

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ REGULAR MEETING*

Thursday, December 20, 2012 at 6:30 p.m.

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

**PRESENT:** President Stango, Commissioners Brown, Harkins, Harvey, Hayes, Morales, Rodriguez, Sweeney, and Van Stone.

**ABSENT:** Commissioner D'Amelio.

**ALSO PRESENT:** Superintendent Kathleen Ouellette, Chief Academic Officer Anne Marie Cullinan, Special Advisor to Superintendent Paul Sequeira, Chief Operating Officer & Chief of Staff Paul Guidone, Director of Personnel Ron Frost, Attorney Maurice Mosley, 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: We're going to have a moment of silent prayer followed by the Pledge. Before the silent prayer the Superintendent would like to say a few things.

SUPERINTENDENT: Less than a week ago we learned in horror that 20 innocent children and six courageous teachers lost their lives in a small school in Newtown. Let us remember them and those that they left behind in our prayers this evening. Let us remember them in a way that gives honor to their lives and celebrates their courage. Through them we have learned more about love, friendship, sanctity of a relationship, we have witnessed the chorography of love in the aftermath of this tragedy. May we always remember these lessons and bring lasting tributes to the victims of the Sandy Hook Elementary School tragedy.

STANGO: Thank you Superintendent. I also ask that you remember Cindy Hill tonight. Mrs. Hill was a frequent speaker at our podium. She was an advocate for her son, a student in our schools, and also an advocate for every student attending our schools. She was a long campaigner for issues regarding anti-bullying. We will truly miss her at our podium. Moment of silent prayer please.

#### **2. PLEDGE OF ALLEGIANCE TO THE FLAG**

Desiree Neves, Crosby High School student, led everyone in the Pledge of Allegiance to the Flag.

#### **3. ROLL CALL**

CLERK: Commissioner Brown.

BROWN: Present.

CLERK: Commissioner D'Amelio (absent). Commissioner Harkins.

HARKINS: Present.

CLERK: Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hayes.

HAYES: Present.

CLERK: Commissioner Morales.

MORALES: Here.

CLERK: Commissioner Rodriguez.

RODRIGUEZ: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Van Stone.

VAN STONE: Present.

CLERK: President Stango.

STANGO: Here.

#### **4. COMMUNICATIONS**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file the following communications:**

1. Copy of communications dated December 7, 2012 from Civil Service certifying Luis Delgado and Jason Miller for the position of Maintainer I.
2. Copy of communications dated December 11, 2012 from Civil Service certifying Richard Daddona and John Ready for the position of HVAC Technician.

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

#### **5. CAPT RECOGNITION AWARDS**

SUPERINTENDENT: I wanted for the public this evening, we're very proud of our students' accomplishments. We were recently notified by the State Department of Education that eight of our students in the Waterbury Public Schools achieved advanced level on the 2012 CAPT test in all four categories – math, reading, writing, and science and I'm truly proud of them.

*(applause)*

*The following students were presented with a letter of congratulations from Commissioner of Education Stefan Pryor and a Certificate of Excellence from the Board of Education:*

Desiree Neves  
Tyler Czupryk

Crosby High School  
Kennedy High School

Knyschelle Passmore	Kennedy High School
Molly Gamache	Waterbury Arts Magnet School
Emily Hazelton	Waterbury Arts Magnet School
Jonah Tanguay Colucci	Waterbury Arts Magnet School
Darren Cook	Wilby High School
Stephanie Cruz Rincon	Wilby High School

## **6. PUBLIC ADDRESSES THE BOARD**

**Upon a motion by Commissioner Hayes 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 6:52 p.m.**

STANGO: Motion is made and seconded. All in favor, opposed, motion carries. All speakers are encouraged to submit prepared written statements to the Commissioners. Comments shall be limited to a maximum of three minutes. There will be no responses this evening to any questions or concerns raised; they will be referred to the Administration for review and response.

**Lisa Lessard, 905 Pearl Lake Road, had the following comments:** First I want to give my condolences to Cindy Hill, as well, who is a good friend of mine and we're deeply going to miss her especially being here at the podium as well in our lives outside of this school.

The reason why I'm here tonight is basically I sent each and every one of you an email tonight. I'm not going to get into too much depth, I just want to make sure that you each and all read it carefully please. Going forward, I understand the person I was speaking about in that email is new to the district and new to the position. So going forward I have a happy smile on my face saying maybe she was new and she just didn't understand what she was doing at this meeting. But to go back, October 4, 2012, last time I was here at this local school board, I was here in accordance to being in a PPT meeting and at that PPT meeting, being a parent and placement team meeting, I explained to all that my daughter's IEP wasn't being implemented or enforced as it should be under federal laws, IDEA, Federal Registry. And actually the State Department of Education did look into it, an attorney, and she did find against the district, sorry, as well as the school, not following and implementing the IEP as the IEP was written. So, so you know for correction, my daughter got to redo that assignment and her grade went up. She went from a zero that she was given because they said you didn't finish your work and that zero was changed to a check-plus which means 95 plus. So her report card was also changed because of that grade. So if I didn't put that formal complaint into the State Department of Education then, that grade of a zero would still be there and she would not have a "B" plus; she would have a "B" minus. So thank God I knew the laws. We had two attorneys sitting at the table – one from the local school board. We had one attorney sitting at the table from City Corporation Counsel, they heard me explaining about IEP's, federal contract you need to follow as written. For some reason why do I appear to know the laws better than two attorneys sitting at the table from this district is my question? Going forward I am going to remember, I know the federal registry IDEA, I know the laws of 504 . . . American with Disabilities Act, but I would like the supervisors that are new to this district coming into this district, that are trying so hard to do their jobs and positions to basically maybe

review federal registry IDEA 504 . . . American Disabilities Act because . . . to the educational department that day and had somebody to talk to maybe that formal complaint wouldn't have gone through because maybe somebody that was there for the Superintendent of Special Ed, Mr. Yamin wasn't there as of yet, could of basically helped with the situation but there was nobody there. Then Mr. Yamin came in November 1; complaint went in October 31 or so. So believe it or not I just want to let you know going forward, I'm looking forward with a smile on my face, but please make sure the people that are there know what they're doing because right now they don't. Thank you.

