

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

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

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

PRESENT: President Stango, Commissioners Brown, D'Amelio, Harkins, Harvey, Hayes, Morales, Sweeney, and Van Stone.

ABSENT: Commissioner Rodriguez.

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, and Education Liaison Mary Ann Marold.

1. SILENT PRAYER

President Stango called the meeting to order at 6:32 p.m.

STANGO: Before we have our silent prayer this evening, I'd like to notice and mention the passing of Mr. Forest "Woody" Belval. In our prayer tonight, let us remember Mr. Forest "Woody" Belval who died this week. Woody was a retired Physical Education Teacher and went on to become a Supervisor of Physical Education for our district. He was also the Coach of Swimming and Cross Country at Kennedy High School. As a teacher and coach Woody was a mentor to many, many, many students. He literally lived in Kennedy's backyard. He forged life-long personal relationships with many of his students and I know that from a personal experience. He was an advocate for all students and took an interest in their everyday world. I know this to be true, he will be missed by many, he was a good, good man. We remember him and his family fondly tonight.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

Dr. Ouellette led everyone in the Pledge of Allegiance to the Flag.

3. ROLL CALL

CLERK: Commissioner Brown.

BROWN: Present.

CLERK: Commissioner D'Amelio.

D'AMELIO: Here.

CLERK: Commissioner Harkins.

HARKINS: Present.

CLERK: Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hayes.

HAYES: Present.

CLERK: Commissioner Morales.

MORALES: Here.

CLERK: Commissioner Rodriguez (absent). Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Van Stone.

VAN STONE: Present.

CLERK: President Stango.

STANGO: Here.

4. COMMUNICATIONS

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

1. Copy of communication from Civil Service dated November 14, 2012 certifying George Vespoli for the position of Maintainer I.
2. Communication dated November 15, 2012 from the Housing Authority of the City of Waterbury regarding the opening of the waiting list for the Housing Choice Voucher Program.
3. E-mail communication dated December 1, 2012 from Athena Wagner regarding non-certified Math Chairman at Kennedy High School.

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

5. APPROVAL OF MINUTES

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Brown, it was voted unanimously to approve the minutes of the Committee Meeting of October 25, 2012, Special Meeting of October 25, 2012, Regular Meeting of November 1, 2012, Committee Meeting of November 8, 2012, and Rescheduled Regular Meeting of November 19, 2012.

STANGO: Motion is made and seconded. Any discussion? All in favor, opposed, abstentions, motion carries. Regarding the roll call, Commissioner Rodriguez did call, he's not feeling well tonight and he will not be here and the rest of us are, and that's a good thing.

6. PUBLIC ADDRESSES THE BOARD

There were no public speakers.

7. SUPERINTENDENT'S ANNOUNCEMENTS

Dr. Ouellette read and distributed the following announcements:

It is with great pleasure to announce that Wendell Cross has been recognized by the State Department of Education as a "School of Distinction". This honor is a tribute to the school's instructional initiatives, to holding high expectations for all students and to the school's highly professional faculty and staff. Wendell Cross has been specifically recognized for making the highest progress among schools within Connecticut with a School Performance Index of less than 88. Wendell Cross School is among the top ten percent of schools making gains in this area. This achievement is certainly a cause for celebration for our district. Commissioner Pryor stated he wanted to recognize progress and distinction, not just of the need for intervention and support. The State may try to develop special grants and other ways to reward such progress in the future. We will recognize the Wendell Cross staff at a future Board of Education meeting.

For the second year in a row, two Crosby High School students have placed first and second in the Voice of Democracy Contest sponsored by VFW Post 201. Senior Michelle Padua placed first and will win \$1500. Junior Anabela Gomes placed second and will win \$1,000. Michelle and Anabela were honored at a ceremony held at the VFW Post 201 on Tuesday, December 4th. Michelle's winning essay will also be entered in the district and state competitions, and she will be eligible to win additional money. Crosby students also won first and second place last year. The Voice of Democracy contest is open to high school students in all of Waterbury's public and private schools.

State Senator Joan Hartley visited the STARBASE Program last Friday at Naugatuck Valley Community College (NVCC) as fifth graders from Gilmartin School completed their participation in this year's program. Senator Hartley observed the students as they programmed robots to travel correctly around a mat on the floor.

