

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Thursday, September 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, Rodriguez, Sweeney, and Van Stone.

ALSO PRESENT: Mayor O'Leary (left at 6:57 p.m.) Superintendent Kathleen Ouellette, Chief Academic Officer Anne Marie Cullinan, Special Advisor to Superintendent Paul Sequeira, Chief Operating Officer & Chief of Staff Paul Guidone, Attorney Maurice Mosley, and Education Liaison Mary Ann Marold.

1. SILENT PRAYER

President Stango called the meeting to order at 6:39 p.m. with a moment of silence.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

Former Commissioner Coleen Flaherty-Merritt 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.

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 communication dated July 27, 2012 from Civil Service certifying Vera Jarjura for the position of Paraprofessional.
2. Email communication dated July 28, 2012 from Lisa Lessard regarding a newspaper article of July 28, 2012.
3. Copy of communication dated July 28, 2012 from Attorney Baird regarding American News and Information Services FOIA Request.
4. Copy of communications dated July 30, 2012 from Civil Service certifying Kathryn Iaiennaro and Kristin Soricelli for the position of Paraprofessional.
5. Copy of communication dated July 30, 2012 from Civil Service certifying Mary Alice Murray for the position of Office Aide.
6. Copy of communications dated July 31, 2012 from Civil Service certifying Constance Gomes and Therese Colella for the position of Administrative Support Specialist II.
7. Copy of communication dated August 1, 2012 from Civil Service certifying Zoraida Velez for the position of Administrative Support Specialist I.
8. Copy of communication dated August 2, 2012 from Coleen Flaherty-Merritt to Mayor O'Leary resigning from the Board of Education effective August 26, 2012.
9. Copy of communication dated August 3, 2012 from Civil Service certifying Jennifer Sparks for the position of Paraprofessional.
10. Copy of communication dated August 9, 2012 from Civil Service certifying Terri May for the position of Administrative Support Specialist I.
11. Copy of communication dated August 10, 2012 from Civil Service certifying Sean Allen for the position of Maintainer II.
12. Copy of communications dated August 10, 2012 from Civil Service certifying Michelle Capobianco, Michele Cavello, and Pamela Wawer for the position of Food Service Helper.
13. Copy of communication dated August 14, 2012 from Civil Service certifying Trina Amato for the position of Paraprofessional.
14. Copy of communications dated August 14, 2012 from Civil Service certifying Mildred Diaz and Stacey Campbell for the position of Attendance Counselor.
15. Copy of communication dated August 14, 2012 from Civil Service certifying Christine Gordineer for the position of ABA Behavioral Therapist.

16. Waterbury Public Schools' Annual Report submitted by Dr. Ouellette and received on August 15, 2012.
17. Copy of communication dated August 23, 2012 from Civil Service certifying Darlene Cofrancesco for the position of Elementary School Supervising Vice Principal – Tinker School.
18. Copy of communication dated August 23, 2012 from Civil Service certifying Jennifer Dwyer for the position of Elementary School Supervising Vice Principal – Driggs School.
19. Copy of communication dated August 23, 2012 from Civil Service certifying Michael Theriault for the position of Elementary School Supervising Vice Principal – Generali School.
20. Copy of communication dated August 23, 2012 from Civil Service certifying Joan Dalesio for the position of Library Page.
21. Email communication received August 27, 2012 from Athena Wagner.
22. Communication received August 24, 2012 from Louise Allen Brown, Grant Writer, submitting the 2011-12 Competitive Grants Summary.
23. Wilby High School's submittal of NEASC Visiting Committee's Report of October 2 – 5, 2011.
24. Copy of communication dated August 28, 2012 from Civil Service certifying Mayra Gonzalez-Vazquez for the position of Administrative Support Specialist I.

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 Hayes and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the minutes of the Special Meeting of June 28, 2012, Committee Meeting of July 26, 2012, Special Meeting of July 26, 2012, Regular Meeting of August 2, 2012, and Special Meeting of August 9, 2012.

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

6. AWARD PRESENTATION

Mayor O'Leary, President Stango, and Dr. Ouellette presented former Commissioner Flaherty-Merritt with a plaque in recognition of her service to the Board.

SUPERINTENDENT: This evening I would like to take a moment to recognize the contributions of Commissioner Coleen Flaherty Merritt to the students and staff of the Waterbury Public Schools during her six years as a Board of Education Commissioner. It takes a community of elected leaders to ward off challenges, and it takes a community

to advocate for and advance the cause of public education. As a teacher in another school district and a working mother of three young children, Coleen brought a unique perspective to the Board. She was able to understand the views of both young parents and educators, and she often found herself explaining the classroom impact of proposed changes and new legislation. Coleen was often reserved in her remarks, and then again she provided a well-phrased, persuasive line of reasoning that brought others into agreement with her perspectives.

As a Commissioner, Coleen brought her expertise to bear on such committees as the Grievance Committee, the Curriculum Committee and the School Facilities and Grounds Committee. In the past six years, we have seen many changes here in Waterbury, including the establishment of new pre-kindergarten through eighth grade schools and a strengthening and upgrading of curriculum in most subject areas.

In serving as a member of the School Board, you have been dedicated to children, learning, and community; and you have devoted many hours of service to public education and have continually strived for improvement, quality, and progress in education; and have provided an invaluable resource as a local decision maker. You have responded to the respective needs of our community, serving the interests of school children and preparing them for the future. You have demonstrated that local governments can make a positive difference in improving schools - and not necessarily by exerting greater administrative control over the education system. Your work has been based on your recognition that you, as a leader, have an important stake in the success or failure of local schools. You have shown that municipal leaders are deeply concerned about the quality of public schools in their communities. You have, throughout your six years of service, fostered excellence and equity in public education through innovation in school board leadership and community involvement.

As Superintendent, it doesn't make a difference which side of the aisle you are on because you all have been on the same side for public education. You have given up your time with your family to attend evening Board meetings and Committee meetings. There's no doubt you have worked tremendously hard. Your service on the Board have made an impact, and I thank you deeply for that commitment, guidance, and your years of service and we will truly miss your smile.

