

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Thursday, December 18, 2014 at 6:30 p.m.

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

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

ABSENT: Commissioner Awwad.

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 6:37 p.m. with a moment of silence.

STANGO: In our silent prayer tonight I ask that we remember Margaret Leggett, a longtime retired teacher from our district. Ms. Leggett died December 14th, she enjoyed a long career teaching with us and she was an excellent role model for all our students, we remember her tonight.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

Global Institute Leadership Scholars led everyone in the Pledge of Allegiance to the Flag.

3. ROLL CALL

CLERK: Commissioner Awwad (absent). 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. For the record Commissioner Awwad sends her regrets, she has a conflict with her calendar this evening and she wishes you all well.

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 email communication dated December 4, 2014 from Ed Generali regarding Waterbury's recipients of the M. M. Generali Grant.
2. Copy of communications dated December 8, 2014 from Civil Service certifying Rose Harvey and Jonathan DeLucrezia for the position of Paraprofessional.
3. Communication received December 10, 2014 from Nicholas Rinaldi supporting the naming of Crosby's gym in honor of Nick Augelli.
4. Copy of communication dated December 10, 2014 from Civil Service certifying Terri LaRosa for the position of Paraprofessional.
5. Copy of communication from the State Commission on Human Rights and Opportunities regarding CHRO 1330265 Byrd vs. City of Waterbury Public Schools.

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

5. PUBLIC ADDRESSES THE BOARD

Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Sweeney, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:41 p.m.

STANGO: Motion made and seconded. Any discussion? 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.

Danielle Albert, 93 Kelsey Street, had the following comments: I'm going to speak briefly in regard to the article Waterbury Pre-k to eight plan gets mixed reviews from the December 1st *Waterbury Republican-American*. Mixed reviews do not come close to describing what the pre-k through eight model has meant to the families of our home at Gilmartin School. The pre-k through eight concept is something that I am very proud to say that my family has been a part of. Before I came familiar with the pre-k through eight model I had concerns about my girls transitioning to a larger middle school, thankfully a move to Wallace or West Side with a student body of over 1,000 after fifth grade is an obstacle they won't have to face. I attended a middle school many years ago with over 600 students, we got off the bus and we were set off like a pack of cattle.

I became a number and a last name and class to class we were prodded along lacking the comfort and security of our elementary school and that's not the experience I wanted for my children. Enter now the pre-k through eight model that should receive nothing but positive recognition. Mixed reviews doesn't clearly acknowledge or recognize the potential that exists in this concept. From the start my family received the benefits of a welcoming principal, teachers, and other parents who were willing to become involved in the education of their children. It gives me comfort to know that as my girls approach middle school they will still have a connection with the building and teachers they had at the age of four. I do not have to wait for the results of test scores to know that consistency and security will provide our children with the building blocks for success in their future. After reading the article we can conclude the only proof we have right now to evaluate these schools is anecdotal data. Test data does not clearly reflect the success of the students or the value of the pre-k through eight model. What test scores will not show is children whose parents are involved in their daily lives do better in school. There is an obvious support for the value of parental involvement in all of these schools in this City. The testimony of the parents is invaluable. The paperwork, team meetings, one on one assessments and exorbitant amount of testing in my opinion is overwhelming for both teachers and students. They have so much that is expected of them. This is where our role as parent volunteers can come into play – let us help them. I love Gilmartin and I support what it represents as a whole in this City – community involvement, outreach, and working together with families. I see how the older children when given opportunities connect with the younger children. Modeling/mentoring is a huge benefit of the pre-k through eight and should be expanded upon. You, as the Board of Ed are held to the highest standard as the crux of responsibility of the education of our children falls right here in this room. An education that goes far beyond the three r's. All of our children's needs need to be addressed – social, emotional, cognitive language and now more than ever is physical safety. The education of our children has even outreached to the building of the health clinics. Recently the presence and wonderful contributions of our parents in our school have been challenged by some as a threat to building safety and security. The City needs to embrace parent involvement and recognize it as an essential piece to the success of our children. Just look at schools like Tinker and the support Wendell Cross receives from Principal Amato, and Dr. Burzler in his continued efforts to bring everyone together. Parents need to feel welcomed. If a parent asks about volunteering in a lunch room, they shouldn't be told no, you can't do that. If a parent is new to the building and asks if there is a place that I can volunteer they shouldn't be told no. Should the response be to a parent be "do you really need to be here?". Sandy Hook as affected all of our lives; the safety of our children and parents is 100% priority, we are all familiar with the new Visitor's Policy and we at Gilmartin even had a great opportunity to sit with John Herman. There needs to be appropriate policies and guidelines put in place to keep everyone in the building safe at all times including the parents while allowing parents to remain engaged in their children's' academic lives, there are solutions out there, we all need to work together. Put parent volunteers through background checks, include fingerprinting, develop a training for them. You have to think progressively out of the box especially with parents that are willing to be involved. It is imperative that you recognize you cannot change or create policy that specifically involves parents without including parents in the process. If they're being turned away and not welcomed it gives the impression that is offsetting. Positive relationships need to be maintained. Responsibility falls here in this room so I ask all of you what are you going to do to

promote positive parent involvement in your City while keeping the momentum for the Pre-k through eight plan going. Thank you.