The Arts and Tourism Commission and the Office of the Mayor are combining efforts to coordinate a citywide food drive that will support the Greater Waterbury Interfaith Ministries (GWIM) Food Pantry and Soup Kitchen, located in St. John's Episcopal Church. Donation bins can be found at City Hall, 235 Grand Street, 2nd floor and in the lobby of the Chase Municipal Building, 236 Grand Street.

From November 1st to November 21st Wallace Middle School students collected over 4164 nonperishable food items for the Greater Waterbury Interfaith Ministries. Not only did students collect food items, they collected and will donate over \$700.00 to a Hurricane Sandy relief charity. Lastly, on October 26th, Wallace students and staff wore pink in honor of Breast Cancer Awareness Month and collected over \$630.00 in donations to the American Cancer Society.

Gilmartin School students collected \$3,507 for the Marine Corps League's Toys for Tots campaign. Students presented the check to local representatives last week.

So you can see by these announcements today that we have a very generous staff and very generous students at this time of year and we're very, very proud of their commitment to our local charities. Thank you.

8. PRESIDENT'S COMMENTS

STANGO: On November 19, I visited the fall culminating event of the Intramural Tennis at Gilmartin and Duggan Schools. The event was held at Middlebury Racket Club. Teachers and principals of both schools were in attendance. It was wonderful to see so many of our students taking part in and enjoying exercise and activity which this sport provides. The Intramural Tennis Program was funded by a grant which came before this Board over a year ago.

On November 20, the Mayor and myself and other Board members attend the Annual Thanksgiving Luncheon with the students and the teachers over at Reed School. The students and their guests were treated to a turkey dinner with all their fixings deliciously prepared by our Food Service Department.

This Monday, Commissioner Brown and I attended an information meeting about the Reach Out and Read Program offered through United Way. The program puts books in the hands of kids six months old to five years in partnership with agencies and pediatrician offices in the City. We will learn more about this program as we go forward.

Last night I attended the awards and information meeting put together by Nick Albin concerning the John Hopkins Program for encouraging middle school students who meet milestone CMT scores to take SAT's in the middle school. High ranking scorers are then eligible to attend a summer program on the campus of Roger Williams University. There were about 300 students and parents attending last night. The Board also heard about this program in Workshop over a year ago. It's good for me to see some of these programs that we hear about reach their conclusions. For me it puts a face of kids on what we talk about sometimes in isolation. Also, last night I attended an update meeting of the Waterbury Career Academy with Vice President Harvey, Commissioner Brown, and Commissioner Sweeney. There were about 25 to 30 neighborhood people in attendance, the project is moving along fine, and some people asked about sidewalks and traffic and their answers, they were given their answers.

On the housekeeping side of the Board, there will not be a meeting on December 27 and also there will not be a meeting on January 3. We will have a Workshop next Thursday and a Regular Meeting on December 20. And that concludes my comments.

Does anyone wish to remove anything from the Consent Calendar?

President Stango proceeded to read the Consent Calendar, items 9.1 through 9.5

9. CONSENT CALENDAR

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Van Stone, it was voted unanimously to approve the Consent Calendar, items 9.1 through 9.5 as listed:

- 9.1 With the approval of the Committee on Finance, the Superintendent of Schools recommends permission be granted for the district to nominate a physical education teacher for the NFL Network PE Teacher of the Year award/grant.

- 9.2 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval for the Waterbury Public Schools, via the Mayor's Task Force Against Substance Abuse, to apply for Local Prevention Council Program funds through the Central Naugatuck Valley Regional Action Council.
- 9.3 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the ED 042/Phase 4 for the Waterbury Career Academy High School Project (State Project #151-0276N), as attached.
- 9.4 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.
- 9.5 With the approval of the Committee on School Facilities & Grounds, the Superintendent of Schools recommends approval of the use of school facilities by outside organizations and/or waiver requests, as listed.

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

10. ITEMS REMOVED FROM CONSENT

There were no items removed from the Consent Calendar.

11. COMMITTEE ON SCHOOL PERSONNEL

- 11.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Van Stone, it was voted, by roll call vote, to approve the appointment of Janet Frenis as Supervisor of Math – Elementary, effective immediately.**

STANGO: Motion has been made and seconded. Any discussion? Commissioner Hayes.

HAYES: I just want to make it clear, for the record, this is funded by the Alliance Grant.

