of that, but to be, for him to be proactive and recognize that there is a need, he said I need help, what do I do, so I think we need to just keep our eye on him and assist him in whatever he needs. I really just appreciate all the things that were done, I hope that next year we can have more programs of this nature at the schools and I

hope every school did celebrate Hispanic Heritage Month. So I'm just looking forward to more programs.

To just elaborate a little bit on my concerns regarding the maintenance staff, Paul, in my travels I usually talk with as many people as I can and it just so happens for this particular month and time I'm talking to some of our maintenance folks and asking them how things are going in respect to cleaning and the schools, maintaining schools, in light of the fact that we now serve breakfast in schools in every single classroom. We have our after-school programs which requires cleaning up and that nature and I'm just asking them pretty much how you're doing with staffing, how are you doing with the schedule and there seems to be some concern in regards to that and without even mentioning, I promised them I wouldn't mention names, wouldn't mention schools, but I'm just asking that we look at that, look at the scheduling and the staffing, early, during the day and then later on when we have programs at the schools just to make sure that the schools are being maintained properly. I'm sure that they are but I think we should at least look at the scheduling to make sure we're staffing properly. I did ask someone also how we're doing with the staffing and they said we're doing fine when the folks show up. I said okay, that's another issue, so I'll talk to Dr. Tucker in that regards. But I just would like for us to just look at that just to make sure we have everything covered.

STANGO: Thank you. Commissioner Sweeney.

SWEENEY: Dr. Ouellette, we had a great presentation last week on GEAR UP and I want to thank you for stepping in and taking over with that program with the loss of Dr. Sequeira. I was especially pleased to hear that the summer program had reached to our district people for their curriculums so that everything that everything that they do over the summer is aligned with what they're coming back to in the Fall so I just wanted to we make sure that you knew that we're aware that your hand is in that and we're very appreciative of you stepping up and taking control of that. I do have two requests, the mentoring program for the middle school kids that are reaching back into the elementary schools to mentor those kids, the younger kids, one of the designs of a pre-k through eight is exactly that, for the older kids to be watching out for and mentoring the younger students so if there is any way possible for them to get one of those pre-k to eights into that round that they're doing now cause I think it's especially particular to that range, that pre-k through eight, that's just a piece of what makes a pre-k to eight special is that ability for the older students to mentor the younger students. Also, GEAR UP has a scholarship component that we heard a lot about in the beginning but that we haven't heard anything about and I really would like to know how many students that we have in that program now are on track to qualify for one of those scholarships at the end of the programming. So if we could have just a look at that then next time when they come back that could be part of their presentation, I'd really like to know where we stand on that.

SUPERINTENDENT: Thank you, it's certainly a team effort for everyone.

STANGO: Anyone else on Unfinished Business? Just for myself to add, we did discuss many of these Hispanic celebrations that were going on and thankfully some of us were able to go to them or some of them anyway and I think it's a good time to note again that all of us cannot go to everything even though we try and some of us go and some of us go to some more than others. One that was taking place tonight, it's probably concluding now, is the Driggs School celebration and I'll just add to that now because I

stopped by there and I know the Superintendent, you stop by there also, and that was also a very good function. Again, we all can't go to everything and I just want to make that note. But there was plenty of good food there and Principal Theriault expected a big turnout at that event. Another thing that I went to last week was the Waterbury Youth Services Open house and I ran into Commissioner Rodriguez there and it was good to tour that facility, I've never been in it before. Every time you go to see something like that you take something from it. One of the things I took from it was the enthusiasm of the kids who were there greeting us as we went in. They had display boards set up about what they do and what they were doing and what they do after school every day and really enthusiastic about it. And these are adults, I want to call them adults because they're in their later years of high school and this is very, very beneficial to them, it keeps them on the right track. So I was glad to do that.

Another thing that I did yesterday was to visit the Brass City Charter School's Legislative Breakfast and who do I run into their but Commissioner McEntee. So, again, it's places that some of us go some of the time, that was a very interesting function, I think we're gonna hear more about that soon, but I think the thing I took from that most was the fact that they couldn't say it enough, a charter school is a public school, it's a public school, it's not under our jurisdiction as such but they deal with our kids every day and it was pleasant to see that.

So I just wanted to report out on that because some of that was not touched on and that concludes what I have to say.

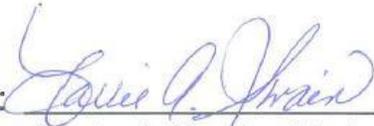
**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to convene into Executive Session at 7:24 p.m. for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.**

Present: President Stango, Commissioners Awwad, Harvey, Hernandez, McEntee, Rodriguez, Sweeney, J. Van Stone, and T. Van Stone. Also present were Dr. Ouellette, 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 7:25 p.m. with no votes taken.**

### ***ADJOURNMENT***

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

ATTEST:   
Carrie A. Swain, Clerk  
Board of Education