

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Thursday, November 5, 2015 at 6:30 p.m.

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

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

ALSO PRESENT: Superintendent Kathleen Ouellette, Chief Academic Officer Darren Schwartz, 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.

HARVEY: Thank you. Ladies and gentlemen a few weeks ago we lost a teacher and we did not acknowledge it only because we did not meet that week. So this is to give tribute to Mildred C. Laney, the "C" stands for Crenshaw Laney, she is, her family is very well known in the City. She passed away October 8, 2015 and just briefly a history; she was born in Parkersburg, North Carolina. She graduated from the schools in Sampson County, North Carolina where she attended grammar school and high school. She graduated from Livingstone College which Livingstone College is; we refer to as an HBCU, Historically Black College University. She taught math here in the city at Crosby High School, she taught math from 1967 to 1994. In addition to that she was involved in many clubs in the school and throughout the city. She was also a member of the Mount Olive A.M.E. Zion Church. Words that were used to describe her during the funeral was that of a trailblazer. Reason being is that 1967 kind of marked the spot of the hiring of African American teachers and she was the first of many that came to Waterbury. Little brief history is that in our history in Waterbury, in the city, there was migration from the South to the North. We gained a lot of our educators, our black educators from that migration. Some other words that were used is that she was very encouraging, she was caring but she was a no-nonsense teacher. I know that personally because I knew that she was not one for any nonsense but if you needed help she was there for you. She also encouraged me to run for the Board of Ed and voted for me prior to her becoming ill. She was the type of teacher when we talk about our minority teachers, African American teachers, these teachers knew your parents, they were in the community, they would not hesitate to pick the phone up and call your parents. So that was the caring part and they encouraged us to go to college, there was no question on what we were going to do in terms of going to college. I'm going to, Crosby High School, because she taught there for so many years and that was the only school that she taught, put together a resolution and it reads as follows: Be it known that whereas Mrs. Mildred C. Laney was a former member of the Crosby High School teaching staff during the years of 1967 to 1994. We, the Crosby Administration and Teaching Staff, do hereby affirm that she taught mathematics. The record of Mrs. Laney's knowledge and caring of the students will remain in the annals of Crosby High School. Be it therefore resolved, that the name of Mrs. Mildred C. Laney will remain on the honor roll on the teaching staff of Crosby High School. Signed this 19th day of October, 2015, signed by Jade L. Gopie, Principal of Crosby High School. Mrs. Laney, we thank you for your service. A moment of silence please.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

Vice President Harvey led everyone in the Pledge of Allegiance to the Flag.

3. ROLL CALL

CLERK: Commissioner Awwad.

AWWAD: Here.

CLERK: Commissioner Brown.

BROWN: Here.

CLERK: Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hernandez.

HERNANDEZ: Here.

CLERK: Commissioner McEntee.

McENTEE: Present.

CLERK: Commissioner Rodriguez.

RODRIGUEZ: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner J. Van Stone.

J. VAN STONE: Present.

CLERK: Commissioner T. Van Stone.

T. VAN STONE: Present.

CLERK: President Stango.

STANGO: Here. Perfect attendance this evening.

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 October 14, 2015 from Civil Service certifying Marissa Fonti for the position of Administrative Support Specialist I.
2. Copy of communication dated October 19, 2015 from Civil Service certifying Anna Light for the position of School Secretary.
3. Open letter received October 19, 2015 via email from Radical Advocates for Cross-Cultural Education regarding WTA negotiations.

4. Copy of communication dated October 23, 2015 from Civil Service certifying Andrew Cap for the position of part-time Office Aide.
5. Copy of communication dated October 29, 2015 from Civil Service certifying Olga Sanchez for the position of Attendance Counselor.

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 Jason Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:36 p.m.

STANGO: Motions been made and seconded. All in favor, opposed, motion carries. This evening, 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.

Robert Goodrich, 14 Stanrod Road, had the following comments: Good evening, Superintendent, President Stango, Vice President Harvey, and BOE Commissioners. I'm Robbie Goodrich, co-founder of Radical Advocates for Cross-Cultural Education.

First, RACCE would like to thank all of you for your efforts that allowed our Mayoral Debate on Education to be held here at WAMS. Specifically, we would like to thank Commissioner Rodriguez and the School Facilities & Grounds Committee, Sandy McCasland of the Business Office, and Nicole Steck, the Magnet School Specialist here at WAMS. Next, we would like to thank John Maturo and the entire custodial staff for providing a perfect setting for the debate. Lastly and most importantly we want to thank Chip Machokas and the WAMS students who provided professional level services for staging, lighting and sound for our debate. They were exceptional.