(applause)

STANGO: Coleen doesn't want to say anything and that's the way she was on the Board. I would have to say that Coleen is probably a perfect example of a hard working Board member because most of the work she did no one ever saw. She worked in committees and ran the committees well. She did her homework, she was well versed, and she followed all the procedures and the rules of the committees and got them in on time and held them in an appropriate manner. Coleen was always perfect in the way she would partake in the Board meetings because she didn't always think that she had to say something a great number of times. She said actually very little but whatever she said was very important, very important, and also she's a good example of a board member because sometimes she would say something and it would be so soft you wouldn't hear her anyway, so it didn't make much difference but we all tuned in and we heard her. And she's also a great example of a board member because of her consistency. With all her life pulls that drew upon her daily, she still got herself to these

meetings and had a very, very excellent attendance record. So we thank you Coleen and good luck as you go on and I wouldn't be surprised if we see you back here again someday. Thank you.

One other thing, former Commissioner Mary White called and asked me to extend her good wishes and best for all that you've done when you worked with her too.

7. 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 6:53 p.m.

STANGO: Motion 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.

Athena Wagner, 1558 Highland Avenue, had the following comments: And there's two things I'd like to address tonight, time permitting. The first is the changing of the policy. And I just would like to ask, I know you can't answer it tonight, but in last 100 years has naming any school or parts of said school been such a distraction? I don't think so. And a distraction to the point where, as our Board President stated, that the children would be confused as to what school they're going to. I don't know how that sounds to you, but to me, and I know to some other parents, it sounds as if, would you really think that our children are that intellectually incompetent to not know what school they attend? They aren't and they do. I also heard the words it was immaterial and irrelevant when addressing this issue. Now, when you see this type of excitement and pride from a community that normally does not attend these meetings due to the lack of confidence in this Board and you use the words "immaterial and irrelevant", it's very counterproductive if you truly mean that you want community involvement.

Now the other issue that I would like to address is I saw in the paper the article where, kudos to the Superintendent, excellent evaluation, was in the Waterbury American paper. And I don't know what the criteria is for evaluation. What I do know is that we've had you only for a couple of months and I do know that the recently submitted education reform plan for Waterbury was rejected because it did not put the needs of the students first. It was rejected because in that plan was the intent to take money allocated, which Lisa Lessard spoke on several times, for low performing schools and give it to teacher salaries and raises.

CLERK: Time.

HARVEY: She has time, she has my time. I yield my time to Ms. Wagner, she has three more minutes.

WAGNER: Back to what I was saying is that money that was allocated for low performing schools in the plan the intent was to use some of that money for teacher salaries and raises for newly created positions, possibly appointed. To some people

that some may feel have proven less than competent in their current positions by the data-based outcomes. It's only my opinion that that maneuver was strictly political. We see questionable ethics when it comes to teacher evaluations just recently, and I can't help but wonder if we're seeing the same here. Now even recently as the meeting we just had at Mount Olive A.M.E., the Mayor, himself, when approached with educational issues has said, and still is saying, give her a chance, she's only been here for a few months. Well, I have to say that in 2011, and these are the conversations that I don't hear. In 2011, and I'm only gonna give you a few, this information came from the State Department of Education committee, by request. There's a whole list of all our schools but in 2011, only 3.8% of Wilby High School Hispanic males were scoring at or above goal math. Three point four percent of Kennedy High School, out of 29 black males were scoring at or above goal math. Five point three percent of Crosby High School out of 57 Hispanic males were scoring at or above goal math. And that's just to name a few. The percentages are almost just as low, if not lower, for the remaining schools, we still have an achievement gap. There are schools, with these schools, these are schools with at least a 51% minority student population. The last number of failing, or low performing schools in Waterbury that I was aware of was 19 out of 30. I'd really like to know what the percentages stated above are today and what's the number of failing schools today. We still have an achievement gap and these are the conversations that I don't hear. Maybe I've missed them, I don't see every Board of Ed meeting on TV but maybe I've missed them. I'm just saying that I don't hear them. Thank you.

CLERK: Time.

Jimmie Griffin, 41 Pilgrim Avenue: What's in a name, I keep hearing, and I want to be very clear to the Board of Education when I say it's because it's very important we get it right. Racism is something that is learned. When you have institutional racism, it's systemic and it's the environment that causes it. It's not something that people are born with and I've said it on many occasions that I believe that such racism is in Waterbury's entire Civil Service System and until proven otherwise, I sincerely believe it. Each time I've come before you I've stressed the disappointment of the hiring process and the lack of minority teachers, administrators, . . . in this department. I have reviewed 2002 through 2010 EEO4 and 5 reports and it's a sad picture for the system. There's a lot to a name when it involves history. As Marcus Garvey said "a people without the knowledge of their past history, origin and culture is like a tree without the roots". I was shocked because perception is everything. In Waterbury the name, when I say a name, Waterbury, and I pick up a magazine, a national magazine, Forbes Money magazine, and the headline reads "To promote itself, Waterbury, Connecticut, a corrupt, has-been city reaches out to a corrupt ex-governor. Houston finds oil, Green Bay Packs meat and Waterbury is famed for producing corruption. At least four Mayors of this little populated town of 108,000, a Connecticut City, have been indicated for crimes committed while in office, the most recent two episodes resolving Philip Giordano in office from 1996 to 2001 and now serving 37 years for sex crimes, among other counts, and Joseph Santopietro, in office from 1986 to 1991, sentenced last year to five years' probation for price-fixing, conspiracy. In 1986 dead people were found to have voted in the Democratic gubernatorial primary.

Chicago and New Jersey have plenty of publicity, publically elected convicts in their pasts, but these are big places. Pound for pound Waterbury is really in a class of its own for government criminology. Combined that with the abandoned factories, a rotten

school system, and 20% poverty rate and you get a real package of reasons to stay clear. In this year's survey of Best Places in which to do business, Waterbury gets a booby prize." That's what they say about our City and that's the perception that we have. And the perception that this educational system has is somewhat the same. Thank you.

Lisa Lessard, 905 Pearl Lake Road, had the following comments: I just want to make one correction, I guess when you're doing under communications and you didn't say exactly what that communication was, it had nothing to do with the newspaper article at that time, that came after I sent the communications, which had to do with Sprague School, the proposed gun range and the take home lead which I'm not gonna speak about tonight because of the article that was in the newspaper that said they're gonna put that off for a while because of the bankruptcy they're now facing.