Giuliana Emrie, 14 Edwards Street, had the following comments: Good evening. I am here before this Board as a concerned parent, I speak to protect all children especially those who cannot or have troubles when speaking for themselves, I am referring to those in the mental health community. As a parent of a child and children with mental health issues I have experienced a lot in the Waterbury School System concerning mental health. As a parent it is a hard road alone dealing with doctors, medicine, counseling, and other activities associated with providing the best care for my child with mental health issues. It's not easy. As a single parent it could be even more challenging especially financially, emotionally, etc. I am disturbed by actions of schools in this system and how they treat parents. I have been a witness and have been told that staff members are telling parents to change hours of work due to their child's mental health disabilities and to either end work early or suggest even to change hours completely at their job. Just like the school has certain hours of open for business for school children, so do parents at their employment. I cannot leave my job any time I feel like it and parents have to provide for their children especially if you're a single parent and you're the only one responsible you need to be there at work. I ask that even though a child may have difficulty that a certain amount of respect be given to a parent who is providing all that they can for their child with mental health issues. I always come to this Board and express that there has to be a level of empathy when dealing with children with special needs and their parents. Another issue is consistency with punishments, investigations into punishments, and resources to parents that are struggling with the child's behavior. Parents attending PPT's and taking time to structure IEP's and general care for their child should never be dismissed concerning goals and other things that concern their child in their education. If things are not in place for the learning environment then it should be followed to a "t". If a child is having some issues with another student or if there have been things that have been in place for a child to be separated from that student, another student shouldn't then be conjoined with that child again. The parent should not have to continue to fight the same battle every year, every month, day in and day out. The safety of a child and teachers, children who have shown extreme violent tendencies towards a class and teachers, parents should be notified of the danger their child may be in. BDLC has children with all types of disabilities and just like in a mental health program some children should be separated for safety sake. Manifestation meetings should always have a supervisor available at least to advise parents of their rights and explain what the meeting is about so that the parents could know if they should bring in a special person like a counselor or psychiatrist or someone that has been working closely with their family and knows the issues. All children with special education and BDLC should be provided with the same privileges and rights as a regular ed student. For example, lockers, I know that some of the situation has already been addressed but the way that some, some words that have been exchanged are of discriminatory nature towards disabilities and that makes me second guess the staff in the school that's dealing with my child and other children with disabilities. I would like to suggest that a form be set up with the Supervisor of Special Ed for parents that have questions and concerns on the standard of practice with special education in the Waterbury School System. The booklet is simply not enough that is sent out with PPT's. As a community we have to come together to face the challenges and concerns of our children and parents in the mental health community. Let's not fail our children. Let's please help the children in

the Waterbury School System that do have mental health problems and help the parents, they need the resources, they need the contacts. Like Sandy Hook, we're all worried about safety with our children. Let's all work together for this. Thank you.

Lisa Lessard, 905 Pearl Lake Road, had the following comments: The reason why I'm here tonight is also with Giuliana. When you go to PPT's you expect the Supervisor of Special Ed to be there, not to have a certain school not have a Supervisor of Special Ed there and when you ask why the Supervisor is not there, it's not the Supervisor of Special Ed's fault, because the school set the meeting up and didn't invite that Supervisor of Special Ed. I know this because it's happened not just at this one school but in other schools as well. When it comes to manifestation meetings they don't always happen as they should, prior to meaning before the fact, they sometimes happen after the fact, after someone has to go out there and get an advocate and ask them the laws that are out there to protect their children. We also would like basically the Superintendent of Special Ed, or as you say the Director of Special Ed, to address these issues and possibly if she could meet with Giuliana so the safety of her child and the other children in the classroom can be upheld because I will tell you one thing she has a great Supervisor of Special Ed and she would do something if she was always present, if she was always there and the Supervisor of Special Ed is not getting the proper communication from the teachers, from the school, from the administrators at the school and I know that because I've talked to both of them. So if you could please make sure that everything happens as it needs to for the better sake of not just the parents but for the children because they're the only ones hurting right here. Thank you.

