

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ REGULAR MEETING*

Thursday, October 4, 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, Rodriguez, Sweeney, and Van Stone.

**ABSENT:** Commissioner Morales.

**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 Attorney Maurice Mosley.

#### **1. SILENT PRAYER**

President Stango called the meeting to order at 6:31 p.m. with a moment of silence.

#### **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: Here.

CLERK: Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hayes.

HAYES: Here.

CLERK: Commissioner Morales (absent). 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 September 18, 2012 from Civil Service certifying Gina Turner and Donna Butterworth for the position of Paraprofessional.
2. Copy of communication dated September 24, 2012 from Civil Service certifying Dale Simard for the position of Maintainer I.
3. Copy of communication dated September 25, 2012 from Civil Service certifying Keith Larkin for the position of Maintainer I.
4. Copy of communication dated September 25, 2012 from Civil Service certifying Sarah Silver for the position of Paraprofessional.
5. Copy of communication dated September 26, 2012 to Dr. Ouellette from Attorney James Tessitore regarding implementation of Student Success Plans.

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

#### **5. APPROVAL OF MINUTES**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to approve the minutes of the Committee Meeting of August 30, 2012, Regular Meeting of September 6, 2012, Special Meeting of September 13, 2012, Committee Meeting of September 13, 2012, and Regular Meeting of September 20, 2012.**

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

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

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Van Stone, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:34 p.m.**

STANGO: Motion made and seconded. 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:** I didn't get a chance to submit anything to everybody because I just had a PPT today and this happened prior, well after my PPT, Parent and Placement Team Meeting, so I didn't have time to get it to each of you by email so, you know me, I will definitely get it to your emails. Basically after my PPT ended at 3:00 I was back here in Waterbury by 3:00 p.m. My daughter Makayla, as well as myself, went down to the Special Education

Department. I asked if I could please speak to the Supervisor of Special Ed, I was then looked at and told, very specifically, Anne Marie Cullinan, Superintendent of Special Ed, is no longer in the spot that she was in, which I already was advised of and I already knew. However, I said, I understand that, I know that, who is there in the interim of Anne Marie Cullinan, Superintendent of Special Ed, in accordance to asking questions to us parents that have special education children, which I do have, they couldn't answer that question for me. I basically then asked another question, I said is there anybody here that would like to answer the questions I have for you. Is there anybody here in the building at 3:00 in the afternoon that can answer these questions?

Ms. Lessard, you need to understand, quote, end of quote, there is nobody in the internship right now in place of Anne Marie Cullinan, Superintendent of Special Ed. I said well who else do I speak to then? Well you can speak to a Supervisor but there are no Supervisors here at the present time. I then sat down with my daughter and said we'd wait there until I receive an answer. At 3:15 I called Ms. Kathleen Ouellette's office, Superintendent of Schools, talked to their secretary, they said they're correct, there's no Superintendent of Special Ed at the present time, Anne Marie Cullinan did receive her new position and she is working in that new position. My question to you, the Board, is where do we parents, being special education parents go when we have an issue or concern or compliment for special ed and you need to talk to the Superintendent of Special Ed? We do not have one here in this district, as of yet. I understand basically the other person has received a step up, well maybe she shouldn't receive a step up until there was somebody in her spot to take care of the special educational children, and special education parents, when they had an issue or concern. I don't know, I haven't heard anything, maybe I missed it but I don't think so, I just received cable again so I do watch cable Channel 13, 16, and 96. So I need to know who is in the spot of Anne Marie Cullinan, Superintendent of Special Ed? There isn't one, I don't know where to go with the things I need to go with and I really shouldn't be bothering Ms. Kathleen Ouellette's office because she has a lot to do with regular ed children that she shouldn't have to intervene and help us with this. Thank you.