Second, we, RACCE, have goals to be strategic, deliberate and highly organized. In our short time in existence we have begun to understand and unveil educational dilemmas affecting our school district. We have published position briefs that highlight problems, and solutions for our community and school professionals to embrace. We are focused on finding the root causes for the student performance dilemmas, disparities in discipline, graduation rates and low-levels of school connectedness. We seek to have the tough conversations about the most pressing educational dilemmas we face here in Waterbury. These include: school professional performance, cultural competency, and school district policies that guide hiring, reform, and school improvement plans. The facts tell us that we have received few credible responses from the school district or the Board of Education on the dilemmas we have worked hard to understand or unveil. Here are few that have been ignored or delayed beyond a reasonable timeframe: 1) we asked for a task force to be formed to review district discipline policy – no answer. 2) Asked for a copy of the final report of MTRR Planning Grant, that we were community partners on, and a copy of the report made to the CSDE for a Waterbury in-house Teacher Cadet program – no answer. 3) Asked for input from

the school district on MTRR best practices, so we can articulate those concerns to the state legislative task force that Dr. Arias has been appointed to. We are a Waterbury voice on this important task force and no input has been offered. Dr. Ouellette and her leadership team met with us on September 4th to discuss the Black Girls Summit data analysis. We all agreed the disparities were a major problem. More than two months have passed, no follow-ups and the data we were told we would have access to has been tied up in an FOI. Even more perplexing is the fact that Corporation Counsel has informed us that we are no longer allowed to communicate with the Superintendent or her staff on this issue. Now to her credit only Commissioner Brown made the choice to meet with us to discuss the Black Girls Summit data analysis. 5) During a community outreach on chronic absenteeism, we asked school district leadership to more clearly define the triggers, policies and roles that school professionals play in causing chronic absenteeism – no follow-up. 6) We informed all of the Board of Education Commissioners of a community supported initiative to add a community advisory board to observe the WTA contract negotiation process; the Mayor was the only one to answer. And 7) this past week we expressed deep concern about the district's plan to improve student performance on testing scores – no answers.

As community members and advocates we have been assured there is a spirit of cooperation. This is vague and has led to few credible responses on a host of pressing issues. We ask for more action and leadership by the Board of Education Commissioners and more timely responses from the Superintendent and her staff. Thank you.

Arlene Arias, 145 Rodney Street, had the following comments: Good evening, Superintendent Ouellette, President Stango, Vice President Harvey, and Board of Ed Commissioners. I am here tonight speaking as a co-founder of RACCE. On October 19, RACCE sent an open letter to Mayor Neil O'Leary, Board of Education President Charles Stango, WTA President Kevin Egan, and all of you; asking for a temporary suspension of the current teacher contract negotiations. We requested that a citizen advisory board (CAB) be allowed to observe negotiations, mediations, and arbitrations. As proposed, the advisory board would consist of parents, students and community stakeholders. If granted, this request would have democratized the contract negotiation process. Democratizing this process would have guaranteed that students' needs are prioritized over job-protections for employees. Moreover, the practice of keeping public sector union negotiations private is undemocratic and a violation of public trust. The traditional interest-based negotiation; the model chosen by Waterbury Board of Ed and the WTA, is an outdated, inflexible, and an unresponsive model because it doesn't directly address the needs of our majority-minority student body. It's one of the root causes for some of the current conditions in our school district we believe. Our proposed model is a culturally responsive interest-based negotiation process. Allowing community stakeholders to be present during the teacher union contract negotiation process is not a new phenomenon. The practice of sequestering teacher contract negotiations into privacy has ceased in school districts all across the country. To name a few: Chicago, Illinois, St. Paul, Minnesota, Boston, Massachusetts, and many New York Districts. Further, having a community board observe, report on, or make recommendations on union contract negotiations would foster transparency and promote collaboration. The electorate needs to have access to information about one of the most expensive contracts that the city enters into. According to Berchem, Moses and Devlin; the law firm that represents the Connecticut Association of Boards of

Education (CABE), the groundbreaking ruling in Vergara vs. State of California may have a ripple effect in our state. Connecticut state law and the last WTA contract both have similar job-protections that were ruled unconstitutional by the California court because poor and minority students were not receiving equal protection of the law with respect to their fundamental right to education. When provisions in a contract or a law cause inequity, it is our responsibility, ours, as policy makers, stakeholders and advocates to take action. Considering the needs unique to our city, our community is concerned about recruiting and retaining minority teachers. Therefore, a priority for our district should be to construct a contract that incentivizes minority teacher candidates to come to teach in our city. The new contract should increase teacher pay, provide higher rates of tuition reimbursement, and include provisions for reducing class sizes. Adding these provisions will benefit students, attract teachers and create more teaching jobs. RACCE has yet to receive a response from many of the recipients of our open letter. We also understand that the WTA contract negotiations have advanced to the mediation process. For the benefit of our students, we ask that the Board of Ed does not approve the final contract due to the lack of stakeholder presence. Furthermore, if necessary, RACCE will demand that the Board of Alderman reject the 2016-2017 budget that will fund the WTA contract. Thank you.

Lisa Lessard, 905 Pearl Lake Road, had the following comments: I had one speech prepared for tonight and I actually saw our full Board which is a first time in a long time so I thought I'd bring this up while everybody was here. We have a Superintendent of Special Ed and Pupil Services Ms. Wendy Owen who basically does a great, wonderful, awesome job. This is the best Superintendent of Special Ed and Pupil Services this City will ever have. However, right now she is doing 80% plus under pupil services as she has told us. As well as 20% or less under Superintendent of Special Ed, she is wearing so many hats within this district, she is basically not able to do everything she needs to do, she needs support services. Two weeks prior to the election I called into Mayor O'Leary on WATR and I explained this, he said it was not news to him, something he already knew, he would stand by giving support services to Ms. Wendy Owen and he agreed she was the best Superintendent of Special Ed and Pupil Services this district possibly will ever see. We need to keep her; we need to make sure that she gets the support services she needs. I'm not talking about special educational teachers, I'm talking about she's down two Supervisors of Special Ed within her area. She's running around with her head cut off most of the time doing a great job while she does it, but if she had the services that she needs to support her within the job that she has under superintendent of special ed then your Superintendent of Special Ed could do what she needs to do for each and all special ed children in district and out of district and they would get the best quality education they presently can get. But when you have somebody doing 80% plus under pupil services which is a lot and 20% or less under superintendent of special ed when we all know that you just got 900 more special ed children thus this year it's a little alarming to the special educational community. Basically Mayor Neil O'Leary on WATR said within two weeks' time he would make sure there were support services for the Superintendent of Special Ed. Two weeks have gone by, I made the mistake, personally didn't ask him which year he was talking about or which month because basically two weeks is long gone, did he mean 2016, 2017, 2018 cause she needs the help now, not later, now. The only ones hurting here is the Superintendent of Special Ed and Pupil Services and all our special ed children here in district and out of district because 20% or less is failure for all our children, period. So