**Richard Hupprich, Jr., 321 Congress Avenue, had the following comments:** I'd just like to take this moment to, it's almost a year since our good principal, I mean our Superintendent of Schools Kathleen is here and what I did when she first came in I gave her two articles about jobs coming out of a slow economy, it's all resource by a consultant in Massachusetts, one in Chicago, one in Washington, DC, and also Careerbuilders.com, because so many people are turning, baby boomers are turning 65 years old, there should maybe healthcare, skincare specialists, dental assistants, technical doctors, and physician assistants. I'm just concerned about this, maybe an introduction to health in the elementary and high school and steering these people where the jobs are going to be when they graduate. Also, too, financial service jobs, for example sales, information technology, customer service, engineering technology, administrative jobs, business development, marketing, sales; sales in marketing brings in money, revenue to the companies they go to. I looked at the State and they want to do certain things but I didn't see any course such as business, introduction to economics, introduction to sales and marketing, and hopefully these students can move on and do something else. Also, too, I would think the possibility of increasing taxes here in the City of Waterbury is just outrageous. Waterbury already has the second highest tax rate in the State of Connecticut; Hartford is number one. We're the third in foreclosures and I read about these auctions today and stuff like this, who's gonna buy property when the taxes are going to go skyrocketing? No one, unless they're crazy or something like this, I don't know. Also, too, I talked to a former principal and a lot of students are just being pushed through, pushed through the system. What do they do when they're pushed through when they want to go to Naugatuck Valley Community College? They have to take remedial courses in English and Math. And how about those that don't go to college and they're pushed through? I learned this from a former principal and also Alderman Begnal and he said well, if they didn't go through we'd have to hire another 400 teachers. This is not an education that's gonna be successful, it's gonna hurt the students instead of helping them and something has to be done about this. But I think some of these courses should be, business courses should be in the schools, and maybe it is already, but I don't know, but it needs to be that way so they're prepared to go into the future. And also, too, Waterbury has had the highest unemployment for over 13 years. Something's got to be done about that. Why are we pushing people through? That doesn't work. Also, too, Sandy Hook, that school and stuff like this, that's why I got the white stripes with a green shirt here for them and I hope our prayers our going towards them. Thank you so much.

**Alisha Love, 45 Sumac Street, had the following comments:** I'm a concerned parent at Walsh Elementary. I went to a safety meeting today and I learned the school has eight broken windows. I am concerned about my kids' safety there; I have three small kids that attend that school. I also was aware that the cop that they have there to

monitor the students will be leaving this week. I am concerned about that. I was hoping that he was going to be there for the remainder of the school year. Upon my awareness, I did petition the school, and I also got 89 signatures this evening, me and a couple other parents, about that. I was just wondering can somebody come in just to check the safety measures at the school. And I'm also concerned about my kids when they're outside with the teachers, I was aware that we only have one teacher to 125 students when they're at recess and that's a major concern for my kids because one teacher to 125 students is impossible. I have four daughters and I'm afraid to take them to Chuck E. Cheese by myself because you never know because, just craziness. So I was, you know, we have a lot of concerns and we also have concerns about abandoned buildings and the abandoned cars that are blocking the school, way to the school. If something should happen how would the first responders get to the kids, I mean all this stuff takes account what if. I think something should be done about that. And then too, the pit bulls that come to the school, you have these dogs that come to the school with one collar, you got little small kids there they're so afraid to even come there and then you got poop all over, you know, something has to be done about that. Mr. Brown can only do so much, we as parents have to stick together and I think we did that today and if nothing gets done by the end of this year I think we're just gonna have to keep talking about it. Thank you.

**Nancy Ciarcia, 35 Ward Street, had the following comments:** I'm another parent from Walsh School. We actually brought our petition here if you guys would like it. We're just really concerned about the safety measures taken at the school and think there could be other things done to improve them. Same thing as Mrs. Love said, we just think somebody needs to come in and see what's being done and things need to be improved.

**Ramone Diaz, 103 Long Hill Road, had the following comments:** *Commissioner Morales interpreted for Ms. Diaz.*

MORALES: She's saying that as a mother, and other mothers spoke about this issue, I want them to take into consideration what's going on because she also has a child in the school. She's saying she has a list, a number of things that she wants to give us. She's saying that for them it seems a lot but for you guys it is not but if we come together I think we can help them through these problems and she's also saying that we have to do something.

It's a small list of the issues. This is some of the issues that they want to work now, okay.

HARVEY: Could you just read some of what those issues are so we know. I'd love to hear them.

MORALES: Now you're putting me on the spot. They need police presence until the end of the school year; they need more teachers doing the recess; they need more teachers in the morning and to the end of the school day; they need more security during the recess; and they need to put bars in the windows. And then number six, it's exactly what they're doing right now, they're just doing the petition to the Board of Education. And there's a committee that was formed for security issues that they want to associate with us and they can call Mrs. Diaz at 203-437-2547. And also they need,

number five, they need a metal detector. She just wanted to see if it's possible to help them, if you guys are going to do something.