The reason why I am here tonight, in accordance to what Athena Wagner was saying, City schools in budget whole, August 21, 2012, State cool to Waterbury's reform plans, extra funds in jeopardy. There's something really interesting in here that really bugged me but let me repeat, the problem stems from the State rejection of the City's plans for spending 4.4 million dollars in new state funding tied to the recently passed Education Reform Law. Now, as Athena Wagner said, I came here a lot, I went to the Board of Aldermen a lot and I stressed that that's not how the money was supposed to be used because all you needed to do was pick up the bill, like I did, read the bill like I did, understand the bill like I did, and actually, on page 74, it actually stresses how the money is supposed to be used which the Board of Aldermen members that are here tonight can tell you, I read directly how the money was supposed to be used. It didn't fall in categories or raises for anybody being teachers, administration, or anybody in the school system I do know that basically the only Commissioner that seemed to understand that at the time was President Patrick Hayes and I commend him for that because he knew the children came before raises, that I do want to commend. The thing I had a problem with in this article was Paul Guidone seemed to find a million dollars just like that at a flick of a switch to cover this. So I want the Board of Aldermen members that are here tonight, as well as the Board of Aldermen members that are listening here on TV as well as the Mayor, when you went to the end of school, when you went to the Board of Aldermen at the end of budget hearings, you're asking and begging and pleading for more money for each and every child within this district because oh my God we don't have enough money for these children, well let's see, a snap of a finger you found a million dollars. You didn't look too hard because there it was. I don't get it at all. And then here it says in here, and I really commend Mayor Neil O'Leary on this, but is there any chance the needed money could come from increased taxes? Remember I said the money train is over, it's halted, it ceased, and we're no longer going to be the money train paying for the mistakes of this local school board and the decisions of reallocating the money where it doesn't need to go. Well, the money train is gone, and I commend Neil O'Leary being our Mayor and said zero, not happening. So, as I was saying plan "B" from the very start, I hope you have a good plan "B"...

CLERK: Time.

LESSARD: And my other thing here, it's just really quick, where it says Guidone acknowledges there is a concern, the State refusal to go along with Waterbury's initial

plans could jeopardize reform efforts. I don't know how it could jeopardize reform efforts, the money that was basically given wasn't supposed to go towards the intentions that you had to spend it so the only people responsible for jeopardizing reform efforts, not following the bill, would be the local school board and I think that's what the people behind me are speaking about tonight. Thank you.

Sheila Robinson-Butler, Elmwood Avenue, had the following comments:

I actually live in Denver, Colorado but I own a home on Elmwood Avenue. I'm here visiting; I come very often. I'm here today to talk about an event that took place. A few weeks ago I came out to volunteer my time to participate and it's something that you guys will be having some sort of vote on today and I think it's important to lay out the facts because I was in your meeting earlier this week and I think some of the Committee members might not have followed the whole track of what took place. Sheryl Lee Ralph came into town on her own dime. She came in; she volunteered to go to the WOW Community Center. She spoke to the kids there, we have about 30 letters from the kids talking about how she motivated them, how she helped them. Sheryl Lee Ralph went to the Jonathan E. Reed School, as you guys know, some of you were there, while she was there, there was a, what I thought made sense, a proposal that maybe with educating us her father should have his name on one of the rooms, basically being the first black school teachers, also being married and just having a stature, being from Waterbury, writing the State song, there was so much positive energy around that. So it wasn't Sheryl Lee Ralph that came up with that. And, again, for the record, no one paid her to come here so it wasn't a celebrity fest – oh we decided today . . . we want to name a room. From that event Sheryl also went to the OIC where my company donated 20 computers. She was there to say hey, this is just great that you guys are giving back to the community as well – Sheila, you flew here from Denver to participate. Sheryl Lee Ralph also did a book signing where she educated everyone on her book called Redefining Diva. She didn't have to do all that. For the record, she drove here on her own and for us to belittle this the way I saw it happening, everyone needs to go back and look at that Board of Education meeting for it to be belittled to the point of oh, it was just too much hoopla, too much going on, is so far from that. After that even at the Palace Theater, Sheryl Lee Ralph should have gone to the hotel, got ready for her flight at six o'clock in the morning, there was a pageant, the Little Miss Petite Pageant that was being held at the hotel. She went in that room and spent another three hours with the contestants, she did not have to do that. So part of me is just, as a resident, I love this place, if you guys called me, and Reggie knows, if you called and said hey, I want you to come and do this for our community, I would be here. And one thing, Dr. Ouellette, you said something profound...

CLERK: Time.

BUTLER: May I just finish. You did say something that was very important. You were making a statement the other night about the teachers that come in here, they get hired, and then they go somewhere else and the other places are not honoring their 30 day...

SUPERINTENDENT: Contracts.

BUTLER: So what I present for you guys, this Board, before you make any vote because, in my mind, technically you shouldn't be voting. There was a policy, there was a process in place, there should be no vote. Anything that came after that request, I get

it, I'm a Six Sigma black belt – define, measure, analyze, improve - I get it. But if there's something before you and there's a policy in place, please take your egos off the table and follow the process, as it is. And I say that to you because your statement was profound when you said there's no more honoring and valuing what is supposed to be in place for a process. So don't allow yourself to get hung up. I'm not a politician, don't want to be. Please don't get hung up in the politics. These kids need someone that they can look up to. As Sheryl said, she would come back, she said she would come back, she told those kids to do well in school. You may want to rethink what that would do for the kids in the long run and it has nothing to do with celebrity or politics. Thank you very much.