thank you and God bless and please help your superintendent of special ed and pupil services out because she is needing your help. Thank you.

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

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

6. SUPERINTENDENT'S ANNOUNCEMENTS

Dr. Ouellette read and distributed the following announcements:

Four parent representatives from Waterbury Public Schools were invited to attend a ParentCampUSA at the U.S. Department of Education last week. The four, LaTeena Barteo, Rubis Collado, Angela Holmes and Gladys Wright, participated in several different workshop sessions designed to help deepen parent engagement.

Over the past few weeks, our teachers and administrators have attended training on the new Aesop substitute system. This new system replaced our current substitute / call-out system as of Monday.

The deadline for the Waterbury Arts Magnet School lottery has been extended to November 13th at 2:00 p.m. The original deadline was October 30th.

The Waterbury Arts Magnet School will hold a Holiday Fair on Saturday, November 14th, from 9:00 a.m. to 2:00 p.m. in the atrium. You can support WAMS students and local businesses while getting some holiday shopping completed in a fun event, complete with raffle prizes and student entertainment. The general public is invited.

Students at Bucks Hill School participated in a vocabulary parade at the school last Friday. Students and staff dressed up in costumes that illustrated self-reflective objectives. Approximately 400 parents attended the event.

Schools will be closed on Wednesday, November 11th, for observance of Veteran's Day. Many staff have also focused lessons on the remembrance of our heroes during this past week.

There will be a dedication ceremony on Monday, November 9th, at 7:00 p.m. at Crosby High School for the Coach Nick Augelli Court.

Our Connecticut Teacher of the Year, Mrs. Jahana Hayes, will be honored along with her fellow teachers of the year throughout Connecticut at a ceremony at the Bushnell on Tuesday, November 10th at 5:00 p.m. We are so proud of Mrs. Hayes.

The district-wide November 3rd professional development was purposefully developed to align to school reform efforts and student achievement goals. All sessions included structured planning and practice so teachers can immediately implement new learning

into their classrooms. Sessions were designed to give teachers time to meet together in order to translate new learning into classroom implementation.

The various professional developments for elementary were: oral language strategies, rigorous problem-solving in mathematics, learning targets, Google docs, first aid and CPR recertification, behavioral interventions and AESOP training for our new attendance system.

Secondary professional learning was characterized by teachers partaking in rotating sessions of teacher-led topics based on the content they teach. These included: rigorous problem-solving in mathematics aligned to Exemplars, Google drive components; analysis of new English Language Learner standards; Goalbook Toolkit, behavioral interventions, curriculum analysis/auditing; Next Generation Science Standards, engineering, and again AESOP training for our new attendance system.

Working in teams rather than in isolation is an intentional component of Waterbury Public Schools' district improvement process. An authentic professional learning environment not only benefits the teachers, but, most importantly, benefits the students for whom we serve.

STANGO: Questions? Vice President Harvey.

HARVEY: Dr. Ouellette, I know that you, in your report you stated that the trip to Washington, DC, US Department of Education, could we kind of speed that up and see if we can get a report. I'm hearing dribs and drabs of things that occurred there and it sounds like it was very exciting. I think it's something, as soon as we can get that at the Workshop to do that. Thank you.

7. PRESIDENT'S COMMENTS

STANGO: A note about our meetings for November. Our normal schedule for November has just about been completely changed for a number of reasons. The Clerk of the Board has noted all these changes in an email to the Board and she will also post the required legal notices as meetings for November as we go forward. And also the press has been alerted so that the public may be informed.

Now that we have passed the November 3 municipal elections we know that our Board of Education will experience a few changes. Commissioner Awwad and McEntee will be concluding their service on the Board at the end of the month and we will be welcoming Commissioners-elect Pagano and Theriault. On December 1 new and newly reelected Board members will be sworn in. The Board's Organizational Meeting will be held immediately following the swearing in ceremony.

Also of note is there are a number of upcoming Workshops available to Board members. CAFE has offered to meet with our Board's Legislative Committee and the entire Board to discuss issues of concern for Boards and of our State Legislators. The State Legislative Session will begin in February and this Board will need to be prepared for that. Experienced CAFE personnel will come and help us do that. Also of interest is the Connecticut State Department of Education and CAFE sponsored New Board

Member Orientation and Board Leadership Workshop. There are two tracks, one for the newbies and the almost newbies and one for the veterans. At times the tracks convene so that a mentorship is formed between the new and the old. This Workshop will be held on December 9 from 9:30 to 11:00 at the Sheraton Hotel in Rocky Hill. I will have the Clerk of the Board make copies of the announcement that I received in the mail for everyone. I did attend this Workshop in the past and I can attest to its effectiveness. So once more it's for brand new members and encourage our members who are maybe two years into the term and also for veteran members as a refresher and also to learn about leadership capacities. Also, Lighthouse training through CAFE will be offered through all districts in Connecticut. Lighthouse is a research based program to provide training to boards of education to help them focus on improving student achievement. The Board may recall that at our retreat we were introduced to Lighthouse as the next growth step from where our retreat would go next. More information will be forthcoming on that also. And also we will need to look forward to scheduling another retreat this winter.