SUPERINTENDENT: It gives me great pleasure to recommend to the Board the approval of Janet Frenis to the Math Supervisor Elementary position. This has been a very, very long search several times over. We had nine applicants this round but many, many more a couple times before that. Janet has served the district for many years, she has been, and still is a champion of mathematics education in Waterbury. She has given of herself and has availed herself, time and time again, in focusing on helping her students and her colleagues improve their mathematical content knowledge. In her role as Coach, Janet exhibited the same passion for teaching, learning, and developing a mathematical mind that she exhibited as a teacher. She is a well-respected member of the Waterbury learning community and she has the mathematical content knowledge that will serve her well as she leads the district through the transition to the Common Core Standards. And after a very lengthy and rigorous interview process, the Committee felt confident that Janet is not only the best candidate for the job but she's the best candidate for Waterbury. Please join me in welcoming Janet Frenis as the Elementary Math Supervisor for Waterbury Public Schools, upon the vote, not yet. Thank you.

STANGO: Is there any further discussion? Roll call vote please.

ROLL CALL VOTE ON ITEM #11.1:

Yeas: Commissioners Brown, D'Amelio, Harkins, Harvey, Hayes, Morales, Sweeney, Van Stone, and President Stango – 9

(applause)

FRENIS: I'd like to thank the Board for the appointment; it means a lot to me. Math Supervisor is a goal I set for myself some time ago so it feels wonderful to be there. I want you all to know that I believe that our students can learn math at high levels. I know we have a lot of work ahead of us in the transition to Common Core but I'm up for the job and I feel confident that our students can be competitive in math. Once again, I would just like to say thank you.

STANGO: We have an addendum – one name is added and one name is removed.

12. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Van Stone, with Commissioner Hayes "recusing on Item 12.3", it was voted to receive and place on file items 12.1 through 12.7, as listed:

- 12.1 Athletic appointments effective immediately:
Capobianco-Garibaldi, Laurie – Assistant Cheerleading Coach, CHS.
Ghiglia, Nicholas – Head Soccer Coach, NEMS.
- 12.2 Athletic resignations effective immediately:
Ieronimo, David – Varsity Boys' Baseball Coach, CHS.
- 12.3 Grant funded appointments/salary adjustments effective immediately:
Cappiello, Michael – Substitute Teacher, 21st Century After School Program
Grant, Teen Idol/Cohort 8 - #1.
Clemente, Nera – Family Resource Center Coordinator, Reed School, 12 months, 35 hours per week, annual salary of \$45,000, benefits governed by the SEIU (Service Employees International Union) Clerical Agreement.
Medina-Alvero, Denise – Parent Educator, Reed FRC PAT (Parents as Teachers) Program, 10 months per year, maximum of 19 hours per week at \$15.00 per hour, non-union/without benefits.
Homewood, Gregory – Instructional Tutor, Regan School, 10 months per year, maximum of 18 hours per week at \$32.00 per hour, non-union/without benefits.
Iannicelli, Joyce – Career Technology Educational Liaison, WHS, 35 weeks, 15 hours p/week @ \$30.00 per hour, non-union/without benefits.
Miller, Marissa – Instructional Tutor, Reed School, 10 months per year, maximum of 18 hours per week at \$32.00 per hour, non-union/without benefits.
Reho, Jessica – Family Resource Center Coordinator, Wilson School, salary adjustment from annual salary of \$35,690.20 to annual salary of \$45,000, effective July 1, 2012.