**Mayor O'Leary had the following comments:** I just want to take a moment to give the Board an update, and the public an update, as to what we're doing in response to what happened last week in Newtown. First, I want to commend Dr. Ouellette, we've worked very closely together over the last four days and her leadership has been exemplary. Obviously everyone is stunned and shocked by the events in Newtown. And, of course, from something this tragic I think it's our responsibility to take progressive action in the area of school security and protocols. So, on Monday, I ordered a complete assessment, a security assessment of every school building, from the roof to the basement, and all the grounds around. And I've assigned Captain Chris Corbett to lead that team with Lieutenant Robert Maxwell from the Police Department. Both are very experienced in these areas, working together though in partnership with School Inspector John Cross and George D'Agostino. Starting tomorrow, well actually I think they did some today, they will be going into each school and touring the school with the principal and whoever the principal decides should be along for the tour, but definitely the principal, and they will be conducting an assessment, and that assessment, as I said, will include entryways, exits, windows, areas that need enhanced video coverage. We are currently reviewing different, other districts similar in size to ours, to look and see what their security measures are, see if there's anything that they're doing that we could be doing. One area in particular that I'm very interested in is the video surveillance. Currently most of our schools have video surveillance but it doesn't record and I want our equipment to record and archive for at least 30 days. There's other, each school, as you know, are very uniquely different here in this district, we have some schools 100 years old and we got some six months old. Obviously the newer schools have the technology that we're hoping to implement in some of our older schools. We're also looking at different protocols that we have in place. The district does have protocols that deal with some situations and we think that in light of what happened last week we can update some of those protocols again, reviewing best practices from other schools in the State and, quite frankly, in the Country. So I want the people of Waterbury, especially the students and parents, the teachers and administrators to know, this is an absolute top priority for us, we've been on it, literally, since last Friday, and we are working very, very hard, and we have the right people involved so we will be keeping the Board fully informed and we will be issuing a security report with recommendations and you folks will be well informed of that as well. Our intention at the moment is to keep the uniform officers, tomorrow they will be at the schools, and we'll take our Christmas break with Dr. Ouellette and myself and input from the Board, of course, we'll decide what we're gonna do moving forward. Our intentions right now are to review and study what resources are available to us and we will be sure to do that and let you all know. I will, I know this is a little out of order, President Stango, but if anyone has any questions or comments about what I just spoke about I'd be happy to hear from you either now or you can give me a call. Does anyone have any questions for now? Okay, thank you.

STANGO: Thank you Mayor.

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Hayes, it was voted unanimously to return to the regular order of business at 7:13 p.m.**

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

## **7. SUPERINTENDENT'S REPORT**

SUPERINTENDENT: I'd like to personally thank the Mayor for editing my report and reducing my announcements this evening. So I will skip that portion of the announcements.

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

Governor Dannel P. Malloy has signed a proclamation declaring Friday, December 21, 2012 a "Day of Mourning" in the State of Connecticut and requesting that residents statewide participate in a moment of silence at 9:30 a.m. The Governor is also requesting houses of worship and government buildings that have the capability, to ring bells 26 times during that moment in honor of each life that was taken at Sandy Hook Elementary School.

As the tragic events unfolded at Sandy Hook Elementary School last week, with the support of Mayor Neil O'Leary, police officers were dispatched to all of our school buildings. We continued to monitor the situation throughout the day and were in regular contact with Mayor O'Leary and police officials. This weekend a phone message was sent to all parents reassuring them that practices were in place for the safety of their children and that crisis teams and support staff would be available to respond to any expression of anxiety or stress. As students returned to school on Monday, police presence was resumed at all schools and has continued through the week. On Monday, letters were sent home to parents providing guidance on how to assist their children to cope with any insecurities or concerns. We also communicated by email to all district staff.

School administrators have been reviewing their crisis management plans and conducting safety meetings with staff as this week progresses. In addition, a team consisting of Waterbury police officers and members of our School Inspector's office have begun security facility assessments of all our buildings today. A thorough walk-through of each site will be performed identifying critical elements to improve safety. This effort will continue after the break and should be completed over the next three to four weeks. The team will also consult with the Fire Marshall's office. We will provide a report to the Board on this very important undertaking. The safety of our staff and students is of our utmost concern. We will always do everything possible to protect and keep them safe. I applaud our administrators, teachers and staff on the remarkable job they have done this week under the most extraordinary circumstances to make our children feel comfortable and reassured.

The final stages of the Education Department offices move to the Chase Building will continue over the next week. All moves will be complete by January 1<sup>st</sup>.

The Bridge to Success Partnership is seeking nominations of Waterbury youth in five age groups from Pre-Kindergarten to College age. "100 of Waterbury's Best Youth Awards" will be given to youth who demonstrate the developmental assets listed on the nomination form.

Finally, I would like to share with you that forty five of our students participated in a national cognitive lab type study that was designed to help researchers develop a new assessment around the Common Core State Standards under the direction of Dr. Shelbi Cole, Director of Mathematics, Smarter Balanced, and Adela Jorge-Nelson, Supervisor of Bilingual Education. Our participation in the research was documented in an Education Week article, available in the December 12, 2012 issue. The cognitive lab provides researchers with an opportunity to view students taking a sample assessment. The goal is to find ways to help make the test fair to students of all backgrounds. In the lab conducted in Waterbury, three English Language Learner students were asked to take a sample assessment using new technology to assist them with the English language questions. In one set-up, Spanish translations are displayed along with the English. In another, the Spanish translations are available as pop-ups on the computer screen. Another sample test researched the ease with which a student used a tablet versus a standard computer and keyboard. The students reported that they felt the computer was easier to use than the tablet, and they did not click on all of the words they didn't know to obtain the translation. This information will be added to other cognitive labs conducted by American Institute for Research, the company that was conducting the study for Smarter Balanced Assessment Consortium.