Warren Leach, 63-65 Cherry Street had the following comments: Shelia Robinson, my involvement, first let me say I have four children that have gone through this school system and I have many other nephews and nieces and family members. You know, this is my first Board of Education meeting and I'm sad to say that. I am willfully, have a lack of information about what goes on here but rest assured I'm going to become more well-informed. With that being said, I have to confine my concerns to what Sheila Robinson was just talking about. My involvement started, I'm a writer, I'm a technical writer, an editor, and she asked me to compose what I thought was going to be a thank you letter to the Board and the City for the naming of a room in the new school for Dr. Ralph. I have to pant it in broad strokes. To piggyback on what she said, you have children in the community that have all sorts of schools named for people that they may not directly relate to. And I think it's significant that Sheryl Lee Ralph came here and you know I had no idea who the first black teacher was here and I'm reasonably educated, that shocked me, that's not a good thing. I think that naming a room, it's not that big of a deal, it shouldn't be. One of the remarks that was said at the meeting at Mount Olive was that there was community members that had concerns and the staff of the school had concerns, but no one was named and the concerns, the particular concerns were not brought up. The people who are advocating for this have no way of answering that. Well, it's not put before us. We really don't see what the concerns are. But, let me just say that for children in that community to come in and to see someone that they could relate to that lived on Cooke Street, that raised a family that produced Sheryl Lee Ralph, they can see themselves in an example like that. I spoke briefly at A.M.E. Zion that there are thousands of schools named for John F. Kennedy and that's fine, he was a great President, great person. But the people that go to school, the kids that go to school in that community they may not relate to them as well as someone that grew up in their community, that lived on the street they lived on, that played in the parks they play in. You want that for kids, you want them to see someone that grew up here, that succeeded here, and that became something in life, someone that looks like them, someone that lives in the same place that they live. This is, I know that this seems like a minor thing, but this is the sort of thing you want kids to aspire to be. You want them to see themselves in their heroes. I'm not used to public speaking so you know I may have rambled a bit but I think you get the point. Thank you very much for listening to me.

Reginald Beamon, 46 Catalina Drive, had the following comments: After I retired from the Legislature, my expressions in public forums have been very limited. My concern and our community's concern of a naming procedure and protocol in our schools warrant additional perspective for which I hope my remarks in some way might provide because I feel role models matter. I am proud and humbled by those who

worked on naming our newest school after Jonathan E. Reed. Reed, the Pastor of Grace Baptist Church, an educator, and true Renaissance man, served our community with distinction. Prior to his demise, I told him that I was naming my first-born after him. Recently my son Jonathan, his son, and I rode by the Reed School. I can now go back and tell my grandson that his father was named for the man who now has a school which bears his name. Witnessing an expression on that 11 year old grandson of mine is one of the reasons that compelled me to come tonight. I think about some of the role models that we all grew up with in the Waterbury Public Schools. John Davis, gym teacher, who taught us the value of tumbling and gymnastics and had a yearly exercise program and Stanley Ralph who wrote "The Nutmeg" for all of us to perform. Those are two that come to mind but there are some others. Mario Ciarlo and Bill Cavanaugh both taught me the value of civics and government participation. Yes, Honorable Members of this Board and citizens, role models make a difference. Performing "The Nutmeg", I just happened to bring it with me, but performing "The Nutmeg", both black and white students, including another State Representative, we had a great time doing that as young people. But I have to, and I know I'm gonna go over, I'm time challenged, I'm old now, after my election to the Legislature, I felt that this was so important that I took it to Hartford to establish "The Nutmeg" as our State Cantata, couldn't use a state song because "Yankee Doodle Dandy", and Bill O'Neill, God rest his soul, he put that in. On my first attempt, that bill died in committee, however, and I never said this publically or to anyone else at that time, the co-chair of the committee told me privately that his other co-chair did not want to give this honor to a "black man". I didn't know if he was talking about me or Mr. Ralph.

CLERK: Time.

BEAMON: He apologized to me because every request usually goes to his committee for a hearing but not this one. He also apologized to me for the arbitrary change in the process made by his co-chairman. As no good idea ever dies in the Legislature or even here on the Board of Education, a few years later I resubmitted the bill, I got a public hearing where Stanley Ralph and his daughter Sheryl came to Hartford and testified. The bill passed the Committee, the House, the Senate, and it was signed into law by the Governor. Today our State register and manual, also known as the "blue book" includes our State cantata. In our Capitol display case, which many of you don't see because it's in the basement of the Capitol, one of these, signed by Stanley Ralph, is there. And by the way, this property has also been a question on the popular game show Jeopardy. I just wanted to let you know that. Seven Angels came to Hartford and performed this at the Capitol where Dr. Ralph came and he watched it and also, right now, you can go online, if you think this isn't for real, but you can go online and you can see young people, the Seven Angels Theater Youth Group, singing it in Hartford. Since this Board sees that it is necessary to change or create or alter rules, I just got your rules, I think you're process must be clear because role models do matter. As Dr. Stanley Ralph inspired a generation of youth in our City and made State history, it is worthy of this recognition and he is worthy of this recognition at the Reed School, Waterbury Arts Magnet School, or any other school that we have. He has such an impression on so many people. So I guess my point here is there has to be closure. In that process there has to be transparency, fairness, and an opportunity for participation and that's what I expect this Board to accomplish. Thank you all. Role models do matter.

Larry Ward, 79 Bouffard Avenue, had the following comments: I'm just here to also lift up to Stanley Ralph. Let me share a little something about who I am, my name is Larry Ward, also a retired firefighter for the City of Waterbury and also Associate Minister for Grace Baptist Church who the new school was named after Jonathan Reed. But there's a lot of pride that I take in my name, my name is Larry Ward. Most of you all may not know the history of the Wards here in the City of Waterbury but the Wards; we've been established here for quite some time. A little small town out of North Carolina, actually I can trace my roots back to 1816 where the Wards and Eastons merged together and they produced 14 kids. Out of the 14 kids, 11 of them migrated here to Waterbury and the first was my Uncle George Ward. Also who migrated to Waterbury was my Aunt Julia Ward Ralph who happened to be Stanley Ralph's mother. You might notice us because we've been here for quite some time. Athletes – we're very athletic people. We also are very talented people, we have ministers, we have people who goes in the drama, we have doctors, lawyers in our family and the only reason why I'm here is because I know my cousin, who happens to be Dr. Stanley Ralph, and I take a lot of pride in the fact that we made great contributions not only to this City but to the State and nationally and worldwide. We have people that are going on mission all over the world, that's what that Ward family comes from out of that little small town of Sunbury, North Carolina. And I'm here to just share a little history with the Board, especially the ones that do not know what the Ward and the Ralph family stand for and I just ask you to just consider that when you make these decisions on that. We need heroes, just like brother Beamon said, and I take a lot of pride in that and I think a lot of these kids, the youth that are in this town, will also take pride in the fact that they know some people here, they can identify some people that made great contribution, not only to the City of Waterbury, state and national. Thank you.