12.4 Teacher transfers:

Name	From	To	Effective
Abdul-Karim, Pamela	WAMS Library/Media Temp	WAMS Library/Media Perm	8/23/2012
Augelli, Martin	Chase K Temp	Chase K Perm	8/23/2012
Awwad, David	Kennedy Science Temp	Kennedy Science Perm	8/23/2012
Bala, Elona	Driggs 1 Temp	Driggs 1 Perm	8/23/2012
Bennett, Tania	State St. Read 180	State St. Sped	9/11/2012
Bianchini-Ormai, Krista	Wilby English Temp	Wilby English Perm	8/23/2012
Blaney, Sean	State St. Sped Temp	State St. Sped Perm	8/23/2012
Brayton, Katie	Rotella/Sprague SW Temp	Rotella/Sprague SW Perm	8/23/2012
Byron, Emily	Washington 3 Temp	Washington 3 Perm	8/23/2012
Card, Katherine	Driggs 1 Temp	Driggs 1 Perm	8/23/2012
Chaifetz, Chaya	Reed Prek-3 Sped Temp	Reed Prek-3 Sped Perm	8/23/2012
Chute, Courtney	Driggs 1 Temp	Driggs 1 Perm	8/23/2012
Cicccone, Angela	Carrington 3 Temp	Carrington 3 Perm	8/23/2012
Cole, Stephanie	NEMS 8 Math Temp	NEMS 8 Math Perm	8/23/2012
Cruz, Maria	Hopeville 1 Bilingual Temp	Hopeville 1 Bilingual Perm	8/23/2012
D'Averso, Laura	WAMS 7 Science Temp	WAMS 7 Science Perm	8/23/2012
Damon, Alison	Bucks Hill 3 Temp	Bucks Hill 3 Perm	8/23/2012
DeFeo, Dawn	Maloney PreK Sped Temp	Maloney PreK Sped Perm	8/23/2012
Deptula, Joseph	WSMS 6 Math Temp	WSMS 6 Math Perm	8/23/2012
DeSantis, Amy	Generali 1 Temp	Generali 1 Perm	8/23/2012
DeSantis, Bianca	WMS 8 Science Temp	WMS 8 Science Perm	9/6/2012
Donnarumma, Caroline	NEMS 8 SS Temp	NEMS 8 SS Perm	9/10/2012
Erdmann, Jeff	Hopeville Music Temp	Hopeville Music Perm	10/1/2012
Erlingheuser-Marks, Darlene	NEMS 8 Math Temp	NEMS 8 Math Perm	8/23/2012
Esposito, Cara	Bucks Hill Annex Pre K Temp	Bucks Hill Annex Pre K Perm	8/23/2012
Falcone, Brenda	Driggs 4 Sped	Gilmartin Sped	8/2013
Gavrilis, Diana	WSMS Psychologist Temp	WSMS Psychologist Perm	8/23/2012
Gavrilis, Effrosini	NEMS 8 Science Temp	NEMS 8 Science Perm	8/23/2012
Germain, Ben	State St. PE Temp	State St. PW Perm	8/23/2012
Gernat, Jillian	WSMS 7 Sped Temp	WSMS 7 Sped Perm	8/23/2012
Gibson, Ricardo	Reed PE Temp	Reed PE Perm	8/23/2012
Golino, Marissa	Driggs 2 Temp	Driggs 2 Perm	8/23/2012
Gomez, Bridgett	Driggs K Temp	Driggs K Perm	8/23/2012
Grella, Micaela	Wilby Italian Temp	Wilby Italian Perm	8/23/2012
Grove, Kathleen	Bucks Hill Sped Temp	Bucks Hill Sped Perm	8/23/2012
Harrison, Paul	Wilby Math Temp	Wilby Math Perm	8/23/2012
Hudobenko, Tanya	WSMS 8 LA Temp	WSMS 8 LA Perm	9/6/2012