Rick Bachand, 27 Vivian Street, Newington, had the following comments: Thank you very much for having me tonight. I just want to show you a couple of things that are going on with Waterbury's Brass City Brawlers. We've got some great things going on so far this year. Don't know if you've heard it but we're still playing. There's only ten teams in the country that are still playing and Waterbury is one of them. We started off this year ranked 120th in the country, there are 652 teams. As of today Waterbury's Brass City Brawlers are ranked second in the country. That's second out of 652 teams' guys. Not for the applause, but this may never ever happen again, I mean two out of 652. But the best thing is, I just wanted to let everyone know on the Board thanks to your generosity and your help I'm still able to continue my program. Last year we started out with 14 gentlemen going to college for the first time and 21 getting their first job ever. This year we just started, as a matter of fact we have our first scholarship player this year, got a half of a scholarship to go to Central Connecticut which is wonderful. We have three guys already set and signed up for college and that numbers gonna grow before we get done this year, and we're up to about 11 guys who've got their first job, again, with this new group of guys that I've had. I've even gone out to reach out, I even have gentlemen now that come to me that say Coach, I can't play football but jeez, can you help me. We got two guys from Waterbury that don't even play football for us that we got into college already, both at Western Connecticut, that our program is trying to help and reach out. But that's not by me, that's the help of Mr. Reyes, the Mayor, everyone here on the Board, it's a group effort. I get the applause and I get to carry the trophies around, that's really cool, but it's not alone, I'm doing this with everybody's help and hopefully continuing we can make this thing even bigger and bigger every year. We had signups already for next year; I had 95 Waterbury men over the age of 18, 95, sign up to play next year. Next year I may have to have two teams;

not one but two teams. Why I'm coming here also today is to let you know that we've been invited to play for the national championship in De Leon, Florida, you have the papers in front of you. They had a wonderful article about our story in the *Observer*, there are some really nice pages in here, and as a matter of fact if you read the story in here the Connecticut Corrections Department even called us up and wanted to know how we run our program like we do, we gave a speech, Mr. Reyes and I, spoke in front of the Connecticut Corrections Department for 45 minutes and explained to them the program that we're doing and how the success rate is unbelievable. We have over 30 young men that have been incarcerated and since March of 2013 we have not had one conviction since then and that's about a 60 to 65% rate over the norm. We've had zero. The tax dollars that we're saving, getting guys back to paying child support for the first time, getting back to doing it, it's our second chance program, I got to tell you guys it's working great. So I thank all of you very much for accepting me, I know I'm an out of town person, and you people opened up your arms and welcomed me and I just want to say thank you very much for that. If you have time to take a look here and if anyone's interested in helping donate to our cause, we're leaving January 13 and our game is Saturday, January 17th and if you don't want to come to Florida we'll be on ESPN2 in the afternoon. And with that thank you very, very much and congratulations to you guys too for helping us all out.

Farhana Hussain, 46 Proctor Street, had the following comments: I am the parent of four kids; I raise my kids in this beautiful City because we love this City. Today I am here to observe if you guys allow me as woman of silence, again, for the innocent people, my soldiers, my kids, my citizens, who were killed by terrorism. It doesn't matter who they are, it doesn't matter where they come from, I consider they have no relation, they have no heart, they are not human, and it's a global challenge for us . . . fight with them, find a way to beat them, save our kids, save this beautiful globe and raise our kids in a nice peaceful environment, that's my message to everybody if some kind of misconception, no I don't consider who's Christian, who's Muslim, who's Jewish – no, we're all the same. But please think about that, the terrorism, there's no . . . tell us about to kill somebody, so please observe this moment of silence for them, if they are in Nigeria, the 300 and some girls they kidnap and somebody hold them. It's happened in Australia . . . it happened in London, it happened in Africa, it happened in Pakistan recently on December 16, 132 kids they killed, innocent kids ages six to 18, they asked their parents name and shot them on the head . . . it is sad, very sad and please unite, don't divide everybody, this is war against terrorism, we're all together . . . and now we observe a moment of silence if you guys want. Thank you. I already have your home in my heart . . . I really appreciate that and after all of that I wish everybody happy peaceful new year, happy holidays, happy Christmas, enjoy. Thank you.

Chealser Kalivas, New Milford, had the following comments: I'm here on behalf of WAMS Color Guard. Recently we were just proposed around \$2,000 for our program, it's the third year and it already has 22 kids. Mind you a normal regular sized team across the State of Connecticut is only about 12 to 14 so here as WAMS it's pretty large. Well about two to three weeks ago we were notified that we could no longer be able to be a team. We were already half way through our show and our first show is supposed to be the first Saturday in January. In order to be in this program the kids have to have grades higher than a "C" and I could tell you that some of these kids in this program have deliberately raised their grades just to be in this program. It teaches hard work, dedication, leadership. I, myself, have been in Color Guard for three years, I

coached the Brookfield Middle School program and I also participate in Brookfield Independent and it's a wonderful program and these kids here really, really love it. They were here every Monday and Thursday and their dedication was motivating for myself. Coming from an hour away and I was volunteering my time because before we were proposed this amount of money I was not able to get paid but then we were notified we can't have our program. So what I'm asking from you is to consider reestablishing the program because it has affected the community in a positive way and the kids, the kids have something to do after school, they're not going home watching TV or being, they're being with their friends but they're being with their friends in a positive constructive manner.