I close this evening and this year with a sense of gratitude to each of you knowing that gratitude is not what you give in exchange for something but it's what you feel when you know you are surrounded by people who do heroic work. I extend my gratitude and my heartfelt wishes to each of you for a 2013 that is filled with joy, happiness and a sense of great fulfillment from the work that you do.

I'd like to wish you and your family happy holidays and a wonderful new year. Let's make the most of this opportunity to relax and share our joy with family and friends.

STANGO: Thank you Superintendent. Does anyone have any questions for the Superintendent? Very well, moving onto the next item.

## **8. PRESIDENT'S COMMENTS**

I'd just like to relay a few of my personal experiences with the school system in the last few weeks. I attended the Mayor's Blight Meeting last Friday the seventh and we were updated by City departments and agencies as to the status of each initiative which was put into place earlier in the year. Mr. Guidone, if we could put the update on Walsh and the update, the briefing on Walsh security concerns on the Agenda for our next Workshop in January that would be a good thing.

On Wednesday the 12<sup>th</sup> I attended the Wallace Middle School assembly presentation for eighth graders on the Waterbury Career Academy. The students were addressed by Dr. Sequeira and Dr. Padua and they were very attentive, they filled the auditorium, and they were very well behaved. There was an interesting question from a student after the presentation, he put his hand up and asked "will there be special services and special education offered at the academy?" he asked. Dr. Sequeira responded immediately saying absolutely there will be, he then encouraged the young man to speak to his teachers, his guidance counselors, his principal, and, most importantly, his parents, about the possibility of applying. The students then saw a quick, brief video, I think it was called Call Me Maybe, or Call Me Baby, or something like that, it was



provided by CBIA through the courtesy of Commissioner Sweeney. Dr. Sequeira, along those lines, can we please plan an evening session right after the vacation so that parents who might want more information on the academy and are leaning toward their student applying can get more information and see that animated video. If we could put that on the agenda somewhere, Dr. Sequeira.

Regarding the Workshop last Thursday. The Board received a presentation on the Superintendent's Blueprint for Change. During that presentation I could almost feel the change taking place. This is what the Board was looking for when we elected the Superintendent last Fall and this is what we got; it's just the beginning. However, what hit me most did not occur to me until I was driving home after that meeting and that was the efficiency and the precision of that operation that we're going to see. It was just six months ago the Superintendent presented her Blueprint to the Board; she spoke of her plans for reorganization of the Department of Education regarding new positions and changing old positions, adding ILD's, Director of Special Education, and a Talent Supervisor to name a few. Last week we were introduced to that team – her team for change and reform. Last week we were able to put faces on the plan. These are faces that we hope to continually see and continually present to us at Workshop level. With a plan presented with pinpoint focus and precisions we can't help but to be in a better educational place in 2013.

The next thing I did was I stopped by Reed School on Tuesday to witness and unknowingly partake in the mural painting project in the school café. The mural idea grew out of the architect's plan for art and sculpture being a part of the new Reed School. The students had input into the design and then into the execution of the design by painting the mural. Architect Barry Svigals said an interesting thing to me while the kids were painting; he said ask any boy or girl in kindergarten if they liked art and if they were good at it. If we asked we would get a resounding yes to both those questions. Then ask a group of ninth graders the same question, and the answer would be no, I'm not good at it and no, I'm don't really like it. There is something wrong with that, young people seem to lose interest and talent going through the years. And I believe we must work somehow to change that, to somehow change the concept that it's not only about testing, it's also about art, music, physical education, sports. Along the same line of thought, I was actually painting a part of that mural and a large glob of blue paint dropped from my brush onto a finished red part of the wall and when I called Barry over to show him my mistake he told me it could be fixed and then he said something else very interesting, he reassured me that there's no such thing as a mistake in art, a mistake by an artist is simply a last ditch art of creativity trying to escape from an inhibited brain. I had to think about that and I had to agree with him. I also felt better that he didn't say I did something terribly wrong. That's an outstanding observation, one which we must keep in our mind as we look at the total education of our students. The kids did an excellent job, I was probably the worse painter except for Vice President Harvey, I think she did worse than I did. Speaking of visiting Reed, I want to report the doors were locked when I got there, I had to ring the buzzer, I had to wait to be recognized, I had to introduce myself and I had to say the reason for my visit. Then, and only then, did the door unlock. Also, I'd like to report at dismissal I was in the café when parents began to gather at the playscape to wait for their child, the walkers, to exit the café. Teachers were present, students were well-behaved, dismissal was orderly and efficient. Certainly Reed has their procedures in place.

Now just a few words about the Newtown tragedy, and I know I speak for the Board, and from the heart, in condemning such an act of unbelievable evil. We will continue to offer our prayers for the victims and their families. And please understand that security and safety measures and procedures in our schools are being assessed. This Board has a standing safety committee in place, duties of which are spelled out in Connecticut State Statute 10-220. That committee and this Board will review reports and have input into determining any changes which we may need to put into place. Once again, this Board will have input. I want to stress that our schools are safe but we will not rest until we can do all we can to make them absolutely the safest that they can be and I know that we all believe that.

And that brings us to Christmas. Sadly someone said to me how could we even think of Christmas at this tragic time. However, I think we must think of Christmas now because we need Christmas now, Christmas is hope, Christmas transcends evil. In the hope and light of Christmas will transcend the darkness of evil. Goodness will ultimately prevail. We must celebrate Christmas because we must celebrate hope. In light of that, we must go forward and going forward I want to wish you all a Merry Christmas and a safe and happy New Year. And that concludes my remarks.