Kadam, Arun	Wilby Science Temp	Wilby Science Perm	8/23/2012
Kerwin, Colleen	Walsh 3 Temp	Walsh 3 Perm	8/23/2012
Klein, Jeremy	WMS 6 LA Temp	Wallace 6 LA Perm	8/23/2012
Kozlowski, Stacy	Kingsbury Sped	Generali Sped	1/2/2013
Lavallee, Gina	Generali 3 Temp	Generali 3 Perm	8/23/2012
Madera, Marlene	Carrington 4	Carrington 3-5 ESL	8/2013
Marks, Amanda	State St. Sped Temp	State St. Sped Perm	8/23/2012
McBride, Haley	Maloney 1 Temp	Maloney 1 Perm	8/23/2012
Mendez, Molly	Wilson BDLC	Maloney 4	8/2013
Miceli, Andrew	Wilby English Temp	Wilby English Perm	8/23/2012
Migenes, Leslie Ann	State St. Sped Temp	State St. Sped Perm	8/23/2012
Miller, Wesley	WSMS Numeracy Temp	WSMS Numeracy Perm	8/23/2012
Moriarty, Shea	Duggan 7 SS Temp	Duggan 7 SS Perm	8/23/2012
Mucciario, Ashley	Bucks Hill 3 Temp	Bucks Hill 3 Perm	8/23/2012
Murphy, Amy	Reed PreK Sped Temp	Reed PreK Sped Perm	8/23/2012
Murray, Mary	Driggs 5 Temp	Driggs 5 Perm	9/10/2012
Nardella, Amanda	Wilson 5 Temp	Wilson 5 Perm	8/24/2012
Nizzardo, Kari	Wilby Science Temp	Wilby Science Perm	8/23/2012
Nolisa, Ifunanya	Bunker Hill 1 Temp	Bunker Hill 1 Perm	8/23/2012
Normandin, Susan	Generali Sped	Rotella Sped	1/2/2013
Pastore-Quezada, Paula-Ann	Driggs 2 Temp	Driggs 2 Perm	8/23/2012
Patrick, Susan	Bucks Hill 3 Temp	Bucks Hill 3 Perm	8/23/2012
Phelan, Kyle	Gilmartin 7 Math Temp	Gilmartin 7 Math Perm	8/27/2012
Porcaro, Stephanie	Wilson/Sprague Art Temp	Wilson/Sprague Art Perm	8/23/2012
Razz, Jamie	Walsh 4 Temp	Walsh 4 Perm	8/23/2012
Rijos, Carmen	Driggs 5 Temp	Driggs 5 Perm	8/23/2012
Rothén, Kim	Kennedy Math Temp	Kennedy Math Perm	8/23/2012
Rucinski, Matthew	WAMS 8 LA Temp	WAMS 8 LA Perm	8/23/2012
Salcito, Arianne	Kennedy S.S. Temp	Kennedy S.S. Perm	8/23/2012
Santanelli, Michael	Wilby Math Temp	Wilby Math Perm	8/23/2012
Tolles, Steven	NEMS 6 Sped Temp	NEMS 6 Sped Perm	8/23/2012
Velodota, Danielle	Chase 5 Temp	Chase 5 Perm	8/29/2012
Varrone, Anthony	Enlightenment Business Temp	Enlightenment Business Perm	8/23/2012
Walczak, Melissa	WMS Art	WAMS Art	8/2013
Walent, Cheyenne	Tinker 3 Temp	Tinker 3 Perm	8/23/2012
Weed, Stephanie	Driggs 1 Temp	Driggs 1 Perm	8/23/2012
Wilkins, Tracey	Driggs Sped	Reed Sped	1/2/2013

12.5 Adult Education appointments effective immediately:
Albini, Christopher – Substitute, as needed @ \$32.00 per hour.

12.6 Leave of absence requests:
Buonocore, Nicola – Driggs grade 4, requesting an unpaid childrearing leave of absence from December 18 through 21, 2012.

12.7 Resignations:

Flowers, Michael – Elementary Physical Education, effective 05/11/11.

Galvin, Heather – CHS Consumer/Family Science, effective 12/31/12.

Sima, Shontel T. – Duggan Special Education, effective 12/21/12.

Thomas, Janine – Teacher, WSMS, (deceased) effective 11/19/12.

Woronick, Amy – WHS Special Education, effective 11/30/12.

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

HAYES: Just one thing, there is an appointment made under Item 12.3 that I should recuse myself from, Nera Clemente.

STANGO: All in favor, opposed, motion carries. Next item on the Agenda, number 13 – Unfinished Business of the Preceding Meeting Only. Item number 14 – Other Unfinished, New, and Miscellaneous Business. Then I will entertain, Commissioner Sweeney.

SWEENEY: Just very briefly, several weeks ago I attended an informational meeting with our City Public Works staff and members of the Safe Routes to Schools Program to review the Safe Routes to Schools Grant that was awarded to Gilmartin. There will be some construction of sidewalks from Baldwin Street up to Tracy Avenue. That will give students the opportunity to access safely the interior streets and come into the back of Gilmartin on their walk to school, possibly moving some students off of buses and onto walking to school. And, again, that is all due to that Safe Routes to Schools Grant. The unfortunate news that I did hear was that the Federal Government has not funded the Safe Routes to Schools Grant for next year so there will be no grant awards next year. When the grants do resume, they will be at an 80/20 match so any money awarded through Safe Routes to Schools going forward will require the City to put up a 20% match. The current Gilmartin that we got in was 100% funded by the Safe Routes to Schools Program. So that's an unfortunate thing.

STANGO: Under Other Unfinished, New, and Miscellaneous Business we have Mayor O'Leary.