Sheri Jameson, 57 Wyoming Avenue, had the following comments: I'm also a Gilmartin School parent. I totally agree with everything Danielle said. I've been in the Gilmartin Parent Teacher group for four years now, my son is in third grade, my daughter is in first grade now. The first couple of years we were welcome in there, ever since they put in the safety and everything which I understand that, but you have to work with us as parents too and not shut us out. There's got to be a system in place where we can come, there's only about five of us that show up, we are another set of eyes for you guys, honestly, and you know to do stuff for the kids and the activities we do we have to be able to come in and interact and we need the interaction between the parents and teachers. Those teachers are with our kids half the day, we should be able to communicate and be in the school. I understand, I will sign in, have passes, that's all fine, but to be told "why are you here" and be shut out. Unfortunately we have a Principal and Vice Principal that do not get along so there's issue there. But, this year it feels more, instead of it feeling like a school and welcoming, it's almost like a department of corrections, you're walking into like a jail, you can't do anything. So I just think it should be reevaluated.

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 7:06 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 report:

On Saturday, December 6th, I attended the Fellowship Breakfast sponsored by Grace Baptist Church's Men's Group. The event was well attended by approximately 200 guests. The breakfast and the music were spectacular.

Congresswoman Elizabeth Esty visited Carrington School this morning to observe firsthand the local implementation of the Pilot Project for Procurement of Unprocessed Fruits and Vegetables. It was announced last week on December 8th that eight states will participate in this pilot project, including Connecticut, as well as California, Michigan, New York, Oregon, Virginia, Washington and Wisconsin. This program will allow us to purchase fresh fruits and vegetables directly from local sources rather than the USDA Foods program.

Also today, Governor Dannel Malloy and State Department of Education Commissioner, Stefan Pryor announced the awardees of a new Arts in Education grant program designed to strengthen arts instruction by facilitating partnerships between schools and artists and arts organizations. Waterbury Public Schools, in collaboration with the Mattatuck Museum was awarded \$50,000 to provide an arts integration program that will take shape as an afterschool “Art Club” for approximately 120 students, two days per week, at four of our schools: Bunker Hill, Carrington, Washington, and Wilson.

On December 4th, Crosby High Schools’ Mock Trial Team, coached by Donna Mancuso, a teacher in Crosby’s Talented and Gifted Program, won their first argument against Ellington High School in Waterbury Superior Court. Crosby was one of 12 teams competing in Waterbury. Through other preliminary competitions across the state, the field of more than 70 teams will be whittled to 16 for the January 26th quarterfinals at Trumbull High School.

Crosby basketball coach Nick Augelli has been named the recipient of the CIAC’s Boys Basketball Coaches Merit Award Winner. The award recognizes individuals who have “greatly contributed” to a high school basketball program over the years and “who have established a distinguished record of supporting CIAC athletics as a coach, administrator, athletic director, official or corporate sponsor.” The award will be presented at a recognition ceremony beginning at 9:00 a.m. on March 21, 2015 at the Mohegan Sun Cabaret Theater.

Our students have been celebrating the winter season with concerts and other holiday activities. A few more concerts are scheduled for next week, including Wilson School at 1:30 p.m. on Monday, Bucks Hill School at 5:30 p.m. on Monday, and Wendell Cross School’s Holiday Spectacular, at 9:30 a.m. on Tuesday. Wilby High School’s student theater is offering a production of “A Family Reunion to Die For” on Saturday, December 20th at 7:00 p.m.

The deadline for students to apply for the Waterbury Hospital Summer Bridge Program has been extended to January 16, 2015.

The newest members of the PEP class (People Empowering People) will be graduating this Friday, December 19th, at 5:30 p.m. in the Bizzozero Conference Room at Waterbury Hospital.

Our schools will be closed next week, beginning on Wednesday, December 24th, as the start of the Winter Recess. Classes will resume January 7th. A Professional Development Day for staff is scheduled for Monday, January 5th. All schools will be closed on Tuesday, January 6th to celebrate the Three Kings Day holiday.

We are honoring several students this evening. These Waterbury Public School students have been accepted as 2014-2016 Global Leadership Institute (GLI) scholars. Our scholars will be joining ten GLI scholars from Taft, and together these students will collaboratively explore global issues. The mission of the GLI is to develop a generation of global leaders with a genuine concern for world problems, multiple perspectives on global issues and skills to contribute towards the solutions of these issues.

Our Waterbury Scholars are:

Muhammed Mashoor-Crosby
Jade Roman- Kennedy

Christian Milian- Kennedy
Justyn Welch-Kennedy

Brennan Engelhard-WAMS
Fizza Alam-Waterbury Career Academy
Julia Nguyen- Wilby

Gina Divito -WAMS
Selena Soto-Waterbury Career Academy
Vod Vilfort - Wilby

Congratulations!

Finally, I would like to take a moment to wish you and those you love a wonderful holiday and a peaceful and happy 2015. As I reflect on 2014, I realize that we have welcomed many newcomers to our school community and we have said good-bye to many dear friends. I believe that we can all file away our memories of 2014 acknowledging that we made a difference in the lives of our students and strengthened our community connections. As we move into 2015, I believe that, following the initiatives we have in place, we have the ability to continue to transform our students' educational experience. I know that we are positioned to enhance the landscape of knowledge and living for our students and to make an even brighter future for all of us. Together, we have established a collaborative environment that is responsive, relevant and ready to move our students forward. I want to thank each of you for your devotion to the students and for your tireless efforts. My hope is that you have the happiest holiday season ever and time to reflect on all that you have done for others. I hope that you have time to relax and renew as we prepare to begin a new year.