Next item on the Agenda is the Consent Calendar. Is there anyone who would like to remove an item from the Consent Calendar? Yes, Commissioner Van Stone.

VAN STONE: I'd like to remove item 9.1

STANGO: Vice President Harvey?

HARVEY: That's the same item.

STANGO: Any others. I will read the Consent Calendar from 9.2 on.

*President Stango proceeded to read the Consent Calendar list, items 9.2 through 9.10.*

## **9. CONSENT CALENDAR**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Hayes, it was voted unanimously to approve the Consent Calendar, Items 9.2 through 9.10, as listed:**

- 9.2 With the approval of the Committee on Finance, the Superintendent of Schools recommends permission be granted to apply for the State Department of Education "K – 8 Science Improvement" Grant.
- 9.3 With the approval of the Committee on Finance, the Superintendent of Schools recommends permission be granted for Rachel Berardi and Francisca Fazzino, North End Middle School, to apply for the CT Office of Policy and Management "Schools & Police Working together" mini-grant.
- 9.4 With the approval of the Committee on Finance, the Superintendent of Schools recommends permission be granted to apply for the State Department of Education "2013-2015 Interdistrict Cooperative Grant Program".

- 9.5 With the approval of the Committee on Finance, the Superintendent of Schools recommends permission be granted to participate in various 2013-2015 Interdistrict Cooperative Grants with Education Connection, Litchfield Performing Arts, Talcott Mountain Science Center, and Eli Whitney Museum (2).
- 9.6 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the job specifications for, and new position of, Community Connections Coordinator funded by the SDE Education of Homeless Children and Youth Grant, as attached.
- 9.7 With the approval of the Committee on Policy, the Superintendent of Schools recommends approval of the Board of Education's Policies, Series Section 4000, as listed below. Further, as indicated, all former policies shall be deleted.

	<b>FORMER POLICY NUMBER</b>	<b>NEW NUMBER</b>
<b>PERSONNEL</b>	<b>4000</b>	
Recruitment and Selection		<b>4111</b>
Affirmative Action (a/k/a Equal Employment Opportunity)		<b>4111.1 4211.1</b>
Priority Interviewing of Non-contracted Certified teachers	4000	<b>4111.3</b>
Nepotism: Employment of Relatives	4010	<b>4112.8 4118.8</b>
Prohibition on Recommendations for Psychotropic Drugs	4001	<b>4118.23 5141.231</b>
Employee Stipends	4003	<b>4140.1</b>
Nondiscrimination	4005	<b>4118.11 5145.4 0521</b>
Sexual Harassment – Other Forms of Harassment <b>(City Policy)</b>	4012	<b>4118.112</b>
Guidelines for Appropriate Appearance	4020	<b>4118.23</b>
Drug Free Workplace		<b>4118.231 4218.231</b>
Security Check/Fingerprinting		<b>4112.5 4212.5</b>
Occupational Exposure to Bloodborne Pathogens (formerly Exposure Control Plan)	8035	<b>4147.1</b>
Drug and Alcohol Testing for School Bus Drivers		<b>4212.42</b>

- 9.8 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Laura Galanti, Kingsbury, and three chaperones to take 25 students to Boston, MA on May 17, 2013 to visit the Freedom Trail.
- 9.9 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Donna Cullen, Maloney, and 23

chaperones to take 174 students to New York, NY on April 10, 2013 to attend a Broadway Play.

- 9.10 With the approval of the Committee on School Facilities & Grounds, the Superintendent of Schools recommends approval of the use of school facilities by school organizations and/or City departments, as listed.

STANGO: Motion has been made and seconded. All in favor, opposed – the Consent Calendar carries as read.

## **10. ITEMS REMOVED FROM CONSENT**

### **Committee of the Whole**

- 9.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted to approve Waterbury Public Schools “Blueprint for Change” Action Plan, as attached.**

STANGO: Motion has been made and seconded. Is there any discussion?  
Commissioner Van Stone.

VAN STONE: Thank you Mr. President, through you, I just had two quick questions. I apologize, I would have asked them last week but I was out ill. The first, in the Blueprint for Change, we have some specific completed by dates, it would be my request that as we approach each of these dates we have an update as to whether (a) we’re gonna hit the day and let the entire Board know and the public how we’re fairing in...

SUPERINTENDENT: Absolutely, a status report is most appropriate.

VAN STONE: Secondly, I was wondering, and this question is to whoever can answer it, if, as we go forward, every time we get an Agenda whether it be Workshop or the final meeting, if we could drawback that Agenda item to where in the Blueprint for Change we’re addressing. So if Item 9.4 on today’s Agenda goes back Goal 1/Objective 3x...

SUPERINTENDENT: Absolutely.

VAN STONE: And this way I think this Board can always make sure we’re keeping our eye on the ball, for lack of a better term. And if we realize we’re dealing with something that we can’t find a home for in the Blueprint for Change we ask the question “do we need to do this?”.

SUPERINTENDENT: That’s correct; you are really approving the vision of the district for the next three to five years. And we should also keep this in mind when we look at our budget for 2012/13 and how this aligns with the Blueprint for Change. Excellent point Commissioner.

STANGO: Vice President Harvey.

HARVEY: Thank you. Just some further questions in regards to the Blueprint and the GEAR UP Program that’s under Goal 4/Objective 1. I noticed that we put a completed

by date of 9/12 and I question, I'm questioning does that mean that we are stopping recruitment for GEAR UP or, what does that mean?

SUPERINTENDENT: No, I don't believe that was the intent, but I see your point Commissioner. So because it is seven years, I'm wondering if we should put...

HARVEY: The reason why I'm asking this question is because it is my understanding that we still have some time to recruit sixth graders so I think this might be an opportunity to bring in perhaps the community and help them to help us to recruit more. So I'm just wondering if we put a completion date that that indicates that no, we're not gonna...