MAYOR: Good evening everyone, thank you for being here, I apologize for being a few minutes late, I had a previous meeting. I first would like to announce that Alderman Ernie Brunelli had a conversation with me early in the week and he asked if he could take a sabbatical from being the Liaison from the Board of Aldermen to the Board of Education. He's been in that role for a year, as you know. He's done a great job; he's missed very few Workshops and no meetings that I'm aware of. So I was happy to congratulate him and thank him for his fine work and also Alderman Gregory Hadley had indicated that he would like to be the new Liaison to the Board of Education from the Board of Aldermen and I would point out to all of you that Greg has been to, as far as I know anyways, almost every meeting and quite a few Workshops, as well. So I just would like to thank Greg for stepping up to the plate and I think that the liaisons on both sides have been helpful. Certainly, there's been questions that have come up at the Board of Aldermen meetings and caucuses that Ernie's been able to answer the questions for and so, I think, the intent was to open up a line of communications between the two Boards and I think it's worked very well. So, I congratulate and thank Alderman Brunelli for his service and welcome Alderman Hadley.

Secondly, I know that you are probably intimately aware of the newspaper articles over the last several days and I wanted to make myself available to you in case any of you had any questions about any of the decisions that were made earlier in the week. So, I'm here.

STANGO: Commissioner Hayes for the Mayor.

HAYES: Thank you Mayor. I appreciate your getting involved in this issue and I certainly agree with what you've said, we're in a tough fiscal situation right now and I hope that, in fact, we can come up with some better ideas as opposed to spending over \$80,000 for each of those positions and I appreciate your getting involved with that.

MAYOR: I appreciate that Commissioner and I just want to make it clear when I met with the newspaper and, of course, I talked to Dr. Ouellette, you know, I completely support everything that this Board of Education has undertaken over the last year, I think it's a great Board, a working Board, I'm pleased to be involved at my level with this Board, but I'm most pleased at the initiatives that the Superintendent has put forward and I support her in everything that she does and will continue to. On this particular issue it was really difficult because we know what we're facing and we know that the City is going to be in a precarious position very soon with the revaluation and all the uncertainties about the property evaluations, how it's gonna impact the mill rate, and most importantly, what's going on at the State level. We know, it's been well publicized that the State is struggling as we all know and we're all bracing for any additional cuts and aid to the towns. With the freeze that I had put in place two weeks ago and all the oversight for each department and just the perception, we're putting the perception out there that we're trying very, very hard to be fiscally responsible, but not impossible, by the way, by any stretch of the imagination, we just felt, I just felt quite frankly, that these positions, at this very moment, were something that I just couldn't support. So I am very interested in alternative plans. I do recognize that the principals and vice principals are spending probably too much time on disciplinary issues and could be spending more time supporting teachers and things along those lines; I get that part, but I would just like to see if there's a way we could figure out something that might be a little bit more fiscally acceptable.

STANGO: Commissioner Brown.

BROWN: Good evening Mayor. That statement, given the backdrop that you're talking about, I guess I'm trying to figure out, I thought this was grant money we had applied for and we all agreed and voted on that as a whole package we would move forward on the Instructional Leadership Positions and the focus and we've kind of worked on this so I'm just hoping that we can move this along so that we don't lose State grant money through the Alliance. These dollars have to be spent or we have to give them back. So I'm hoping that we can come up with something that we can agree on to meet the needs of the students and to really meet the needs of the Alliance District plan and also to identify the structural and systemic reform issue of trying to free up our administrators for instructional leadership. So, I welcome an opportunity to kind of figure out how we can move forward quickly so we don't lose the money. So, that's we're I am right now.

MAYOR: I'll expand on that if you don't mind. I think we agree on the discipline issues, I really think we do show no differences there. My issue, Commissioner Brown, is that these positions were going to be in SAW and these positions, once created, would be part of the SAW membership and, quite frankly, at that salary rate with that benefit package and the uncertainty of what's happening with the State, not only with the ECS money, we really don't have any guarantees about some of these other funding sources either and had these sources, if they were to be cut, we would be in a position where we would have these seven individuals, contained within the union, and then what would we do next? So that was my dilemma. The philosophy behind the positions I get and can support but we are just in some really unusual times. Not only at the State level, I think that we all recognize that just two years ago the State was in the, probably, absolutely the worst economic condition that it could have been in, there were steps taken to remediate those conditions and because the national economy has not improved the way it was projected to improve by some folks, the State finds itself in this position where they are, as reported in the news today, with the enormous deficit again. The money's got to come from somewhere. I don't know where it's gonna come from and until we do know where it's coming from, I think we have to be, not you, you all have your mission and I respect all of you, I sat in that chair, you have your mission and your mission is to do what you think is for the betterment of the education for the public school children in the City of Waterbury and I get it. This sits a little bit different because we have to figure out where the money's coming from if the funding sources that we're relying on aren't there. So I got to tell you, you know, until we know and we have some certainty, I think that it was a wise decision but respectful of each other's positions.