Lastly, the CT Conference of Municipalities will conduct a training workshop on ethics, accountability, and conflicts of interest and this will take place on Thursday, December 3 in Old Saybrook. If anyone is interested in attending this let the Clerk of the Board know also. I believe that we are members of that organization and there will be no cost involved in attending that.

The next item on the Agenda will be the Consent Calendar. Does anyone wish to remove an item from the Consent Calendar?

President Stango proceeded to read the Consent Calendar, Items 8.1 through 8.9 as listed.

8. CONSENT CALENDAR

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to approve the Consent Calendar, Items 8.1 through 8.9, 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 for Chase and Wilson Family Resource Centers entitled "Arts After-school Program".
- 8.2 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of the submission of the Title III English Language Acquisition Enhancement and Academic Achievement Act Grant.
- 8.3 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of the submission of the Immigrant Children and Youth Education Grant.
- 8.4 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of the submittal of the 2015-2017 Consolidated Two-year Federal Grant Application.

- 8.5 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the revised job specifications for the position of Office Manager for the Special Education & Pupil Services Department, as attached.
- 8.6 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of an Agreement with O & G Industries, Incorporated to provide Program Management Services for School Building Construction Projects.
- 8.7 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Kerry Coyle, CHS, and four chaperones to take 50 students to Salem, MA on November 6, 2015 to visit various historical sites (date changed; previously approved on 10/15/15).
- 8.8 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
N. Hutchinson	WAMS atrium: Fri., Nov. 13 th , 5 -7 pm and Sat., Nov. 14 th , 7:30 am - 3:00 pm (set-up on Fri. and Vendor Fair on Saturday by PTSO)
Registrar of Voters	KHS, CHS, Gilmartin, Tinker, Reed, Wilson, Regan, Carrington, Kingsbury, Sprague, Chase, W. Cross, Maloney and Washington Schools Tuesday, November 3 rd , 5:00 am - 9:00 pm (Municipal Election)
V. Vincenzi	Rotella café: Tues., Dec. 8 th , 6:00 - 9:00 pm (union meeting for the UPSEU/grant aides and PreK bus drivers)
R. Harmas	Wilby library: Nov. thru May, 3 rd Tuesday each month, 5:30 - 7:30 pm (monthly parents meetings) Wilby LLC room: Nov. thru May, 2 nd Tuesday each month, 6:00 - 8:30 pm (monthly Book Club meetings)
Andrew Midgen	Crosby café: Thurs., Nov. 12 th , 2:30 - 5:00 pm (CSEA/SEIU Local 2001 membership mtg.)
P. Caldarone	Generali gym: 11/4, 5, 10, 12, 3-5:00 pm (Wallace boys basketball practice)
R. O'Neill	Carrington gym: Tues., Nov. 17 th , 6:00 - 8:30 pm (Family Night) Carrington salon: Tues., Nov. 10 th , 6:30 - 7:30 pm (H.S. options/parents mtg.)
R. Harmon	Wilby library: Nov. to May, first Monday of month, 4:00 - 6:00 pm (School Governance Council)
N. Clemente	Sprague gym: Wed., Nov. 18 th , 5:00 - 7:00 pm, (Family Science Night)
P. Poulter	Regan all purpose room: Thurs., Nov. 19 th , 5:00-7:30 pm (Family Math Night) Regan all purpose room: Thurs., Jan. 14 th , 5:30-7:30 pm (PTO meeting) Regan all purpose room: Thurs., Feb. 25 th , 5:00-7:30 pm (Family Movie Night) Regan all purpose room: Thurs, Mar. 24 th , 5:30-7:30 pm (Book Bingo)

- 8.9 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
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Kingdom 1st. Church Reed cafe: Sundays, 10:30 am - 12:30 pm, January to June
Min. Oren Stephens (services)

REQUESTING WAIVERS:

Bunker Hill Sports Assoc. Nicholas Meglio	Generali gym: Saturdays Nov. 14th – March 12th 9:00 am - noon (Basketball program)	(\$2688.)
Neighborhood Housing Serv. of Waterbury Eden Brown	Reed café: Sat., Nov. 21st 4-8 pm Reed café: Sat., Dec. 19th 5-7 pm (community meet & greet and Feed the Children)	(\$336.)
Mt. Carmel School John Egan	Tinker gym: Saturdays 11/7/15-3/20/16 8 am – 5 pm (boys & girls basketball program)	(\$7560.)
P.A.L. Ofc. C. Amatruda	Bucks Hill gym: Sat. & Sun., 12/12/15-4/7/16, 9 am - 5 pm Chase gym: Sat. & Sun., 12/12/15-4/9/16, 9 am – 5 pm Driggs gym: Sat. & Sun., 12/12/15-4/9/16, 9 am – 5 pm Generali gym: Sat. & Sun., 12/12/15-4/9/16, 6 pm – 9 pm Gilmartin gym: Sat., 12/12/15-4/9/16, 9 am – 5 pm Kingsbury gym: Sat. & Sun., 12/12/15-4/9/16, 9 am – 1 pm Maloney gym: Sat. & Sun., 12/12/15-4/9/16, 9 am – 1 pm Reed gym: Sat., 12/12/15-4/9/16, 9 am – 5 pm Sprague gym: Sat., 12/12/15-4/9/16, 9 am – 5 pm Sprague gym: Sun., 12/12/15-4/9/16, 9 am – 4 pm Walsh gym: Sat., 12/12/15-4/9/16, 1 pm – 5 pm Walsh gym: Sun., 12/12/15-4/9/16, 9 am – 5 pm Wilson gym: Sat., 12/12/15-4/9/16, 9 am – 5 pm WSMS gym: Sat., 12/12/15-4/9/16, 9 am – 12 pm WSMS gym: Sun., 12/12/15-4/9/16, 9 am – 4 pm Wilby gym: Sat., Jan. – Apr. (only if available per A.D.)	(\$11,718.) (\$11,718.) (\$11,718.) (\$5,208.) (\$6,426.) (\$6,510.) (\$6,510.) (\$6,426.) (\$6,426.) (\$4,704.) (\$3,570.) (\$5,292.) (\$6,426.) (\$2,856.) (\$4,704.) (\$1,260)

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

Neighborhood Housing Serv. Of Waterbury Erika Cooper	Reed café: Monday, Nov. 9th 5:30-7:00 pm (community art project meeting)
Afr. Amer. Affairs Comm. Subira Gordon	Reed café: Thurs., Nov. 5th 6:00 - 8:00 pm (community event on racial profiling) (<i>prior to Bd. Mtg.</i>) (originally approved for 9/24/15 but was postponed)
Mt. Carmel Sch. John Egan	Tinker gym: 11/9/15-3/18/16 Mon. thru Fri. 4:00 - 7:00 pm
P.A.L. Ofc. C. Amatruda	Chase gym: 12/8/15-4/8/16, Tues. & Thurs., 5:30-9:00 pm Bucks Hill gym: 12/16/15-4/8/16, Mon. thru Fri., 5:30-9:00 pm Driggs gym: 12/16/15-4/8/16, Mon., Wed., Fri., 5:30-9:00 pm Gilmartin gym: 12/8/15-4/8/16, Tues., & Fri., 5:30-9:00 pm Kingsbury gym: 12/16/15-4/8/16, Mon., Wed., Fri., 5:30-9:00 pm Maloney gym: 12/8/15-4/8/16, Mon, Wed, Thurs, Fri., 5:30-9:00 pm Reed gym: 12/7/15-4/8/16, Mon., Wed., Fri., 5:30-9:00 pm Sprague gym: 12/7/15-4/8/16, Mon. thru Fri., 5:30-9:00 pm Walsh gym: 12/7/15-4/8/16, Mon. thru Fri., 5:30-9:00 pm Wilson gym: 12/7/15-4/8/16, Mon. and Fri., 5:30-9:00 pm WSMS gym: 12/1/15-4/7/16, Tues. & Wed., 5:30-9:00 pm

STANGO: Motions 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. COMMITTEE ON CURRICULUM

- 10.1 Upon a motion by Commissioner Brown and duly seconded by Commissioner Sweeney, it was voted unanimously to approve an Agreement with Abbott Terrace Health Center, Inc. to establish a clinical program for students enrolled at the Waterbury Career Academy High School as nurse's aides (supersedes previous Agreement approved by the Board on September 17, 2015).

STANGO: Motions been made and seconded. Is there any discussion on that motion? All in favor, opposed, motion carries.

11. COMMITTEE ON SCHOOL PERSONNEL

- 11.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, with Commissioner Jason Van Stone voting "no", to approve the new SAW grade/description for the position of Principal of Alternative Education Programs from Grade A4 – High School Vice Principal/Middle School Vice Principal to Grade A6 – High School Principal.

STANGO: Motions been made and seconded. Any discussion on that item? Seeing none – all in favor, opposed.

J. VAN STONE: No.

STANGO: Nine "yes", one "no".

12. 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 12.1 through 12.11, Superintendent's Notification to the Board, as listed:

- 12.1 Athletic appointments effective immediately:
Barbieri, Stephen – WCA Varsity Girls' Basketball Coach.
DeFazio, Martin – WCA Junior Varsity Boys' Basketball Coach.
Flammia, Domenica – WCA JV Assistant Football Coach
O'Leary, Ronan – WCA Varsity Boys' Basketball Coach.
Currier, Kara – KHS Assistant Girls' Swim Coach.
Likorama, Robert – KHS Assistant Soccer Coach.
Gwiazdoski, Paul – CHS Assistant Football Coach.
Tyson, Quintin – CHS Assistant Football Coach.
Alves, John – WHS Assistant Soccer Coach.
Hunt, Thomas – WHS Head Soccer Coach.
Mangelinkx, Mark – WHS Assistant Football Coach.

Mauro, Jennifer – WHS Acting Cheerleading Coach.
Perusse, Joseph – WHS Assistant Football Coach.
Tiru, Eddie – WHS Cross Country Coach (previously acting).
Tiru, Eddie – WHS Indoor Track Coach.
Tiru, Eddie – WHS Outdoor Track Coach.
Poulter, Kara – NEMS Swimming Coach.
Demas, Vivaldi – WMS Head Boys' Basketball Coach (correction).