**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 6:38 p.m.**

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

**Upon a motion by Commissioner Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:39 p.m.**

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

**Ellie Nunez had the following comments:** My daughter goes to Bunker Hill School. My reason why I'm here tonight is my daughter was bullied at the school and I spoke with like 20 different people and nobody paid attention. The school administrator told me don't worry, I'll take care of it. But I have over here five different policies for bullying and . . . take care of it. So I got pictures, I got letters, I got everyone I speak with and nobody paid attention. Last week, Thursday, there was a half day; I went to school because my daughter didn't want to go in the class. Ms. Lombardi, she's the case

worker from that school . . . you go with me and she start laughing and I said you cannot laugh because my daughters scared because she's bothered for another group of kids and that's not funny. So Mr. Goggin he said he's tired of me and complaining every single day for the same situation but guess what, I'm her Mommy and my job is to protect my daughter. So the school has to be a safe place for kids. I feel so sad about it because I say how can he be tired of me because I'm sorry, I'm a citizen and a taxpayer . . . this happened at the beginning and the end last year and nobody paid attention. I got all my proof here, I got teachers, I got everything. I decide to come over here . . . my daughter has the right like any other child to go to school on the bus and she got the right to go to Waterbury Public Schools. I just removed my daughter from this school because I send a request and it was denied, I got the proof over here, too. And I decide to put my daughter in private school. But my question is how I have to pay for private school because I'm a taxpayer and my daughter have the right to go to Waterbury Public School and have fun and learn like every other child. The only person who paid attention when I called, I called like 20 peoples and I have the numbers. . . that guy over here, Mr. Albini . . . it's difficult for me because I'm a sick person. So that's what I want to let you know. . . Ms. Ouellette, if you want to take all the proof and work on it . . . change the administration at Bunker Hill and start from the principal because nobody respect him not even the administrators. Thank you for your time.

**Upon a motion by Commissioner Van Stone and duly seconded by Commissioner Sweeney, it was voted unanimously to return to the regular order of business at 6:43 p.m.**

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

## **7. SUPERINTENDENT'S ANNOUNCEMENTS**

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

Last week thousands of spectators flocked to the Fireball Run event held on the Green. Many City and Education Department employees took advantage of this opportunity to stop by with friends and family members. Local organizations had booths or tables filled with information and activities. In an article in the newspaper earlier this week, Lynn Ward, President and Chief Executive Officer of the Greater Waterbury Chamber of Commerce, was quoted as saying that the event brought many people to Waterbury from neighboring communities who said they would be interested in returning for other events in the future.

Office Max Celebrates Teachers Day honored a 4th grade teacher at Maloney Magnet School this week. They came to the school on Tuesday morning and surprised Karen Silva with hundreds of dollars' worth of supplies for the school year. Each year local Office Max stores are asked to pick a school district, school and teacher near one of their stores.

Waterbury's new intramural tennis program at Gilmartin and Duggan Schools has received mention on the United States Tennis Association New England website and will also receive mention on the National USTA website as well. The information currently on the New England website explains how Waterbury's program began with the implementation of an after school program through the Hispanic Coalition.

Following the success of this after-school program, the Hispanic Coalition and USTA New England developed a partnership with the Waterbury Public Schools. A grant from USTA New England and USTA Connecticut provided the school district with funds to help purchase racquets, balls, and nets for the new tennis curriculum unit. Physical Education Supervisor Joseph Gorman hosted a USTA School In-Service Workshop for all of the elementary school Physical Education teachers in the district. The free three hour workshop was held on August 24th at Gilmartin Elementary School. Nineteen teachers were educated on how to teach tennis in their Physical Education classes using scaled down equipment for students aged ten and under. The free after school tennis programs will now expand to the Gilmartin Elementary School and Duggan Elementary School for 4th to 8th graders from October to November. The program will be run by volunteers from the Hispanic Coalition and the Waterbury Park and Recreation Department.

Madre Latina, a non-profit organization that supports Latina mothers and encourages them to value and obtain an education, is sponsoring a workshop this Friday evening at the CoCo Key Resort. The event begins with a vendor showcase at 4:00 p.m. and dinner at 6:00 p.m. Workshops will provide information on such topics as going to college, starting a new business, and employment tips for job seekers. Our School / Family/Community Partnership district action team will have representative parents there to speak to other parents about how they can become involved in their children's education. Registration for the program was through Madre Latina.