STANGO: Superintendent.

SUPERINTENDENT: Thank you Mr. Mayor for addressing us this evening. I wanted to remind the Board also the Alliance Application, we originally had put these positions in more of a teacher/vice principal position. These were at teacher's salaries. And, you know, with respect to the WTA we couldn't come to a common understanding of those positions so membership could not support that so we didn't have another alternative but to try to move it into the administrative position. But they originally, to the Mayor's point, we were very respectful of the economic times, they were originally more of a lead teaching position at the building level and if you look in the Alliance Application, in fact, you'll see that salary matches up with that. So we had to shift gears. But, we're going back to the drawing board and I'm sure we're gonna come up with something respectable perhaps in that range again but originally, I don't want you to think that you were misled, that originally we had gone to that position, I think I stated at the Board Workshop last week, that originally they were in there and that's what the Board did approve but we couldn't come to a common understanding with the WTA.

STANGO: Any other questions? Commissioner Sweeney.

SWEENEY: Not a question, just a comment. Certainly we all heard from taxpayers who were upset over the size of the salaries and hiring staff in the middle of a freeze but I personally heard from some current and former staff members who were excited about these positions and felt that this was something that they, at classroom level, could believe that was gonna be a help for them over their concerns for control of discipline in our schools and how that's handled. I want to make sure that staff understands that I

heard that and if we have to go back to the drawing board for these positions, I'm ready to do that. But I heard very clearly that our staff has concerns about how discipline is handled and they're asking for some relief. So, I think we really do have to get down in the trenches here and we have to look at this, again, because we gave them just a little bit of a glimmer of hope and then it was taken away. And that's disappointing for some of them and I don't want them to think that we have given up on them.

SUPERINTENDENT: We will address it.

MAYOR: I don't agree with your assessment entirely, I heard from staff as well, so while you heard positive I didn't hear that, just so you know. I didn't hear overly negative, I just heard that there might be different ways of doing business. And that's what, you know, when I met with the newspaper report, I thought the article was fair, I didn't love the headline, I don't think anybody did, but the newspaper reporters don't make headlines, or don't author the headlines. But clearly, you know, there are other lines of thinking. I'll just throw a couple of them out there. But what I said to Mike Puffer, as I said I'm very supportive of the article, the body of the article, you know we need to start looking at different alternatives, thinking out-of-the-box and you know Deans of Discipline, whatever we want to call them, we've done a great deal of work over the last years, as you all know, about creating a better, healthier, safer school climate with the Positive Behavior support and all the things that go along with that and we've seen a reduction in school suspensions and that's good. We've seen a little bit of a better atmosphere but we still see, and I know it disturbs Dr. Ouellette, we still think what I think, and the Dr. I think would agree, there's too many incidents of near violence or violent interactions between students. And one of the things that we've spoken about is more of a visibility in the hallways. One of the programs that, I think it was Butchy Azzara developed several years ago, was he hired two retired Waterbury Police Detectives, they're still there, up at Kennedy. I'm not saying that they don't have any problems at Kennedy, because they do, but they have a high visibility in those hallways. These two Detectives are very well know police officers and Butchy hired them and it was right around the time we were contemplating whether or not we were going to put school resource officers in the schools and the former Chief of Police before I got there, he didn't support the plan, he believed strongly that, he didn't like the idea, quite frankly, of police officers in schools, that was his belief and that's the way it was. And as an alternative to that Butchy came up with this plan and hired a couple of retired people at a very affordable rate, by the way, no benefits, per diem is what they are and they have a really good impact on that school. I've been in that school many, many times, I watched the interaction between the students and those two officers, they're in plain clothes, they don't carry guns or anything, and it's very positive, the students know who they are and they know they have resources at their fingertips if they need them and the police officers know all of them, the retired guys know all the students by their first names, I was really delighted to see that. It's really similar; it's just another offshoot of really what goes on at the PAL. So, you know one of the things that I thought of on the preventative side of discipline is maybe we could think a little bit out of the box and find some people like that, or similar to those people, to put into the schools where we have some high incidents of aggression and see if we can look at some of the things that way.