Leroy Perry, 82 Pearl Street, had the following comments: It is said that vigilance is the price we pay for freedom. What price for education? Participation forever vigilant and I applaud those speakers here tonight because what they do is they bring democracy in the process of democracy to where it belongs, with the people. I understand the dilemma you have as a Board. The dilemma that you have is that you just can't name and just keep naming things after people because someone suggests it. I definitely understand that. But Dr. Ralph is one of the few people that had an earned doctorate and one of the first African-American music teachers in the City of Waterbury. It would be something if we were asking to name a school or another building or a municipality but they're simply, what this community seemingly is only asking is that you name a cafeteria after a distinguished gentleman and hero of this City. And it's not frivolous, we're not asking that the name be, and I'm not trying to defame anyone – 50 Cent or Tupac or Little Wayne. We're giving a name out in the hopes that young people who research that history will find something meaningful and dynamic in it that will help transform them into reaching for higher heights and higher ground. So I come and support, what makes a community suspicious is that when you change the rules in the middle of the game and we find out about it after the change has come. I know you're all honorable people and I'm not defaming anyone here, I'm just simply saying let's just do the right thing. Thank you.

Carolyn Washington, 24 Coach Drive, had the following comments: Good evening everybody. I was born and raised in Waterbury, even went to the schools here, and it seems like the same old thing is going on. It's time to take our heroes off of layaway. We have too many people that came from Waterbury that deserve, there's not even a

street or a school named after a Hispanic or a black. Now we don't need a resuscitation from the past; we need a resurrection today. We need to change policies. I thought I was at a live TV game show when I came to this last meeting. We played Jeopardy, we played Lets Make a Deal, Truth or Consequences, we need to stop this, we really do. It's called 50 shades of color. The world is of color now, we got to get together. Hispanics, nothing named after them. Schools, I heard somebody say oh we haven't had a school, a name, you got something else coming up, whatever, pick a hero from Waterbury, a Hispanic, somebody of color, okay. Yes, Sheryl Lee Ralph is my cousin; she has come here three times. Stanley Ralph, 1978, the year of the bicentennial, we brought so much money in the City of Waterbury, he's gone now, he's gone, he's deceased, but I'm speaking on behalf of my cousin Sheryl Lee Ralph and Senator Hughes from Philadelphia, which they are now down South at the Convention with President Obama, but I'm speaking on them, pray over this. And you know what, it's time; let's go for a change, okay, that's what we got to do. Remember that word, resurrection, not resuscitation.

Helen Taylor, 1046 Cooke Street, had the following comments: Thank you . . . for keeping me in the loop of what's going on in this City. My family has lived in Waterbury since the early 1890's, I mentioned this the day before, and in 2012 we're have a discussion about naming a cafeteria after an African-American. In 1890, my family . . . and we did a lot for this Country, to this City. My father was fought in a war and was discriminated here and I'm here today . . . discriminated against to this day. I am before you again disappointed and ashamed of the Board's action. The Board of Ed is taking valuable time to stop a positive initiative for the African-American community with the naming of the originator of the State Cantata after a section of a building. The first time . . . in Waterbury that I ever heard issue, name a building or a room to anyone. You wonder why minorities are so angry in Waterbury, you shouldn't, it doesn't take an MBA to understand that. I just read the Board of Ed vote this evening would be only pertaining to the naming of school facilities going forward. While I challenge the Board to prove that they're not being homogeneous in their decision making and state that the policy would not include Jonathan Reed School. If you want to change your policy, it will not include Jonathan Reed School and maybe that may change or correct some of your errors. I think the Board should be more concerned with the simple fact that teachers do not use the Progress Book which we parents should rely on, it's very beneficial tool and hopefully Dr. Ouellette you can really enforce that because that's a great tool for us parents. Ensuring all staff including aides, social workers, behavioral therapists, etc., are appropriately trained to engage and encourage our youth. I just heard Jarjura is gonna be a paraprofessional. I have a special ed child; I would never let him be my child's paraprofessional because it has to be somebody who's trained to deal with special needs children. I went for my job, I volunteered for my job and they didn't know I was from Waterbury at the schools from Junior Achievement and I saw the paraprofessionals in the system, we could talk about that later, but it was very embarrassing for me to be from Waterbury to see how these paraprofessionals are working with our children. I'm not saying all, but my experience with what I saw that day; twice I've been to the school. Anyways, the Board really needs to step back and take a look at their actions. I've been watching for quite a bit, I feel like there's going to be a Brown versus Board of Education going on here, it's getting into my blood, I just feel it, it's just so wrong I just can't, anyways, I will not take the time to state in my three minutes but the Board has made some very blatant and wrong decisions for our youth. Yes, you place positive programs that help our youth; however, are you checking the

effectiveness of these programs? I look at it, I see it, I see what happens, I talk to kids, I volunteer with after-school children, and I put my son in programs in school to see how things go. I'm just not speaking of the ability to take honor courses because they'll succeed at any school they go to so we can't just take the credit for them because they'll do well anywhere but it's the other kids we have to worry about. We have to worry about the 60% of the youth that attend college and never finish college from this school system. The failure of the school system under the leadership of this Board and their decisions. Shame on you for having a poor education system for so many years. Please do not blame the lack of parent involvement because that would display that you are punishing the students because of their parents. There are more studies and reports will show the success of children in urban areas that succeed in the education system regardless of their home dynamics. I pray for you to be more transparent and I pray that you give children more hope, and I pray that you do the right thing and God bless you.

Thomas Pelletier, 112 Concord Street, had the following comments: First of all, quickly, I would like to commend Dr. Ouellette. I had the privilege of meeting her sometime towards the end of last year when she took over and I was delighted to meet with her and I just think that, you're doing a great job. I know that some of the comments lately in the paper have really hit you hard but I think that you're doing the best that you can. I know that this is your first full year, I'm just sorry that you came into a school system that was holding par and I know you got a lot of work ahead of you but I think that you're fully qualified to do the job.