Our high schools will be administering the PSAT to all sophomores and juniors on Wednesday, October 17. There is no cost to students for the PSAT; it is being paid for by a grant approved by the Board of Education. The cost is normally a fee of fifteen dollars, which is waived this year. This exam is important for several reasons. Firstly, it gives juniors a chance to enter the competition for scholarships from the National Merit Scholarship Corporation (NMSC). Secondly, it provides students firsthand practice for the SAT Test while providing students a comprehensive analysis of their answers so they can be better prepared to take the SAT. Finally, it provides Waterbury Public Schools with invaluable data to assess the means in which we are preparing our students for such exams.

Sophomores and juniors who are scheduled to take the PSAT exam from 7:30 – 10:30 a.m. will arrive at school at the regular school time and report to their assigned room.

Freshmen, seniors, and remaining sophomores and juniors not testing will be picked up at approximately 10:00 for a 10:45 attendance in homeroom.

We are excited to offer this opportunity to Waterbury students. Parents having additional questions regarding the PSAT are urged to contact their child's school counselor or visit the College Board website at [www.collegeboard.com/student/testing/past/about.html](http://www.collegeboard.com/student/testing/past/about.html).

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

STANGO: Just one and a half things here. The Ad-hoc Advisory Committee concerning the Waterbury Career Academy has been formed. It consists of Vice President Harvey, Commissioner Brown, Commissioner Sweeney, Commissioner Van Stone, and myself. It's formed because, as you know, we need to get started soon to address issues on admission criteria, staffing, programming, and opening levels of the

Career Academy School, just to name a few things. Soon we will be setting a date for our first meeting and, also, please know that any Board member who's not on the Committee is certainly welcome to attend and have input on all our discussions.

Item number two, along the same lines, Dr. Sequeira is arranging a meeting with the Waterbury manufacturing companies in our area, it's going to be held in the morning because that's when they work, and we have three possible dates of October 15, 16, and 17. They would like to speak to anyone of us who's there and we're also going to have Cathy Awwad present and the Mayor, if he's available. So that will take place on one of those three dates and I will get back to you when we have a certain time on that date. Again, it's the Waterbury Manufacturing Association and companies and owners, in the morning, with Cathy Awwad, Assistant Superintendent Paul Sequeira, and any Board member who's available and would like to attend.

Moving onto the Consent Calendar, Item 9.7 has been removed completely from the Consent Calendar. Does anyone else wish to remove an item from the Consent Calendar?

*President Stango proceeded to read the Consent Calendar.*

## **9. CONSENT CALENDAR**

**Upon a motion by Commissioner Harvey and duly seconded by Commissioner Brown, it was voted unanimously to approve the Consent Calendar, Items 9.1 through 9.6 and 9.8 through 9.15 as listed:**

- 9.1 With the approval of the Committee on Finance, the Superintendent of Schools recommends permission be granted to Kelly Galullo, Waterbury Arts Magnet School, to apply for the "Clorox Play Grant".
- 9.2 With the approval of the Committee on Finance, the Superintendent of Schools recommends permission be granted to William Vitvitsky, Waterbury Arts Magnet School, to apply for the "Clorox Play Grant".
- 9.3 With the approval of the Committee on Finance, the Superintendent of Schools recommends permission be granted to Donna Phoenix, Wallace Middle School, to apply for the "NEA Big Help Grant".
- 9.4 With the approval of the Committee on Finance, the Superintendent of Schools recommends permission be granted to Jaime Bao and Steven Tansley, North End Middle School, to apply for the "Lowe's Toolbox for Education" Grant.
- 9.5 With the approval of the Committee on Finance, the Superintendent of Schools recommends permission be granted to Darlene Cofrancesco, Tinker School, to apply for the "2012-2013 Target Field Trip Grant".
- 9.6 With the approval of the Committee on Finance, the Superintendent of Schools recommends permission be granted to Anna Arcari, Kingsbury School, to apply for the "2012-2013 Target Field Trip Grant".

9.7 ~~With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the job specifications for, and new position of, Positive Youth Developer for the Chase School Family Resource Center.~~  
**REMOVED FROM AGENDA.**

9.8 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the job specifications for, and new position of, Career Academy School Principal.

9.9 With the approval of the Committee on Policy, the Superintendent of Schools recommends approval of the Board of Education's Policies, Series Section 0000, as listed below. Further, as indicated, all former policies shall be deleted.