Anne Marie Cullinan introduced the Global Leadership Scholars.

7. PRESIDENT'S COMMENTS

STANGO: For the record there will be not meeting of this Board on December 25th, Christmas Day and because of that round of applause I'm also cancelling the meeting on January 1, New Year's Day. Our next meeting will be a Workshop on January 8th at Regan School followed by a Regular Meeting of the Board on January 15th. On behalf of the Board I wish everyone a very Merry Christmas, a Happy New Year and a very safe holiday season.

Upon a motion by Commissioner Rodriguez and duly seconded by Commissioner Harvey, it was voted unanimously to move Item #8.2 ahead of #8.1 on the Agenda.

STANGO: Motion has been made and seconded. There's no discussion. All in favor, opposed, motion carries.

8. COMMITTEE ON SCHOOL PERSONNEL

8.2 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Jason Van Stone, it was voted, by roll call vote, to approve the appointment of Angela Razza as Elementary School Principal, Kingsbury School, effective immediately.

STANGO: Motion has been made and seconded. Discussion? Superintendent.

SUPERINTENDENT: I am very pleased to recommend to the Board of Education and to the public the approval of Mrs. Angela Razza for the position of Kingsbury Elementary School Principal. Mrs. Razza's educational career began 14 years ago

here in Waterbury at Walsh School as a grade one and two teacher. During her tenure she also served as a Teacher at Carrington School, Teaching Vice Principal at Brooklyn School, Supervising Vice Principal at Bucks Hill, and most recently as Supervising Vice Principal at Chase Elementary School. She has been actively involved in the school community, she serves as the PBIS Coach, oversees the Safe School and Climate Committee and the Extended School Hours program. She's an active member of the Data Team and the District Standards Based Report Card committee. She holds a Bachelors from UConn in English and has a Sixth year degree at Sacred Heart University. Her colleagues describe her as a proven organization and educational leader, trustworthy, a collaborator, always puts students first. And I am so pleased to present a seasoned educator Mrs. Angela Razza as the new Principal of Kingsbury Elementary School.

STANGO: Is there any further discussion? Seeing none – roll call vote.

ROLL CALL VOTE ON ITEM #8.2:

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

(applause)

RAZZA: I want to thank you for giving me this opportunity to serve as the next leader at Kingsbury School. I'm honored to take on this role and be given the privilege to work with the staff, students, and families of the Kingsbury community. I will make sure that I work hard with the staff to provide all students the best quality education that prepare them to be successful for the 21st century. Thank you again for giving me this opportunity to serve the City of Waterbury in a greater capacity. And lastly I wish you all a happy holiday and many great things for the new year.

8.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Jason Van Stone, it was voted, by roll call vote, to approve the appointment of Jade L. Gopie as High School Principal, Crosby High School, effective immediately.

STANGO: Motion has been made and seconded. Discussion? Superintendent.

SUPERINTENDENT: It gives me very great pleasure and relief to recommend this evening to the Board of Education and welcome to the public Mrs. Jade Gopie for the position of Crosby High School Principal. We've been long waiting for this appointment. Mrs. Gopie's educational career began 14 years ago here in Waterbury at Enlightenment School as a Science Teacher. During her tenure she also served as Science Department Chair at Wilby High School and most recently she's still serving as an Assistant Principal at Crosby High School. Her involvement in our district is vast. She's served as the co-chair of the NEASC Committee while at Wilby, created and implemented the vertical team between North End Middle School and Wilby High School, is a Team Mentor Teacher, and active member of the Turnaround Committee, and was featured in an Exxon Mobil nationally televised advertising campaign promoting math and science initiatives in education. She's passionate about education and shares this passion with students, parents, and colleagues continuously. Mrs. Gopie's credentials include a Sixth Year at Sacred Heart University, a Masters from the

University of Bridgeport, and a Bachelors of Science at UConn and Biological Sciences. Her endorsements also include the 92 in administration. She belongs to numerous, numerous professional and civic organizations including the Links Incorporated. Colleagues describe her as a strong leader and motivator, committed and reliable, honest and fair, seeks academic excellence for all including herself and I am so, so pleased to present a seasoned educator, Mrs. Jade Gopie, as the new Principal of Crosby High School.

STANGO: Any further discussion? Seeing none – roll call vote please.