12.2 Grant funded appointments effective immediately:

Bertola, Brittany – Coordinator of College and Career Access Center, CHS, 208 days per year, 35 hours per week, \$53,000 annually, non-union with benefits governed by the UPSEU Agreement, funded by Turnaround Funds.
Foote, Andre – Music Teacher, Walsh Intervention After School Program, contingent upon enrollment, salary per MOU, funded by Turnaround Funds.
Planas, Jaclyn – Human Resources Assistant-Grant Funded Personnel, 35 hours per week, 12 months per year, \$45,008 annually, non-union with benefits governed by the SEIU Agreement, effective 09/28/2015.

12.3 Chase Family Resource Center Arts After-school Program appointments, salary according to individual's contract, funded by the Chase FRC Grant:

Cavallo, Angelica – Teacher Sub, as needed.
Stanziano, Dina – Teacher, four days per week for six weeks.
Torres, Jacqueline – Coordinator, four days per week for six weeks.
Turner, Gina – Paraprofessional, four days per week for six weeks.

12.4 Reed Family Resource Center After-school Programs appointments, salary according to individual's contract, funded by the Reed FRC Grant:

Courtney, Charise – Assistant Instructor, The New Music Club, two days per week for 12 weeks.
Farrington, Gina – Paraprofessional, The Creative Art Club, two days per week for eight weeks.
Greene, David – Lead Instructor, The New Music Club, two days per week for 12 weeks.
Griffin, Denise – Lead Instructor, The Daily Rocket Newspaper Club, one day per week for 20 weeks.
Maturo, Joanna – Substitute Instructor, as needed.
Regan, Lauren – Lead Instructor, The Creative Art Club, two days per week for eight weeks.
Rinaldi, Heather – Substitute Instructor, as needed.

12.5 Wilson Family Resource Center Arts After-school Program appointments, salary according to individual's contract, funded by the Wilson FRC Grant:

James, Becky – Paraprofessional Sub, as needed.
LaRosa, Terri – Paraprofessional, four days per week for six weeks.
LeStage, Sara – Teacher Sub, as needed.
Matthews, Daria – Paraprofessional Sub, as needed.
Orsatti, Donna – Paraprofessional Sub, as needed.
Porcaro, Stefanie – Teacher, four days per week for six weeks.
Reho, Jessica – Coordinator, four days per week for six weeks.

- 12.6 Waterbury Arts Magnet School After-school programs appointments, salary according to individual's contracted, funded by WAMS Operating Grant:
 Administrator – Holly Gillis
 Jazz Band – Andrew Caruk
 Strings – Mary Case
 Concert Band & Drumline – Phillip Sterling
 Rock Orchestra – Benton Ridgeway
 Middle School Select Choir & High School Chamber Choir – Marianna Vagnini
 Dance Ensemble – Patricia Gray
 Creative Writing – Bruce Post
 Seniors College Search and Planning – Licia Fitzpatrick
 Spanish Club – Tracey King Johnson
 Film Appreciation – Ana Bosman
 Video Production – Justin Amenta
 8th Grade Talent Show – Matthew Rucinski
 Reader's Theater – Doreen Lopez
 The Moebius Project with Shakesperience – Matthew Rucinski, Elisa D'Agostino & Joseph Mendello alternate.
 Knitting – Amy Cordon
 Visual Arts Portfolio Prep – Jeanette Gumbulevich
 Photography Lab – Suzzane Kirschner

- 12.7 Extended School Hour (ESH) Program appointments, salary according to individual's contract:

School	Last name	First Name	Assignment
Bucks Hill	Arroyo	Maria	Enrichment/Paraprofessional
Bucks Hill	Bello-Davila	Delia	Administrator
Bucks Hill	Bloom	Lisa	Substitute
Bucks Hill	Cacho-Zuniga	Lurbini	Enrichment/Paraprofessional
Bucks Hill	Corbo	Cherie	Teacher
Bucks Hill	Damon	Alison	Teacher
Bucks Hill	Drewry	Megan	Teacher
Bucks Hill	Fortuna	Anne	Substitute
Bucks Hill	Gerrish	Jessica	Substitute
Bucks Hill	Hudobenko	Filomena	Administrator
Bucks Hill	Khalsa	Siri	Substitute
Bucks Hill	Larina	Olga	Substitute
Bucks Hill	Lawson	Doreen	Substitute
Bucks Hill	Montes de Oca	Delmaliz	Enrichment/Social Worker
Bucks Hill	Mucciario	Ashley	Teacher
Bucks Hill	Nolan	Joan	Secretary
Bucks Hill	O'Donnell	Jennifer	Teacher
Bucks Hill	O'Leary	Amy	Substitute
Bucks Hill	Peschke	Marcy	Enrichment/Tennis Teacher
Bucks Hill	Santiago	Koulla	Teacher
Bucks Hill	Sarah	Clark	Substitute
Bucks Hill	Traver	Melissa	Admin. Asst.
Bunker Hill	Cruess	Steven	Teacher