	<b>FORMER POLICY NUMBER</b>	<b>NEW POLICY NUMBER</b>
<b>MISSION STATEMENT, PHILOSOPHY, GOALS, OBJECTIVES</b>	<b>0000</b>	
Mission Statement	0060	0100
Vision Statement	0050	0200
District Goals (via District Improvement Plan)	0070	0210
Nondiscrimination (Equal Employment Plan) (approved as 5145.4 w/Safe Climate Book)		0521 5145.4

9.10 With the approval of the Committee on Policy, the Superintendent of Schools recommends approval of the Board of Education's Policies, Series Section 1000, as listed below. Further, as indicated, all former policies shall be deleted.

	<b>FORMER POLICY NUMBER</b>	<b>NEW POLICY NUMBER</b>
<b>COMMUNITY RELATIONS</b>	<b>1000</b>	
District Level/Title I Parent Involvement	1015	1110
Public Cable Access Channel Message Board	1020	1111.3
Distribution of Materials in Schools	1010	1140
Video Studio Facility and Broadcast	1021	1321
Internet Acceptable Use	1022	relocated to 6000's

9.11 With the approval of the Committee on Policy, the Superintendent of Schools recommends approval of the Board of Education's Policies, Series Section 2000, as listed below. Further, as indicated, all former policies shall be deleted.

	<b>FORMER POLICY NUMBER</b>	<b>NEW POLICY NUMBER</b>
<b>ADMINISTRATION</b>	<b>2000</b>	
Board of Education/Superintendent's Classification of Duties	9015	2001.1

- 9.12 With the approval of the Committee on Policy, the Superintendent of Schools recommends approval of the Board of Education's Policies, Series Section 3000, as listed below. Further, as indicated, all former policies shall be deleted.

	<b>FORMER POLICY NUMBER</b>	<b>NEW POLICY NUMBER</b>
<b>BUSINESS and NON-INSTRUCTIONAL OPERATIONS</b>	<b>3000</b>	
Total Quality Education (TQE) Councils	3001	<b>DELETE</b>
Non-resident Enrollment	3002	3240
Gifts, Grants, and Bequests to the District	3280	3280
Purchase/Acquisition for Library Materials; Supplies for General Services Teachers; Educational Material & Classroom Supplies; and Family & Consumer Sciences	3005	3320
Student Activity Fund	3453	3453
Hazardous Materials in Schools/Chemical Hygiene Plan	3524	3524
Pesticide Application		3524.1
Green Cleaning Program	3525	3525
Transportation Complaints		3541.5
Free or Reduced Price Lunches		3542.31

- 9.13 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Deborah Benjamin, WAMS, and three chaperones to take 40 students to New York, NY on November 5, 2012 to visit the 9/11 memorial Center, Museum of Tolerance, and other locations.
- 9.14 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.
- 9.15 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.

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.*

**Upon a motion by Commissioner Brown and duly seconded by Commissioner Hayes, it was voted unanimously to add to the Agenda Item #10.1, field trip request of David Nicholson; Item #10.2, field trip request of Trevira Boatright; Item #10.3, field trip request of Richard Martinez; and Item #10.4, field trip request of Robert Haxhi.**

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



- 10.1 Upon a motion by Commissioner Brown and duly seconded by Commissioner Harvey, it was voted unanimously to approve that permission be granted to David Nicholson, KHS, and four chaperones to take 50 students to Boston, MA on October 24, 2012 to visit the Boston Museum of Science.**

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

- 10.2 Upon a motion by Commissioner Brown and duly seconded by Commissioner Harvey, it was voted unanimously to approve that permission be granted to Trevira Boatright, KHS, and one chaperone to take 15 students to Washington, DC from November 16 through 19, 2012 to attend the Ultimate DECA Conference.**

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

- 10.3 Upon a motion by Commissioner Brown and duly seconded by Commissioner Harvey, it was voted unanimously to approve that permission be granted to Richard Martinez, WAMS, and eight chaperones to take 43 students to New York, NY to attend the Performing and Visual Arts College Fair.**