OUELLETTE: I think it was the intent of the program being in full implementation with everything in place. I don't believe that that was the intent of the recruitment. Mrs. Cullinan, can you address that please.

CULLINAN: The intent was that we agree to participate and the participation began 9/12. This is the group that will go through for the seven years.

HARVEY: I want to make sure that we are not stopping with the recruitment because this completion date kind of gives an indication that that's it.

SUPERINTENDENT: I agree, I wonder if it should be "to be determined", "ongoing".

CULLINAN: You can say "ongoing".

SUPERINTENDENT: You could probably put it "ongoing". If we can approve tonight with an amendment to it if that would be okay with the Board.

SEQUEIRA: But also, Dr. Ouellette, you still have to follow the guidelines of the project itself. Twenty-nineteen is when it's gonna end; it's a seven year project, and the youngsters that do qualify are the sixth and seventh graders starting 2012 and they'll continue. Your question with regards to other recruitment, there was a number that was given earlier on, I think we're about halfway on that mark right now, and we will continue to get the students on board.

SUPERINTENDENT: This is in fact a three year plan Mrs. Cullinan?

CULLINAN: This is a three year plan.

SUPERINTENDENT: So I would say "ongoing" and we would have to adopt another, another strategic plan in three years, so perhaps also I would add that you put "2012 through" on this document as well.

SEQUEIRA: To 2019.

SUPERINTENDENT: No, no – two phases. On the front of the Blueprint for Change I need to highlight what the strategic plan will be, so it will be 2012, upon adoption and three years out from that point if we want to 2015 that would be fine. Under Goal 4/Objective 1 under "participate in GEAR UP Program with Naugatuck Valley

Community College” - completed by date we will put “ongoing”. If this needs to be, because it is a seven year program, we’ll probably fold this right into our next strategic plan and there will be a completion date after that. That would be my recommendation.

SEQUEIRA: That’s fine.

HARVEY: That’s great, and I just want for the public’s sake, we still, there is still time to recruit our sixth graders, my understanding.

SEQUEIRA: Yes, we do.

HARVEY: September of next year.

SEQUEIRA: No, students that are gonna be in the program are really students who start 2012 and then they’ll continue. Up to the end of the school year we can add.

HARVEY: Yes, and that’s my point. So, just to let, if there’s anyone that’s not aware of that I just want to make sure that point is made.

SEQUEIRA: We will also, you had asked last time to put this on and we will, we’re working on making sure, and also bringing our PreK – 8 schools on board and what it is, the services that are gonna be provided, when and where to make the contacts.

HARVEY: Thank you. And the other concern, Objective 2 – “create a middle and high school study team”, etc., for review for restructuring possibilities. Under the higher supervisor of student affairs and behavioral intervention, now I know we’re, we just sat in a curriculum meeting where we were talking about that, I just wanted to know if we’re gonna change the terminology since we will be changing...

SUPERINTENDENT: We will, and we struggled with this but we really, truly want to have the document adopted and, with the Board’s approval, perhaps we could do an edit. I don’t want to keep putting the Board through edits. A good Blueprint for Change, a strategic plan, is fluid and it’s free flowing, it’s not gonna be, we want some flexibility in this as well. So if we need to do that with you, I don’t want to keep bringing it back to you, but if I could send it in an email with an edit. Your point is well taken Commissioner.

HARVEY: Okay, sounds good. Thank you.

STANGO: Any further discussion? Commissioner Hayes.

HAYES: I certainly am supporting this Blueprint. The concern I have is we are still talking about a four to five year vision and I’m not sure that the finances are going to be there for four to five years from what we’ve heard is going on at the State level and I have some concerns about that. I think we have to really keep an eye on where we’re going with this cause I don’t know that we can expect for these monies to be there year after year. I just don’t know that they’re gonna be there. So I think as we go through this process, as you said, it’s fluid, there may be an eye towards looking for some savings as opposed to an expectation that those monies are going to be there every year. Just sort of a warning.

OUELLETTE: And I agree with you Commissioner. This is a reform strategic plan and it certainly is aligned with the Alliance Application. I think it will be our priorities, I think as Commissioner Van Stone had alluded to before, that everything we do – curriculum, field trips, budget, has to be supporting this if this is gonna be our vision this has to be our priority. And if it's not in here then it's not a priority for us. And so we have to . . . finessing our resources and perhaps things that we had in the past we have to reprioritize them and perhaps those things aren't gonna rise to the surface of financial support. I will tell you, and I'll be meeting with the Mayor after the New Year with regards to some efficiency study that I'm working on right now, hoping to be able to provide that for you in the future. I'm working with some reform organizations and so hopefully that will also free up some financial burden on the Board and to support this as well.

STANGO: Any other questions? Commissioner Brown.

BROWN: I just want to make a comment that along those lines I want to publically thank the Governor and the Legislature for not significantly cutting our education grant during the fiscal crisis facing our state. They held us harmless, there were some cuts to interdistrict and some other cuts, but I think we can say overall they recognized that education is a priority and I want to thank them publically for maintaining that commitment to us.

STANGO: Any other discussion? Commissioner Rodriguez.

RODRIGUEZ: Dr. Ouellette, first of all I want to say kudos; great job on this plan, I think it's fantastic work and hard work.

SUPERINTENDENT: I can't take the credit, but thank you.