Bunker Hill	Cugliari	Tricia	Substitute
Bunker Hill	Fiore	Patience	Substitute
Bunker Hill	Greaney	Vanessa	Substitute
Bunker Hill	Groppi	Susan	PE teacher & Substitute
Bunker Hill	Guerrera	Maureen	Secretary
Bunker Hill	Labagh	Michael	Teacher
Bunker Hill	Lyons	Donna	Lead teacher
Carrington	Carosella	Stephen	Teacher
Carrington	Hanley	Jessica	Teacher
Carrington	Hernandez	Ivan	Teacher
Carrington	MacDonald	Christine	Teacher
Chase	Calabrese	Matthew	Administrator
Chase	Caldarella	Lori	Teacher grades 3,4 &5
Chase	Cavallo	Angelica	Teacher/Sub grades 3,4 &5
Chase	Currier	Doreen	Parent Liaison/Vendor Coord.
Chase	Dempsey	Leslie	Teacher grades 3,4 &5
Chase	Howles	Melissa	Teacher grades 3,4 &5
Chase	Matthews	Steven	Teacher grades 3,4 &5
Chase	Salvia	Carol	Secretary
Chase	Stokes	Laura	Teacher grades 3,4 &5
Cross W	Amato	Joseph	Administrator Sub.
Cross W	Capobianco	Marnee	Grade 3
Cross W	Danziger	Byron	P.E.
Cross W	Gilligan	Amanda	Grade 5
Cross W	Sparwell	Cynthia	Grade 4
Cross W	Sullivan	Kacey	Administrator
Driggs	Abarzua	Lauren	Teacher
Driggs	Atkinson	Jennifer	Secretary
Driggs	Brady	Charlotte	Substitute
Driggs	Cipriano	Jillian	Substitute
Driggs	Giampetruzzi	Daniela	Administrator
Driggs	Kuncas	Justine	Teacher
Driggs	LaFrance	Andrea	Teacher
Driggs	Pastore-Quezada	Paula	Substitute
Driggs	Sconziano	Jessica	Teacher
Driggs	Theriault	Michael	Substitute
Duggan	Angurio	Karen	Teacher
Duggan	Brittingham	Michele	Teacher
Duggan	Christolini	Jeanine	Substitute
Duggan	Diorio	Jill	Substitute
Duggan	Field	Susan	Substitute
Duggan	Finkenzeller	Frances	Teacher
Duggan	Giuffre	Maureen	Substitute
Duggan	Hart	Richard	Teacher
Duggan	Miller	Christine	Substitute
Duggan	Scirica	Erin	Substitute

Generali	Barbieri	Nikki	Teacher
Generali	Bartong	Clarise	Sub Paraprofessional
Generali	Binns	Natasha	Sub Paraprofessional
Generali	Coughlin	Timothy	Teacher
Generali	Della Camera	Ashely	Substitute
Generali	Dunlap	Laura	Paraprofessional
Generali	Finlay	Kelly	Teacher/Sub
Generali	Macharelli	Brian	Teacher
Generali	Mendoza	Tania	Secretary
Generali	Moscarella	Beth	Sub Paraprofessional
Generali	Rhinesmith	Wendy	Substitute
Generali	Roberts	Kelly	Sub Paraprofessional
Generali	Rock	Stefanie	Lead Teacher
Generali	Simoos	Odet	Teacher
Generali	Templeton	Donnanetta	Sub Paraprofessional
Generali	Vance	Bridgette	Substitute
Generali	Verrier	Marie	Sub Paraprofessional
Generali	Walling	Margaret	Sub Paraprofessional
Gilmartin	Bulls	Tanya	Social Worker
Gilmartin	Cibaku	Denisa	Secretary
Gilmartin	Evans-Foster	Shernett	Kindergarten Teacher
Gilmartin	Nunez	Kate	Art Teacher (substitute)
Gilmartin	Vowe	Nirmala	Teacher
Kingsbury	Bisailon	Bret	Gr. 5 ESH Teacher
Kingsbury	Capaldo	Christine	Substitute
Kingsbury	Cigas	Jeannine	Substitute
Kingsbury	Dellano	Chelsea	Substitute
Kingsbury	DiBella	Lee	Gr. 4 ESH Teacher
Kingsbury	Galanti	Laura	Substitute
Kingsbury	Guedelha	Norma	Clerical
Kingsbury	Hamel	Clare	Substitute
Kingsbury	Razza	Angela	Administrator
Kingsbury	Rizzo	Lisa	Gr. 3 ESH teacher
Kingsbury	Signore	Nicole	Substitute
Regan	Dombrowski	Jason	Teacher
Regan	O'Brien	Lindsay	Teacher
Regan	Russell	Blair	Teacher
Regan	Stribling	Denise	Secretary
Reed	Albizu	Cindy	Teacher
Reed	Dematteis	Jennifer	Substitute
Reed	Greene	David	Substitute
Reed	Griffin	Denise	Teacher
Reed	Maturo	Jonna	Teacher
Reed	Mendoza	Juan	Administrator (Sub)
Reed	Murphy	Amy	Substitute
Reed	Tomasella	Diurca	Administrator
Tinker	Bayer	Carissa	Substitute
Tinker	Cofrancesco	Darlene	Administrator