Secondly, I mainly came here tonight because I'm troubled, reading the paper the last few weeks and listening to certain individuals on the TV. I can say as a member working in the school system, I work with a lot of minorities, a lot of them are my friends, a lot of them are good people, hardworking people. A certain individual over the last few weeks has used it, I believe, as more of a political toy than anything but yet has not said anything that, or given any ideas to try and help motivate to recruit more minorities in the school system. What we should be talking about here is trying to find the best qualified people to teach our kids, that's what it's about, that's what we're here for. And you know to constantly be bickering over who's got this one and who's got that one, you know, we hear it about naming schools; I think that if we get more schools they should be name, after minorities, absolutely. We heard tonight we should have more Hispanic names out there. Well, then why is it when a Hispanic was chosen to fill in the Board of Ed there was so much outcry out there that certain other minorities out there were not representing? I thought that that was ludicrous and if that's the way some of these people felt than why under the last 10 years we had a minority for a Superintendent, we have a lot of minorities working in Central Office, why wasn't that brought up then? Now all because the Mayor made a decision, which I agree with, it's a minority pick and I just don't understand why we are fighting over stuff like this. We have people that are chosen here, if you didn't like the pick, the election is coming around the corner and you can make changes. Why can't we fill this place every meeting and talk about what we can do to better our kids and what we could do to help the Superintendent? There's not much talk or action about that, we need to get the parents out there motivated because if they aren't motivated to help us help their kids learn, then we are never going to get more minorities and we're never going to get any of our kids to want to come back and help this City. Thank you.

Mayor Neil O'Leary had the following comments: Sorry Doctor, I had to jump in front of you, and the reason being, I hope to stay through Dr. Joyner's comments, I've heard a lot of miscommunication, misinformation, from this podium tonight, and miscommunication and misinformation can lead to perception issues, as Mr. Griffin pointed out. Sometimes perception can be reality, right? Well the truth is I don't mind that as much only, the time I do mind it is when the perception is based on miscommunication and misinformation. So my understanding is, is that tonight you are not voting on a policy change for the naming of buildings, that's my understanding. So all you wonderful people, I'm so happy to hear all your comments tonight but it's based on miscommunication and misinformation. Now, I will say this, my other understanding is, and I hope I'm correct, is that Dr. Ralph's name has been submitted to be named after the school cafeteria, which I support quite frankly, and I think many of you do as well. And the misinformation or miscommunication is, is that all of a sudden because Dr. Ralph's name was submitted now we're gonna change the rules, at least that's what I'm hearing, and that's misinformation and miscommunication. Dr. Ralph's name has been submitted prior to any discussion about changing anything. Dr. Ralph's name will be submitted in a Workshop next week for consideration for naming the cafeteria after him and I got a good feeling from members of this Board that that's gonna happen, that is gonna happen. So, you know, miscommunication and misinformation is dangerous stuff, it's dangerous stuff because I lived it this week. And I don't mind living it because I'm the Mayor and that's what usually happens, but let's get it right. So why is there miscommunication and misinformation? I'm not sure, but let's try to figure out why and let's get it right, okay, because we do have a lot of the community here tonight, which I'm grateful for and I'd like to see them here at every meeting, every Board of Education meeting, quite frankly. And I'm probably gonna run out of time but since you let everyone else go over I think maybe I could do that, as well. But the reality is, is this, yes Mr. Griffin quoted Forbes Magazine on their quotes about the state of the City of Waterbury. What he failed to mention was those quotes were many, many years ago. And what he failed to mention is, is that for quite a long time, since 2001, under Mike Jarjura's administration, this City pulled itself up and moved forward. And what he failed to mention is, is the last 10 years things have been going really well in this City. And what he failed to mention is, is that we're going in a good direction now. And so for the nine months of this administration we're doing everything we can to shed that perception. Is it inaccurate? No, it was accurate then, but it's not accurate now. And if you want to dwell on the negative it's very difficult to move this City forward. My job every day is to move this City forward, to market this City, to bring companies and business here, to bring families here. You people work hard to make the school systems better so that we have a strong, vibrant, healthy city. It's easy, easy to focus on the negative. God knows we've given, unfortunately, some historical data to support that negativity, but don't spread it today. There's a lot of people working very hard all over this City of Waterbury to move this City forward. So I don't want to hear about what happened in the past and quote it like it's happening today.

I heard someone mention, inaccurately, some miscommunication, again, about former Mayor Jarjura somehow being talked about as a paraprofessional. Well, that was pretty sad, very sad. The name that I heard tonight, and you all heard tonight being submitted for paraprofessional, was Vera Jarjura. I have no idea who Vera is. Maybe she's related to the former Mayor, maybe she's not, but, quite frankly, I'm sure that she's a qualified person to become a paraprofessional and I wish her the best of luck. And I thought it was miscommunication, misinformation, and a mistake to mention the former

Mayor like that. And so I, on behalf of all of you, will take the opportunity to apologize to the former Mayor for that misinformation, miscommunication, and flat-out mistake. You know, let's get it right, let's get it right. I'll take heat, I'll take criticism all day, all night, but I'll also expect the heat and criticism to be based on factual information. So let's get it right, ladies and gentlemen. We're all here for all the right reasons, we all want to do what's right for our children. We all want to support this community but we can't do it if we want to dwell on the negatives forever and ever and ever. We have a lot of positives here, all of you are positive people, all of you are here to support this community. Let's get this community going in the right direction. Let's do the right thing for the right reasons. Thank you.