ROLL CALL VOTE ON ITEM #8.1:

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

(applause)

GOPIE: To Dr. Ouellette, President Stango, Vice President Harvey, Commissioners of the Board of Education, thank you for providing me this opportunity and honor to serve as the Principal of Crosby High School. It's long overdue, I believe you made a great decision, Crosby has amazing changes happening, I'm one of those changes but we have wonderful exciting things happening at Crosby through our Turnaround process. I have to say thank you to my Crosby family in the back for being here to support me, they have truly welcomed me with open arms and have been a supportive staff. We have a wonderful student body, great parents and great community supporters here, so thank you too as well. I believe the turnout this evening is an example of the power of building relationships, respecting individuals, having confidence in your staff, supporting your student body and engaging with your parents. So I'm honored to be here. Thank you for this opportunity again, we look forward to a great Turnaround process and thank you again.

STANGO: All right, moving on, does anyone wish to remove an item from the Consent Calendar.

J. VAN STONE: Mr. President, I'd like to remove Item #9.3 from the Consent Calendar.

President Stango proceeded to read the Consent Calendar, Items 9.1, 9.2, and 9.4 through 9.8.

9. 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 9.1, 9.2 and 9.4 through 9.8, as listed:

- 9.1 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval for Maloney Magnet School to apply for the 2015-2017 Japanese Language Education Assistants Program Grant (J-LEAP).
- 9.2 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of Amendment Number 2 to the Professional Services

Agreement with The Connecticut Center for School Change, at no additional cost, for District Transformation for Teaching and Learning Improvement/Professional Development.

- 9.4 With the approval of the Committee on Policy, the Superintendent of Schools recommends approval of inconsequential revisions to the Discipline/Student Conduct Policy #5114, as attached.
- 9.5 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Carla Cruess, RMS, and 13 chaperones to take 96 kids to New York, NY on April 1, 2015 to visit Planet Hollywood and New Amsterdam Theatre.
- 9.6 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Meredith White-Clark, KHS, to take five students to Washington, DC from January 30 through February 1, 2015 to attend the Leadership Experience and Development Conference for National Honor Society.
- 9.7 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
K. Effes	Tinker gym: Fri., Dec. 12 th , 5:30 - 9:00 pm (Movie Night) <i>(prior to Board Mtg.)</i>
S. Petteway	Bucks Hill gym: Mon., Dec. 22 nd , 5:30-9:00 pm (holiday concert)
D. Currier	Chase gym: Thurs., Dec. 18 th , 5:00-8:00 pm (Movie Night) <i>(prior to Board Mtg.)</i>
C. Damre	Wilson gym: Wednesdays, Jan. 7, 14, 21, 28, 4:30-6:30 pm (Zumba)
M.A. Petrillo	Bunker Hill gym: Fri., Dec. 12 th , 5:00-8:30 pm (Movie Night) <i>(prior to Board Mtg.)</i>
Mayor's Office	WAMS atrium/café: Saturday, April 25 th , 8:00 am - 2:00 pm
Monroe Webster	(annual family & housing expo)
J. Christolini	Duggan café: Thurs., Dec. 18 th , 4:30-6:30 pm (school dance) (snow date: 12/22/14) <i>(prior to Board Meeting)</i>
D. Monti	Reed café: Wed., Dec. 17 th , 5 - 7:00 pm (Title I family movie night) <i>(prior to Bd Mtg.)</i>
M. Rocco	W. Cross lib.: Sat. Dec. 13 th , 8:00 am - 1:00 pm (Para Pro Exam) <i>(prior to Bd Mtg.)</i>
E. Racine	Reed café: Fri., Dec. 19 th , 3:00-5:00 pm (PBIS Incentive Dance)
M.A. Marold	Gilmartin café: Tues., Feb. 24 th , 3:30 - 6:00 pm (snow date: 2/26/15) WAMS café: Tues., March 24 th , 3:30 - 6:00 pm (snow date: 3/26/15) (School Governance Council Modules 2 and 3 training)

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

GROUP	FACILITIES AND DATES/TIMES
<u>REQUESTING WAIVERS:</u>	
P.A.L.	Career Academy gym: Dec. to Feb.
Ofc. F. Santopietro	Sat. and/or Sun. per game schedule (\$1,512)
P.A.L.	Crosby gym: Fri., March 6 th , 1:00 - 10:00 pm

Ofc. F. Santopietro	(wrestling event)	(\$840)
Waterbury Ballers	Kingsbury gym: Sat. & Sun., 12/20 – 3/8/15, 2:00-9:00 pm	(\$3,024)
Andre Johnson	Carrington gym: Sundays, 12/21 – 3/8/15, noon-8:00 pm	(\$3,780)
	Chase gym: Sat. & Sun., 12/20 – 3/7/15, 5:00-9:00 pm, (Basketball program)	(\$3,990)
Western Ct. Warriors	Gilmartin gym: Sundays, 12/21 – 2/22/15, 5:00-7:00 pm	(\$1,260)
Girl Scouts of CT.	WSMS café & 8 classrooms: Sat., March 14 th , 8:00 am - 5:00 pm	
J. Bielefield	(training for adult volunteers)	(\$1,230)

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

Waterbury Ballers	Walsh gym: Thursdays 1/8 – 3/5/15 5:30-9:00 pm
Andre Johnson	(basketball program)

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

10. ITEMS REMOVED FROM CONSENT

Committee on Building

9.3 Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to approve an agreement with Richards Corporation for Crosby High School Science Room Improvements funded by the State’s Low Performing Schools Bond for Crosby.