RODRIGUEZ: You and your team, it's definitely a vision and something I certainly endorse. I will say I'm personally excited to see in Goal 1/Objective 5, and it's something I think I stress as a Board member and many of you have as well, and that's to recruit, retain high quality teachers and administrators that reflect the diversity of the community. And I can tell you as a proud parent of two kids in the public school system, however, one concerning thing for me is that I can count with my hands how many teachers that my kids had that were minority. And that's disappointing. So I see that this vision has a way of addressing that. Tonight we heard from three parents that reflected the diversity from Walsh School and I just hope that their concerns do not go unnoticed and I don't believe they will. But it just goes to show you how important these parents, we talk about parental involvement, they came out and one with a language barrier was courageous enough to stand up there and share her concerns. And so I thank you for this vision, you and your team, I wholeheartedly endorse it, and I look forward to seeing the implementation of it.

SUPERINTENDENT: Thank you Commissioner.

STANGO: Any further discussion? Hearing none – all in favor, opposed, motion carries.

**11. SUPERINTENDENT’S NOTIFICATION TO THE BOARD**

**Upon a motion by Commissioner Hayes and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file items 11.1 through 11.8, Superintendent’s Notification to the Board, as listed:**

11.1 Grant funded appointments effective immediately:

- Alsukni, Nawar – from Substitute Pre-K Classroom Assistant to permanent (replacing Elaine Levi who resigned), Early Childhood Education Program, 10 months/35 hours per week, salary and benefits according to the SEIU Agreement, funded by School Readiness Grant.
- Harris, Teresa – Pre-K Bus Driver, ECEP, 10 months, 35 hours p/wk, salary and benefits governed by the Service Employees International Union.
- Medlock, Richard – Substitute Pre-K Driver, ECEP, as needed at \$12.75 per hour.
- Rinaldi, Shelley – Instructional Tutor, Chase School, 10 months per year, maximum of 18 hours per week at \$32.00 per hour, non-union/without benefits.

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

SCHOOL	NAME	ASSIGNMENT
<i>Bucks Hill</i>	Cherie Corbo	Teacher
<i>Reed</i>	Doreen Lopez	Substitute
	Kris Fitzgerald	Clerical
<i>W. Cross</i>	Linda McGill	Substitute

11.3 Middle School Credit Retrieval Program appointments, salary according to individual’s contract, effective immediately:

WSMS

- Lead Teacher: Heather Brown
- Reading Teachers: Kevin Kalach, Doris Mancini
- Math Teachers: Lori Trumbley, Michele Guglielmo
- Substitutes: Joseph Deptula, Denise Soto

11.4 Temporary assignments effective 01/07/13:

- Addona, Marylou – Interim Principal, Waterbury Adult Education.
- Musto, Antonio – Interim Building Principal, Crosby High School.

11.5 Teacher transfers:

- Butkevich, Jaime – from Washington 4 to Math Coach, effective 01/02/13.
- Shagensky, Robert – from Chase 4 to Math Coach, effective 01/02/13.

11.6 Retirements:

- Tapper, Jeannette – Gilmartin grade 4, effective 01/01/13.

11.7 Resignations:

- Svensson, Robin – Washington/Regan Library Media Specialist, 12/3/12.



11.8 Leave of Absence requests:

Parks, Elizabeth – Tinker grade 3, requesting an unpaid childrearing leave of absence from 12/17/12 through 03/31/13.

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

**12. EXECUTIVE SESSION**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Hayes, it was voted unanimously to recess into Executive Session at 7:41 p.m. for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.**

Present: President Stango, Commissioners Brown, Harkins, Hayes, Morales, Rodriguez, Sweeney, and Van Stone, Dr. Ouellette, Dr. Sequeira (left at 7:57), Mrs. Cullinan (left at 7:57), Mr. Guidone (left at 7:57), Mr. Frost (left at 7:57), Attorney Mosley (left at 7:57), and Attorney Shaw (left at 7:57).

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harkins, it was voted unanimously to return to the regular order of business at 8:03 p.m. with no votes taken.**

**13. COMMITTEE ON SCHOOL PERSONNEL**

**13.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve that it is hereby moved that the Waterbury Board of Education adopt the findings of fact of the impartial hearing panel member in the matter of Eugene Oliver and terminate the contract of Eugene Oliver in accordance with the attached decision and the reasons noted therein, effective December 20, 2012.**

STANGO: Motion has been made and seconded. Any discussion? Seeing none – all in favor, opposed, motion carries. Item #14 – Unfinished Business of the Preceding Meeting only. Item #15 – Other Unfinished, New, and Miscellaneous Business. Vice President Harvey.

HARVEY: Two quick items – first, as we move forward with presenting awards to our students I ask that if we can remember to perhaps recognize the parents as well. I thought that was a nice touch from the WAMS Principal to include the parents because it is a partnership. So, again, if we can do that that would be great.

Next, I just want to mention regarding the mural at Reed School – it was a lot of fun and I just want to thank the kids, they were so intently involved with this project. We plan to finish this hopefully soon, January 2013, it's gonna take a couple of sessions to finish this. We want to include, there are about four students who are now in middle school and they originally started the project so we want to make sure they're included. We're looking at possibly having a Saturday session where we can include them in on it. But it is a historical project and so we want to make sure that they are involved and that they

are commended for the work that they did and the participation. So I just want to mention that and I want to thank Principal Mendoza for organizing this and, again, it was a lot of fun and I look forward to completing the project. Thank you.

STANGO: Yes, Commissioner Morales.

MORALES: I just want to thank Washington School Family Staff for the recipes. I was very surprised; it brought back a lot of memories. There's a lot of food in here that we usually, mostly cook at Christmas back in Puerto Rico and I haven't had a Christmas in Puerto Rico in probably 14 years and I showed my wife and she was very glad and she said oh my God, Jose, so many recipes we can do.

STANGO: Thank you Commissioner Morales. Are you gonna bring in a tray of treats for us next time?