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

- 10.4 Upon a motion by Commissioner Brown and duly seconded by Commissioner Harvey, it was voted unanimously to approve that permission be granted to Robert Haxhi, WHS, and four chaperones to take 48 students to Salem/Boston, MA from October 23 through 24, 2012 to visit various historical sites.**

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

## **11. COMMITTEE ON SCHOOL PERSONNEL**

- 11.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve the appointment of Michael Yamin as Director of Special Education & Pupil Personnel Services, effective immediately.**

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

HAYES: Thank you Mr. President, I would like to let everyone know that I will not be supporting this candidate this evening. I believe that we had another candidate when I sat in on one of the interviews that was better prepared. I also believe that it's in the best interest of the district that we go back out if we don't feel that we have enough internal people. I'm troubled by the fact that we had very few applicants especially from

our Special Ed Supervisors. And I'm tired of hearing that this appointment was already decided months and months and months ago and I'm tired of hearing it again over the last three days after what happened with our Executive Session on Monday, and it continues. Something's wrong with our system when this happens; it's not fair to the candidates, it's not fair to the other applicants. But, again, that all aside, I do believe that we had a better candidate and I hope that I am wrong about this. I'll support Mr. Yamin going forward in all his efforts and I hope that I am as wrong as some of you who didn't vote for the Superintendent's appointment, on this particular issue. Thank you.

STANGO: Any further discussion? Commissioner Van Stone.

VAN STONE: Thank you, Mr. President. To jump off what Commissioner Hayes said, I, too, will be joining him with a "no" vote today. I was not available to do the interview process so I don't know if, in fact, if there was a better person. The relationship I built with Mr. Yamin over the past couple of years has been a solid one, I think he's been a fantastic Principal at Kennedy, I think there's a good chance he'll do a good job in this position as Special Ed Director. My concerns are more global, my concerns have more to do with this idea that some of these positions are spoken for prior to posting, prior to interviews, and I don't know if that's the case but the problem is the perception and it's perception this City has dealt with for a long time, not just in the Education Department but throughout the City. And at some point the people making these decisions, which right now is us, need to stand up and let the people of Waterbury know we understand the perception and we are going to do what we can to fight it. I think it's somewhat unfair to Mr. Yamin today that I'm voting against him because I think he will do a good job but this is more of a vote to try to instill confidence for every hire going forward that it was done above board. I think this Superintendent and this Board did a very nice job with the ILD positions and the Talent Director, the response I heard throughout both the education community and the City was that they were excited that these didn't go to kind of the "usual suspects". The fact that we did beat the bushes and find the best people we could find was a chorus I heard over and over again and I was very excited to hear that. Sadly, and again somewhat unfairly to Mr. Yamin, I fear the next few days, and I've already heard it, quite frankly, as has Commissioner Hayes and I'm sure many of you have, the opposite reaction. So it's somewhat bittersweet that I'll be voting against Mr. Yamin today but I think at some point this Board of Education, the people on the city side, need to instill a level of confidence that the taxpayers of the City know that we're always doing what is best for the district, that's it's not who you know, it's not a political connection. And I think by taking these small steps today, 10, 15 years down the road when we have a candidate like Mr. Yamin, the Board can always vote unanimously for someone of his credentials and that there will be no specter looming that maybe there was another reason because it's unfair to the candidates, it's unfair to Mr. Yamin right now, but I think I would be remiss if I didn't at least acknowledge the fact that everyone in this City has this perception that the City, both on the Education side and the City side, has some flaws in its hiring process. So, I will be respectfully voting "no" tonight.

STANGO: Commissioner Harkins then Commissioner Brown.

HARKINS: The reason why I'll be voting "yes" for this candidate is, it goes along those lines but a different side. I think it is unfair but it is unfair to this Board and it's unfair to the children to not accept the candidate because of a perception that there is, the

perception that this is a foregone conclusion but it wasn't, we're sure that the vetting process was stringent and that this was the candidate that rose to the top above these eligible candidates and to use political reasons to somehow convince ourselves that this might be a good thing for the Board when all we're really doing is hurting ourselves because we found that the credentials of this individual are what we're looking for. The Superintendent has made this choice because this is the person that's going to help her achieve those goals and by voting no to this then we hamper the Superintendent's efforts to achieve those goals. So, I hope that I won't be alone in a "yes" vote tonight.