STANGO: Motion has been made and seconded. Discussion? Commissioner Tom Van Stone.

TOM VAN STONE: Again, this is another contract I’ll keep my eye on as I mentioned in Workshop; I look forward to a little more exposure from our contractors. I’ve come to learn the Charter requirements over the last few weeks. However, I would still like to know at least where we’re at. It just seems a little more transparency on how these contractors are using and spending our money, not that I’m questioning their abilities. However, a little insight into where we’re at, what’s the next step, and when we’re gonna finish, especially on time, would be appreciated.

GUIDONE: I’d be happy to do that. Once the contract is approved a detailed schedule will be put together. I’d be happy to forward that to you and other Board members. The reason I asked this matter be removed from consent is that I think as you recall our discussion at the Workshop I had indicated that we had applied a little higher contingency than had been originally bid based on some concern regarding hazardous waste removal although we had done our normal inspections. This project actually came in significantly under budget and as such the 10% contingency would have likely been sufficient to cover some matters that I thought would occur at the time. It came in low so therefore the contingency was little bit low and I thought it would be prudent to move it up. However in final review by both Corporation Counsel and the City’s Purchasing Director they expressed today to me a preference to approve the contract based on the original bid which contained the 10% contingency versus the 20% that we had applied. They understood what my approach was completely concurred but it would be a clearer as it moved through the Board of Aldermen to, again, use the

original bid submittal. So with that I would like the motion to approve to be based on the revised contract, in front of you, as originally bid at \$105,545. And if there's a problem we'll have to come back with an amendment.

STANGO: Commissioner Jason Van Stone.

J. VAN STONE: I didn't have a question; I was simply going to explain why it was pulled off of Consent.

STANGO: Anything else? All in favor, all opposed, motion carries.

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to add Item #11.2, "Blueprint for Change", to the Agenda.

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

11. COMMITTEE OF THE WHOLE

11.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to approve of a Memorandum of Understanding with Our Piece of the Pie to perform an independent analysis of student information at Crosby High School, as revised by Corporation Counsel as to form (previously approved on 9/4/14).

STANGO: Motion has been made and seconded. Discussion? Mr. Guidone.

GUIDONE: I think Carrie got it nicely on the summary, you had approved this some short time ago, Corporation Counsel, because it was a MOU wanted to put in what we call the normal City boiler plate items. So it's the same exact MOU you approved a few months ago, same scope, but just includes the City's boiler plate language. And there's no cost to the district.

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

11.2 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to approve Waterbury Public Schools "Blueprint for Change" 2012-2017 Action Plan, 2nd edition, as attached.

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

12. 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 12.1 through 12.10, as listed:

12.1. Appointments effective immediately:

Shocki, Charlotte - Impartial Expulsion Hearing Officer.

12.2 Temporary appointments:

Biolo, Dawn – Acting SVP, Walsh School, effective 12/1/14.

12.3 Grant funded appointments:

Lewis, Emroy – Behavior Technician, CHS, \$27.74 p/hour, non-union with benefits governed by the UPSEU Agreement, funded by the Alliance Grant.

Martinez, Mardelin – ELA Instructional Tutor, 15.75 hours p/week, 28 weeks, \$25.00 p/hour, non-union and without benefits, funded by Alliance Grant.

Cavanaugh, Ellon – Teacher, SDE After-school Program, Sprague, salary according to contract.

Cianfagna, Traci – Teacher, SDE After-school Program, Sprague, salary according to contract.

Martinez, Kristina – Teacher, SDE After-school Program, Sprague, salary according to contract.

Robinson, Debra – Teacher, SDE After-school Program, Sprague, salary according to contract.

Walsh, Kelly – Teacher, SDE After-school Program, Sprague, salary according to contract.

Williams, Chelcey – Teacher, SDE After-school Program, Sprague, salary according to contract.

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

School	Last name	First name	Assignment
Driggs	Abarzua	Lauren	Teacher/split
	Atkinson	Jennifer	Clerical/split
	Blake	Zita	Substitute
	Card	Katie	Teacher/split
	DiGioia	Sue	Para/split
	Dopp	Karen	Para/split
	Dwyer	Jennifer	Administrator/split
	Gonzalez	Lourdes	Para/split
	Griffin	Karen	Substitute
	Healy	Heather	Teacher/split
	McDonald	Barbra	Para
	Morytko	Jess	Clerical/split
	Pastore-Quezada	Paula	Teacher/split
	Pearson	Robin	Para/split
	Ruffin	Mardelle	Substitute
	Sheetz	Lucia	Substitute
	Therault	Michael	Administrator/split
	Wright	Valerie	Substitute

12.5 Teacher hires:

Name		Location	Position	Effective	Step
Giammatteo	Timothy P.	Sprague	Kindergarten	11/21/14	MA/6

Kovach	Rachel A.	Bucks Hill	Pre-k	11/10/14	BA/2
O'Donnell	Patricia M.	Rotella	Grade 2	11/10/14	6 th /2

12.6 Adult Education appointments:

Dest, Edward – Health Instructor, 25 hrs p/wk @ \$32.00 p/hr
 Koehler, Richard – ABE Instructor, 20 hrs p/wk @ \$32.00 p/hr
 Manjani, Halil – Substitute, as needed @ \$32.00 p/hr

12.7 Retirements:

Hollister-Sotolano, Lauren – WAMS Speech/LP, effective 01/01/15.
 Rossi, Stephen – CHS English, effective 07/01/15.