MORALES: I didn't have time.

STANGO: Any further comments?

HAYES: First of all, I got an email saying we were no longer doing the walkthroughs at the schools and I sent an email through you asking if there was an explanation and the response was "yes". I'd like to know what the explanation is; I think it's important for us to do those walkthroughs and for us to continue to do those. I think what we heard tonight at Walsh School is another example of, as much as we tried . . . things don't go and I think at the very least we can show an interest and continue to walk through the schools and actually see the condition of the schools and listen to the staff because another valuable part of it for me was when we walked through we heard from teachers that might not otherwise tell us anything. I know there was some concerns the principals weren't being open and honest about everything but I think the teachers were. So, it's nice when we got an opportunity to walk through the schools and hear from the teachers and I hope that you reconsider that. Again, we don't need to get into discussion now; I know we want to get moving.

The only other point I want to, well there's two points, two others, Commissioner Harvey touched on it, I guess the question I have is why more kids aren't getting involved in the GEAR UP Program? It just seems like, there's no reason why they wouldn't. All we hear of is how we should extend the school day and this is almost like the perfect way to do it and I'd just like to know why certain kids aren't doing it and if in fact we aren't recruiting as hard as we could be because we really don't have the staff to handle it if they all showed up. I think that's the question I have in my mind, I'd like to get a little more on that after the first of the year.

And just one other thing with the Newtown stuff. I'm wondering, I see everything that we're doing, but without getting too much into it I believe the teachers that were there, the regular staff, did a wonderful job and from what I read at least the classroom where most of the stuff happened was with a substitute teacher, and I'm wondering whether or not our substitute teachers are given the kind of direction. I don't believe they are because I know a lot of substitute teachers, I'm sure, they don't walk into the school, they tell them that in the event something like this happens, this is what you should do. And I'm wondering if we shouldn't have something like that for our substitutes, and even

extend it beyond to the rest of our staff. I'm sure there were a lot of paras involved in that that probably didn't get any recognition as far as doing the right thing because there were paras in a lot of those classrooms and I'm sure they helped with getting those kids to safety. But I think it really is an entire school that needs to be trained on what the proper reaction is to a circumstance, a horrific circumstance like that, but in particular on the front line, substitute teachers I think we need to make sure we let them know exactly what's expected. I'm sure they're all a little bit more aware of what the situation is now but I think we need to really make sure that they're trained in the proper reaction or protocol, or however we want to call it, to react to such a horrible circumstance.

STANGO: Thank you Commissioner Hayes. Just to refer to your question about the walkthroughs, and I know you did email me, I didn't want to do it on email so that's why I said "yes" and then I was prepared to talk to you at the meeting and then, as meetings do, things get out of control. But let me just touch on that for one second, if you don't mind. First of all, if any Commissioner would like to walk through the building, and would certainly hope that they do, if they haven't been already, the principals have agreed to be in the building and present about five o'clock. So between 5:00 and 5:15 or 5:15 and 5:30, the principals have assured me that they would be very pleased and happy to take anyone through the building who wishes to do it. Secondly, the principals have agreed to, and I have, that if a special request, let's say we were going to Driggs and you said I hear Driggs has some issues, I'd like to see it, we will arrange a tour that night. We certainly will never say no to a tour if that's what people wanted to do.

Also, another item to consider was that attending the CABA Conference and CABA Convention and Workshops regarding meetings and what partakes in a meeting and what happens in a meeting, it was stressed to me that all meetings should be about achievement, teaching, learning – there should be no distractions. And I felt that once we start the meeting and we do the preliminary and then we have the principal's report, this is all pertaining to instruction, it's all pertaining to learning and teaching, and then it breaks the flow of the meeting when some of us, not all of us, get up and take a tour. Some of us are not here at the time so they don't see it anyway, so I thought that the break in continuity was not suitable to what we were trying to do. However, it's been arranged, as I said, that the principal will take anyone through, any time before the Workshop, and if that isn't convenient, any time after the Workshop, and if there's a special need to go through we will arrange that. So that's the story on that. I'm sorry I didn't get back to you earlier but that was the story on that. And also the fact that I feel very confident that we have Mr. Cross and Mr. D'Agostino in place now setting up the new procedures for principals and notifying them what they need and prioritizing what they need. So that took a little bit pressure off of us. But certainly we're always invited and welcome in the buildings, the principals have told us that, and some of us do go and that's why I did it.

HAYES: Well, just for the record, I disagree because I think it's hard for those of us that have regular jobs and aren't available during the day to now expect us to come even earlier if we want to take a chance to walk through the school. And I don't know about the continuity or any of that type of stuff, it's supposed to be part of the 30 minutes that's part of the principal's thing and I just think it's important for us to get into the schools. Like I said, when I walk into a school and it's not a brand new school but unfortunately in all the years I've been here we still were running into issues at Rotella. I have all the confidence in Mr. Cross and all that stuff but we've been down that road before giving

our confidence to others and then finding out that things weren't getting done. And especially in light of the fact that we've got all these budgetary cuts and the need to save dollars I just want to make sure that, I just don't think it's fair to expect someone who wants to walk through the building to go there on their own time when we set this up as going on through the meetings. When I go into a school and I see that there may be a concern, or I'll just ask if anybody has a concern, and then I'll ask that we do a walkthrough I guess.

STANGO: Okay, fine, very well, understood. If you would like to have a walkthrough we can arrange that at any particular school you'd like to. Any other?

### ***ADJOURNMENT***

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Van Stone, it was voted unanimously to adjourn at 8:15 p.m.**

ATTEST: \_\_\_\_\_  
Carrie A. Swain, Clerk  
*Board of Education*