Dr. Ed Joyner had the following comments: Let me know when I have one minute left because I hate the sound of a bell, I start boxing. I'm an outsider in one sense and an insider in another sense because my brother from another mother Maurice Mosley and my sister, I have two sisters – one chocolate, one vanilla, Karen Harvey and Anne Marie Cullinan. I was asked to come here to help the Superintendent who is fast becoming my third sister. I was thinking about all the different places I've been in and people have had conflict around some trivial and some real substantive issues and I'm so impressed that this place at this time, with one exception, because I'm too old to lie now I have to tell the truth, with one exception has been a place where people have at least been civil in talking about differences and I encourage you to continue to do that. We certainly don't need to divide and conquer because we're all Americans and I believe in universal kinship, we all came from the same source, everybody in this room has roots in Africa whether you like it or not. I hope you do like it because it means that we have life. And of course I have Irish roots, Native American roots, African American roots, and so on and so forth and I'm proud of all of that. But the one thing that I learned especially when I worked in Alabama, in Lowndes County and Greene County, two rural areas, was in talking to people who had worked directly with Dr. King, he said that every decision that we make should be morally and intellectually justified. Now think about that, it means that the first question that you ask is it righteous? And the next question you ask is does it make sense? In other words can we afford it? Does it make sense? And I think if we all govern ourselves by that I believe that Martin Luther King was one of the greatest Americans that ever lived and I believe that what led him also leads me. And so I respect the people in front of me, I respect the people behind me. They're heroes behind us, living here's, and there's a living hero right in front of me, a person who is not in the best of health and she gets in her car and she drives around the City and I don't think anybody cares any more about the kids in this City no matter what color they are, no matter what kind of houses they walk out of. And it's because of her and Anne Marie and Dr. Ouellette and Maurice and others, you do have a great Mayor, I don't care what you say, you have a really good Mayor, he can't do everything that you want him to do but I think you're gonna see some changes over the next few years. So I was asked to do this, and please excuse my emotions, I'm a manly man but I get very tearful at times because we're in some difficult times. And if we don't come together as a community, no matter, we can't control what people do in other places, we can't control that there's one person who's running for office who uses a scripture "to whom much is given, much is hidden"; we can't control that. But we can control what we do in this City and we can have civil discussions about what we should be doing to help the children in this community. Now, in March my dear friend Paul Guidone contacted me, we go back about 30 something years, maybe longer, but he was a 31 year old Assistant Police Chief in New Haven and then later Chief Operating

Officer in New Haven, and a real consigliere . . . a consigliere. And he and I and Maurice met in March to talk about improving the culture in the school district. And I told him that in order for us to do this we would need the support of the Mayor and the community and the kids. And he said put together a proposal and I'll submit it to the Board. So, in April I submitted a proposal to the Board to help them recruit minority, to help them recruit culturally competent educators because every minority is not culturally competent and we know Clarence Thomas is a good example of that. Yea, I said it, I said it. And so we started this process even before we got the contract and in the discussions with the brain trust in the school district, I said you have three major barriers – one is salary, one is availability, and the other one is retention, that, unfortunately because of fiscal challenges, the City can't afford to pay some of the salaries that are paid, for instance, in Sheryl Lee Ralph's second community Uniondale, Long Island, that's a place I work as well, I've been a graduation speaker at her high school three times. And the high school principal there makes close to \$200,000 a year. At the time David Snead was here the high school principal in Uniondale was making more money than he was and most other urban superintendents were making more money than he was. So that's a real issue. Availability – less than five percent of the teachers in this country are minorities and in terms of males it is at the bottom of one percent. If you think about 10 percent; 10, 20, 30, 40, it's right around the bottom of one percent. And then of course once you get them they're in such high demand, if they're good, that you have to compete with other districts to keep them. And so in order to get around that you have to create a really open and caring and supportive environment. And this is a good place to live, the only problem I have with Waterbury is the weather, I love the community, but when it snows in New Haven there's a blizzard in Waterbury. And then you have hills and so forth. So we came up with an internal strategy and an external strategy. An internal strategy was to identify talented young people in the district that are already here and develop them. And there are a couple of them here tonight. Will the young people in the Minority Educator's Association stand up? And we've discussed broadening that so we can identify people who really want to work in urban communities and make a difference. The external strategy was to really beat the bushes and to find as many capable minority educators as possible. And I already have a spiritual son who works in ACES in Hamden, Kevin Walton, he had me working with the minority recruitment program and I had an insider perspective and I had some advantages because he's like my God son. So I had three events where I trained minority educators, told them about Waterbury. When I was in Hartford they all came to Rotella for the Minority Careers Fairs, every one of them, the Indians we were even talking about from India, they're dark enough so they can pass, and they wanted the jobs bad enough so they came. You have a young man, a brown man, already in the system, actually is African, believe it or not. So we had that as an external strategy. The other thing that really happened was that Dr. Ouellette, Mrs. Cullinan, and Paul Guidone began to systematically eliminate any institutional barriers to the process. Now I'm not at liberty to go into detail but all I can say is that when I spoke to them about it I said listen, this has to be an open process, I have to be assured that these folks have an opportunity to really work in the system and that they're going to be given a fair hearing. I'm not gonna bring you any junk, I'm not gonna bring you anybody that I wouldn't hire. And so we did that and, to date, we have identified double digit numbers of teachers and potential administrators for the district and I guess actions will speak louder than words and I would say that you should be looking at the newspapers over the next month or so to see whether or not the work that I've done is bearing any fruit. Now I wouldn't do this, you know when people say it's not about the money; it's always

about the money. But God as my witness, on my Father's grave, I'm not here for that, I'm here to extend to others what was given to me. Thank you.

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 7:54 p.m.

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

8. SUPERINTENDENT'S REPORT

Dr. Ouellette read and distributed the following report:

I continued to visit schools this week, meeting with principals and students at Driggs, Generali, Maloney, Tinker, Wallace and West Side Middle Schools, Kennedy and Crosby High Schools, and Adult Education. Schools are in full operation with minimal building concerns.

A committee has met to work on preparation of the next phase application for the Jonathan Reed School Family Resource Center. We are excited about moving toward the opening of a new FRC at Reed School. As required, the new Family Resource Center will address these four core program strategies:

1. Provide home visitation programs for at risk families;
2. Deliver early detection and well child screenings;
3. Use coordinated practices that involve families in transitioning children; and
4. Support school and district improvement efforts that accelerate the closing of Connecticut's achievement gaps.

Once again this year, Costco has assisted the students of Driggs School by providing backpacks. The backpack distribution occurred Tuesday morning. Costco has been the community partner for Driggs School for nearly twenty years, and we deeply appreciate the company's continued commitment.