STANGO: Commissioner Brown.

BROWN: I guess I'm a little taken back by the conversation and by the opposition to this candidate based on hearsay and speculation and maybe perception. I find that very superficial reasoning and I'm disheartened that someone's position would be jeopardized because of hearsay and innuendo. I personally feel that this was a transparent, all of us here are here to do the best job we can for the citizens of Waterbury and by innuendo you're both saying in your opposition that we are party of political patronage and, I guess, I take umbrage at that. And maybe that's not intended but I think that's what's coming across here. I personally have worked with Mr. Yamin on a Committee recently and I find him to be very professional, well-prepared, and just a dedicated person in the City of Waterbury. So, I definitely think that moving forward we all have to get on the same page and give people the benefit of the doubt and I for one would like to see us have a higher standard among ourselves here so that we are not tarnishing someone's reputation because of innuendo and hearsay. I personally haven't received one phone call, I personally have not heard one innuendo, and I find it difficult that we're going to operate and treat people this way based base on those criteria. So, I hope, moving forward, we will raise the bar here. Thank you.

STANGO: Any other discussion? Commissioner Rodriguez.

RODRIGUEZ: I, too, will be voting "yes" for Mr. Yamin and I agree with you Commissioner Brown, I think the fact that we have a bright young man who stood above the rest, and I want to give full confidence to our Superintendent in the interview process that they've selected the best candidate. I've spoken to many, many parents and students from the Kennedy area and they've always spoke glowingly of Mr. Yamin. And so I think that all he's gonna do is contribute positively to this City and I think we should support that. So I will be voting "yes".

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

**ROLL CALL VOTE ON ITEM #11.1:**

Yeas: Commissioners Brown, D'Amelio, Harkins, Harvey, Rodriguez, Sweeney,  
and President Stango - 7

Nays: Commissioners Hayes and Van Stone - 2

STANGO: Motion carries seven, two.

*(applause)*

SUPERINTENDENT: I, too, would just like to say that I'm disappointed with some of the remarks this evening. This has been a very, very extensive and a very intensive, intensive interviewing process that included two outside consultants, and one was an expert in special education from the State Department of Education. So it gives me great pleasure to recommend Michael this evening. And just to give you a little of his background, just for the public, Michael holds a Bachelor of Arts Degree from the University of Connecticut in English and a Masters in Special Education. He has his 92 endorsement. He's the Principal, as we know, of John F. Kennedy High School; he was the Assistant Principal at John F. Kennedy High School from September 2002 to July 2007. He was the Principal at State Street School. He was a Supervisor of Special Education in Waterbury and the Supervising Vice Principal at State Street. So you can see he worked his way all the way up in various positions in Waterbury and we're truly pleased with his performance. Michael has served in the capacity of Assistant Chairpersons for NEASC Visiting Teams, a member of the National Council for Children with Behavior Disorder, and he's currently a member of the School Administrators' Executive Board. He's also a member of the State Legislative Task Force for Secondary Reform and a member of the NVCC Strategic Planning Committee. I just feel he's an outstanding candidate and I'm very proud to recommend him this evening. Michael, will you take the stand.

YAMIN: Thank you. I'd like to thank Dr. Ouellette for her recommendation to the Board of Ed for this appointment. I'd also like to thank the Board of Ed for this opportunity. I'm eager to be a part of the new Blueprint for Change and the Reform Plan that will be moving education in Waterbury forward. I want to assure everyone in this room that I will work diligently and responsibly to improve the education for all students. I will approach this new position with dedication and commitment towards positive change. Thank you for the opportunity; I will work as hard as I can and as effectively as possible. Thank you again and have a good night.

*(applause)*

STANGO: Superintendent's Notification to the Board with a couple of additions that are in your mini packet tonight.