12.8 Resignations:

Brown, Yvonne – Enlightenment/Excel Special Ed, effective 12/04/14.
 Radner, Feigie – Kingsbury Literacy Facilitator, effective 12/05/14.
 Vargas, Alicia – Bucks Hill Grade 3 Bilingual, effective 12/9/14.

12.9 Leave of absence requests:

Mancini, Jacqueline – Maloney Magnet School grade 1, requesting an unpaid childrearing leave of absence from 01/05/15 through the end of the 2014/15 school year.

12.10 21st Century After-school Program Grant appointments, salary according to individual's contract, effective immediately:

Angelo, Eileen	Substitute	Driggs
Blake, Zita	Teacher	Driggs
Griffin, Karen	Substitute	Driggs
Ruffin, Mardelle	Teacher	Driggs
Wright, Valerie	Substitute	Driggs
Ciuffo, Anthony	Teacher	Tinker/Duggan @ Chase Park House
Hanas, Karen	Teacher	Tinker/Duggan @ Chase Park House
Cocuzzi, Matt	Substitute	Wilson
Quesnel, Nina	Teacher	Wilson
Shaffer, Andrea	Substitute	Wilson
Vega, Betzaida	Teacher	Wilson
Esposito, Mark	Teacher	Hopeville
Williams, Sarah	Teacher	Hopeville
Abraham, Roxanne	Substitute	Program-wide
Coughlin, Timothy	Substitute	Program-wide
Katrenya, Wesley	PE Teacher	Program-wide
LaChance, Mark	PE Teacher	Program-wide
St. Pierre, Tim	Substitute	Program-wide

STANGO: Motion has been made and seconded. All in favor, opposed, motion carries. Item #13 on the Agenda – Unfinished Business from the Preceding Meeting Only. Item #14 on the Agenda – Other Unfinished, New, and Miscellaneous Business. Commissioner Rodriguez.

RODRIGUEZ: Thank you President Stango, through you, I just wanted to, just a couple quick comments, one – thank you Dr. Ouellette, thank you to this Board as well, this is the first time we're actually acknowledging Three Kings Day and having that day off and as Latino Commissioner I am truly honored and it's a deeply, it's a true honor for the many Hispanic students in the district who actually celebrate Three Kings Day so I thank you and I thank the Board.

The other thing I want to say is I want to really, I know Coach Bachand came up here earlier and showed the trophies, proudly displayed those trophies, but I'm not sure that folks in the community actually heard his message, or maybe I just want to reaffirm his message. The Brass City Brawlers since they came to Waterbury have been a very positive contribution to this City. I mean many times outside of that football field when they're asked to volunteer for community events, to help people paint porches, to help pick up leaves or shovel snow these guys have never said no and so you know I'm truly proud to be a big supporter of the Brass City Brawlers, they are the New England champions, they're going to represent Waterbury in Florida but they can't do it alone and they need our support and our support monetarily as well so you know I would encourage folks to really reach out to Coach Bachand, or anyone on his team, whatever you can do, a minimum of a dollar to whatever you can. His number is 860-967-8061. Those group of guys deserve our support and thank you Coach for what you do and we appreciate it.

STANGO: Anyone else? Vice President Harvey.

HARVEY: Although our crowd has dissipated but nonetheless I want to thank the community for coming out and showing their support. I'd just like to see a few more people here on a regular basis, I think that was great, but I also want to take the opportunity to acknowledge the fact, he is not here currently, but he was here, Reverend Darrell Blue from the Mt. Olive AME Zion Church which is Jade Gopie's Pastor, my Pastor, was in the audience and I want to thank him for coming out. Also you were, Superintendent, if you were in the mood, you said that you were invited to Grace Baptist Church, well on behalf of Reverend Blue I will extend the invitation to you and to President Stango for the Martin Luther King Breakfast at the Mount Olive AME Zion Church on January 11th and I have a ticket to remind you of that, free of charge, but I just want to extend that invitation. So, again, I want to thank everyone for coming out, continue to give support to the schools and everyone have a happy holiday.

ADJOURNMENT

Upon a motion by Commissioner Rodriguez and duly seconded by Commissioner Brown, it was voted unanimously to adjourn at 7:52 p.m.

ATTEST: 
Carrie A. Swain, Clerk
Board of Education