Tinker	Cote	Sue	Clerical
Tinker	DeSanto	Christine	Substitute
Tinker	Mastrianna	Catherine	Teacher
Tinker	Ouellette	Francene	Teacher
Tinker	Sagendorf	Janet	Substitute
Tinker	Walent	Cheyenne	Teacher
Walsh	Bilbrough	Allyson	Teacher
Walsh	Davino	Jenna	Teacher
Walsh	DeGroate	Talisha	Substitute
Walsh	Fac	Elizabeth	Teacher
Walsh	Natoli	Jane	Substitute
Walsh	Riccio	Tim	Substitute
Walsh	Swartz	Samantha	Substitute
Washington	Bochicchio	Judy	Paraprofessional
Washington	Cocchiola	Kaitlyn	Paraprofessional
Washington	Fitzgerald	Kris	Secretary
Washington	Homewood	Gregory	Teacher
Washington	Lanouette	Jay	Substitute
Washington	LeVasseur	Justine	Teacher
Washington	Montagno	Nakita	Substitute
Washington	Pinho	Kelly	Teacher
Washington	Rodriguez	Dolores	Substitute
Washington	Whyte	Jasmesina	Paraprofessional
Wilson	Costa	Marjorie	Teacher 3 – 5 th Math & ELA
Wilson	Donahue	Jamie	Teacher 3 rd – 5 th Math, Science & P.E.
Wilson	Foy	Talisha	Substitute Administrator
Wilson	Labagh	Cheryl	Substitute
Wilson	Manning	Megan	3 rd -5 th ELA, Science & P.E.
Wilson	Orsatti	Donna	Secretary
Wilson	Reho	Jessica	Paraprofessional
Wilson	Rosser	Jennifer	Administrator
Wilson	Shaffer	Andrea	Substitute

12.8 Involuntary transfers:

Henson, Elizabeth – from Middle School House Principal, WSMS, to High School Vice Principal, WHS, effective 11/09/15.

Tolman, James – from High School Vice Principal, WHS to Middle School House Principal, WSMS, effective 11/09/15.

12.9 Teacher new hires:

Name		Assignment		Step	Effective
Carignan	Jonathan	WAMS	English	B+15/1	8/26/15
Clark	Gregory P.	NEMS	Science	B+15/4	9/11/15
Costa	Rosalie	WMS	Spec. Educ.	6TH/5	9/14/15
DaSilva	Tara E.	Walsh	Elementary	MA/1	9/21/15
Donvale	Ashley R.	Bucks Hill	Bil. Grade 3	B+15/3	8/24/15
Kavanaugh	Robert F.	WHS	Spec. Educ.	MA/3	8/24/15

Keller	Kim L	Wash/BH Annex	Art	MA/4	9/18/15
Newland	Cheryl	Sprague	TESOL	MA/7	8/24/15
Putnam	Kelly A.	Rotella	Visual Imp.	6 TH /8	9/30/15
Radzimirski	Abigail	Kingsbury	Kindergarten	BA/1	9/28/15
Schmidt	Gregory J.	KHS	Spec. Educ.	6 TH /11	9/28/15
Sharkey	Alyssa M.	NEMS	Sch. Counselor	M+15/1	9/15/15
Stanziano	Dina J.	Chase	Art	BA/2	9/14/15

12.10 Adult Education appointments effective November 9, 2015:

Kessler-Farias, Julie – ABE Instructor, 25 hours p/week @ \$32.00 p/hour.
Xhafi, Ermonela – Substitute, as needed @ \$24.00 p/hour.

12.11 Resignations:

Walston, Kevin – Instructional Leadership Director, effective 12/04/15.

STANGO: Motion has been made and seconded. That would be items 12.1 through 12.11. All in favor, opposed, motion carries. The next item on the Agenda is Item #13 – Unfinished Business of the Preceding Meeting Only. Seeing none I will move onto Item #14 on the Agenda – Other Unfinished, New, and Miscellaneous Business.
Commissioner Rodriguez.

RODRIGUEZ: I just want to mention that this Saturday, Coordinator Kathy O’Leary, is hosting a Connecticut Loves to Read at Target on Chase Avenue from 10:00 a.m. to 12:00 p.m. so I would encourage anyone, I will be reading a book to the kids and I’m sure some fellow Commissioners may be reading as well but it’s a great opportunity to go out and support and show the importance of reading for kids in our district so I would encourage you to stop by. Again, it’s this Saturday, November 7 from 10:00 a.m. to 12:00 p.m. at Target on Chase Avenue.

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

HARVEY: Thank you. I just want to take a minute just to compliment actually the parents in our district. On Tuesday I was working the polls and it was really very encouraging to see the parents bring the kids out to witness that process and I’d like to see a little bit more of that. I did question the kids on whether or not they’re doing their homework and things like that but nonetheless I think it was a good idea to bring them out and I encourage the parents to continue to do that so that they could get a feel of government and the process, etc. So I compliment all of our parents.

STANGO: Anyone else? Commissioner Brown.

BROWN: Just a reminder that on November 12 the Waterbury Neighborhood Council is hosting their Annual Awards Night and Mrs. Hayes is being honored. I’m hoping we can, if anybody would like to go, come and see me. Thanks.

STANGO: Commissioner Brown, it’s my understanding you reserved a table for the Board.

BROWN: Yes.

J. VAN STONE: I was told you purchased a table for the Board.

STANGO: And you also purchased an ad for the book.

BROWN: Yes, on behalf of the Board.

STANGO: Okay. So we'll be hearing more about that. Anyone else?

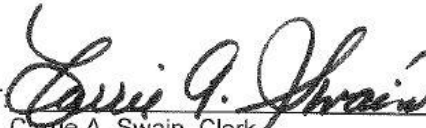
Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to remove Item #15, Executive Session, from the Agenda.

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

ADJOURNMENT

Upon a motion by Commissioner Rodriguez and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to adjourn at 7:05 p.m.

ATTEST


Carrie A. Swain, Clerk
Board of Education