## **12. SUPERINTENDENT'S NOTIFICATION TO THE BOARD**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Brown, it was voted unanimously to receive and place on file items 12.1 through 12.6, Superintendent's Notification to the Board, as listed:**

- 12.1 Athletic appointments effective immediately:  
Gwiazdoski, Paul – Interim Assistant Football Coach, CHS.
- 12.2 Grant funded appointments:  
Arzano, Michelle – Instructional Tutor, RMS, 10 months per year, 18 hours p/week @ \$32 p/hour, non-union, no benefits.  
Biolo, Erica – Instructional Tutor, RMS, 10 months per year, 18 hours p/week @ \$32 p/hour, non-union, no benefits.  
Cocuzzi, Matt – Substitute, 21st Century After School Program.  
Dwyer, William – Substitute, 21st Century After School Program.  
Fengler, Kelly – Substitute, 21st Century After School Program.

Hayden, Susan – Instructional Tutor, WAMS’s Read 180 Program, 18 hours p/week, 10 months per year, \$32.00 p/hour, no benefits.  
 Maldonado, Joanne – Instructional Tutor, RMS, 10 months per year, 18 hours p/week @ \$32 p/hour, non-union, no benefits.  
 Nadeau, Jackie – Substitute, 21st Century After School Program.  
 Velez, Maria – Parent Educator, Chase FRC PAT Program, maximum of 19 hours per week during school year @ \$15.00 per hour, no benefits.  
 Zemaitis, Carol – Instructional Tutor, RMS, 10 months per year, 18 hours p/week @ \$32 p/hour, non-union, no benefits.

12.3 Wilson Family Resource Center’s Books & Basketball Program appointments, Monday through Thursday, 29 total days, salary according to individual’s contract, effective immediately:

Fengler, Kelly – Teacher	Fisher, Deborah – Paraprofessional
Manning, Meghan – Substitute	Mendez, Molly – Teacher
Reho, Jessica – Coordinator	Reveron, Alba – Aide

12.4 OdysseyWare After-school Online Learning Instructional Tutor appointments, maximum of 3 after-school hours p/week, salary according to contract:  
 Kalach, Dawn – English/Language Arts Tutor, CHS.

12.5 Teacher new hires:

Name	Location	Assignment	Step	Effective
Brayton, Katie	Rotella/Sprague	Social Worker	6 <sup>th</sup> /1	10/1/12
Kiska, Jason	Enlightenment	Math	MA+15/2	9/24/12
Meola, Elise	Rotella	Special Ed	MA/4	10/3/12

12.6 Resignations:

Brown, Cassandra A.M. – English/Lang. Arts, KHS, effective 11/2/12.

STANGO: Motion is made and seconded. Any discussion. Vice President Harvey.

HARVEY: I just wanted to know if we did an exit interview, or will do an exit interview for the resignation?

FROST: inaudible.

HARVEY: Okay. So are we going to...

FROST: Yes.

STANGO: All in favor, opposed, motion carries. Item #13 – Unfinished Business of the Preceding Meeting Only. Item #14 – Other Unfinished, New, or Miscellaneous Business. Commissioner Hayes.

HAYES: Thank you. I just look forward to a report on the effectiveness of our Summer School program. I had a lot of concerns about what happened this year with regard to attendance and some of the other issues and I’m hoping that we can have a discussion on just what we accomplished with that.

SUPERINTENDENT: Commissioner Hayes, I believe there was one.

HAYES: I must have missed that one.

SEQUEIRA: We showed the attendance...

HAYES: That must have been the meeting I left sick. Thank you.

STANGO: Any other? Commissioner Sweeney.

SWEENEY: Paul, I had asked a while back, to get a report on Gilmartin and the solar and any energy we're feeding back into the grid. Can we get that, maybe not for this coming Workshop but for the next one and maybe some kind of comparison? I know we can't do an apples-to-apples comparison but an idea of maybe per square foot in what we use in energy there compared to our other buildings, see how we're doing?

GUIDONE: I'd be happy to do that. The system hasn't been online a full year yet to make a comparison month-to-month, it went online last spring but we can certainly get an indication of what these few months have looked like compared to the past.

STANGO: Any other Unfinished Business?

SUPERINTENDENT: I just wanted to recognize Mrs. Cullinan's birthday today. Now you can make a motion to adjourn because we do have a cake for Mrs. Cullinan this evening.

### ***ADJOURNMENT***

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Hayes, it was voted unanimously to adjourn at 7:08 p.m.**

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