The other thing I was thinking about, and this is really a one minute thought that I had the day that I was talking to Mike Puffer, was, on a pilot basis, a pilot program, as an

alternative to a full-time Dean of Discipline, you know, maybe a per diem situation, maybe a knowledgeable HR person/School Administrator/Teacher, slash anyone who understands discipline or could learn. Maybe we start a pilot program and we do a per diem salary like that. But the one thing I did say was that I was gonna ask the Board, and this is what I'm asking you now, is to put your heads together, think creatively, think out-of-the-box. We do have some funding available, as Commissioner Brown points out. I know that we're not gonna just spend money to spend money but we can try different plans maybe and see which one might be most effective given the economic times that we're in. So I think it's kind of, you know, is worth thinking about. You know Edmund Saunders is a, some of you probably know who he is, but he's a graduate out of Waterbury, well actually I think he went to Holy Cross now that I think about it, but he was on a national championship team for the University of Connecticut in 1999 and he went to play ball in Europe and he's at PAL all the time, he's married to a Waterbury Police Officer. I don't think there's anybody in the City of Waterbury that doesn't know him, on the youth side. Edmund Saunders and I talked about something like this a while back; I mean I'd love to have Edmund Saunders involved with any youth program or something similar to what we just talked about. There's a lot of Edmund Saunders people out here in the City of Waterbury that would like to get involved. So, just a thought. I know that there's a whole realm of questions that come along with all of it but it's just a thought, it's just something to think about.

SWEENEY: Don't misunderstand my remarks, my remarks were not specific to the positions, but to that support that they thought was coming and that they are now afraid will never come and I want people to understand that we are, we're going back to the drawing board, we're gonna look for alternatives, but we're gonna support our staff, we're gonna support our teachers, our paras, our principals, we're gonna support them.

MAYOR: And I agree with you. My point to you was is that honestly some staff thought we may not need to go that far, in other words, with those full-time positions, there could be creative ways. I don't know. But I do know that it certainly brought on a lot of conversation, which is a good thing, and a lot of teachers have spoken to me personally about it and a lot of administrators have spoken to me about this and a lot of taxpayers have spoken to me about it. So, you know, and that's a good thing, I mean there's nothing wrong with that, I like that, I think that that kind of communication can only be beneficial for everyone.

STANGO: Any other comments? Just from me, I think that we, at this Board, have proven time and time again that we support the Superintendent and we will continue to support the Superintendent. We knew that this was part of the plan for change to get these positions. Right now the problem is what does the model look like for these positions I think is what we're talking about. And one thing I also know for sure is that this Board wants to be part of the solution and not part of the problem so we certainly will work together and we certainly will work to get those positions somehow, someday. What they look like right now I don't know but somehow, someday – filled.

MAYOR: And I thank you for that, President Stango, I think that's what we all want. Me, personally, I want to fulfill the mission and handle the discipline issues in the schools and relieve the administrators and get them back into what they're supposed to be doing, I'm just looking for a way to do it, the most fiscally responsible way to do it, if you will.

STANGO: True. And I think, also, that we all know that it's two-pronged when the positions in the schools were to help alleviate discipline problems – that's prong one. Prong two – by doing that we were able to free up our vice principals to be able to be more a part of the teaching and learning process and that's, ultimately, what we want to do. So, I'm looking forward to that goal.

MAYOR: And I am, as well. Thank you.

STANGO: Thank you for coming, Mayor. Before we adjourn, I'd also like to welcome Alderman Hadley to our weekly meetings.

(applause)

HARVEY: I'd like to echo that. Alderman Hadley, it is indeed something I'm looking forward to as far as working with you. I'd also like to thank Alderman Brunelli who, you know I can't even count any meetings that he missed or workshops, so I'm looking forward to working with you and welcome.

ADJOURNMENT

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harkins, it was voted unanimously to adjourn at 7:12 p.m. into Executive Session for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee. The Executive Session ended at 7:37 p.m. with no votes taken.

Present: President Stango, Commissioners Brown, D'Amelio, Harkins, Harvey, Hayes, Morales, Sweeney, and Van Stone, Dr. Ouellette, Dr. Sequeira, Mrs. Cullinan, Mr. Guidone, Mr. Frost, and Ms. Tucker.

ATTEST: _____
Carrie A. Swain, Clerk
Board of Education