The "CHEERS" Day program at the Southbury Training School also donated thirty-five filled backpacks to selected students at Driggs, Duggan and Wilby. This was the tenth year the program has donated filled backpacks. Eighteen students received back packs at Driggs School, ten students at Duggan, and seven students at Wilby. Each of the packs was filled with age-appropriate school supplies. We appreciate everyone's generosity.

As a reminder to all parents, we will be conducting Open House earlier this year than in the past. Elementary schools will hold Open house from 5:00 to 7:00 p.m. on Thursday evening, September 20th. High schools will hold Open House later that same evening, from 7:00 to 9:00 p.m. Middle schools will hold Open House from 5:00 to 7:00 p.m. the following Thursday evening, September 27th. All schools will dismiss early on both days, allowing time for teachers to prepare for Open House or to hold Teacher Collaboration Time.

We continue to have discussions with the State Department of Education on the Alliance Application. Our next conversation with the State will be on Tuesday. We

anticipate formal clarity at that time and we anticipate a formal presentation to the Board and public within the next two weeks.

The Intake Center has processed approximately 448 K-8 registrations since August 20, 2012. Unlike previous years, there has been a surge in kindergarten students. In addition, we currently have some overages in various grades around the district due to in-city movement along with increased student enrollment. Paul Guidone has remedied most of the kindergarten issues by authorizing three new kindergartens at Bucks Hill, Sprague, and Gilmartin. The Intake Center will continue to work to rectify all overages in a timely fashion. The District is likely to experience its first enrollment increase in several years. Current enrollment figures show a 350 student increase from last year's October 1st count. This is not a final figure and will be subject to change over the next several weeks.

In addition, we continue to work with our bus companies to rectify any difficulties and we continue to monitor the situation daily. The system is much better as we proceed through the second week of school.

Lastly, we apologize to the parents and community for our downed telephone service at Jefferson Square. It has been an external telephone company problem effecting Special Education, Intake Center, and Bilingual Departments' communications during this week. It has been reported that this issue should be resolved this evening.

STANGO: Any questions for the Superintendent?

9. PRESIDENT'S COMMENTS

STANGO: Just one. In your mini-packet that Carrie put at your places this evening there's an email from the Board of Aldermen. I'm going to briefly go through it and then I'll tell you what we have to do. Last year the Good Jobs Ad-hoc Committee passed this language reforms which included the creation of a Liaison Committee which is located under Hiring of Waterbury Residents on Certain Publicly Funded Construction Projects. The ordinance change states: the committee shall be compromised of two representatives of the Board of Aldermen and one to be appointed by the Minority Leader on the Board of Aldermen, and one representative from the Board of Education to be appointed by the President of the Board of Education, one representative from Workforce Development Board, and seven representatives who are appointed by the Board of Aldermen from a list of three nominees submitted by each of the following "interested" parties: one contractor, one union, one civil rights group, one community, and one Human Rights Commission. In addition, these are two-year terms. Essentially, the President of the Board of Aldermen submits a nominee from the majority caucus. The Minority Leader of the Board of Aldermen nominates a member of their respected caucus. Finally, the President of the Board of Education can appoint a member at-large.

So what all this means is that this Board, the President, will appoint a member to this Committee. What I'm asking any member here to do would be to submit your name to Carrie for consideration if you are interested in this position.

And that concludes my report. Moving onto Item #10, Consent Calendar. Does anyone wish to remove an item from the Consent Calendar?

President Stango proceeded to read the Consent Calendar list, Items 10.1 through 10.9:

10. CONSENT CALENDAR

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Hayes, it was voted unanimously to approve the Consent Calendar, Items 10.1 through 10.9, as listed:

- 10.1 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of an Agreement with Waterbury Youth Service System, Inc. to provide services as outlined in the 2011-13 Youth Service Bureau Grant.
- 10.2 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of the submission of the 2012-13 Consolidated State Grant application.
- 10.3 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of the submission of the 2012-2013 Bilingual Grant application.
- 10.4 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of Agreement Amendment #2 with IKON Office Solutions, Inc., for copy machine installation, supplies, and maintenance.
- 10.5 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of an Agreement with Newfield Construction, Inc. to provide construction management services on the Wallace Middle School Addition and Alterations Project.
- 10.6 With the approval of the Committee on Policy, the Superintendent of Schools recommends approval of the Board of Education's Policies, Series Section 5000, as listed below. Further, as indicated, all former policies shall be deleted.

	POLICY NUMBER	FORMER POLICY NUMBER
STUDENTS	5000	
Early Admission Into Kindergarten	5112	6020
Homeless Students	5118.1	NEW
Waiver Policy for Student Retention	5123	6005
Health/Medical Records (HIPAA)	5125.11	NEW
Awards for Achievement	5126	NEW
Student Driving and Parking	5131.3	5131
Student-Athlete Eligibility Checklist High School and Middle School	5135	5020 5025
Lead Screening of Pre-school and Kindergarten Children	5141.1	8009
Administration of Medications	5141.21	8010
Special Bussing with Respect to Asthma	5141.213	8012
Communicable/Infectious Diseases	5141.22	NEW

Psychotropic Drug Use	5141.231	4001
Accommodating Students with Food Allergies	5141.25	8014
Defibrillator	5141.27	8013
Tuberculosis Control Screening	5141.31	8011
Reporting of Child Abuse/Neglect	5141.4	8030
Suicide Prevention/Intervention	5141.5	old-no #
Section 504: Civil and Legal Rights and Responsibilities	5145	NEW
Use of Metal Detectors	5145.123	5145
On-campus Recruitment	5145.14	NEW
Student Grievance Procedures (Title IX)	5145.6	NEW

- 10.7 With the approval of the Committee on Policy, the Superintendent of Schools recommends approval of the revisions to the Naming of School Buildings Policy #7551 (formerly #7003).
- 10.8 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.
- 10.9 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.

11. ITEMS REMOVED FROM CONSENT

There were not items removed from the Consent Calendar.

SWEENEY: Mr. President, at this time I make a motion to divide Item #12.1, approval of revisions to the Naming of School Spaces Policy, into three separate voting items, as follows: Item 12.1a - motion to approve revisions to Paragraphs 1, 2 and 3 of the Naming of Schools Spaces Policy; Item 12.1b - Motion to approve revisions to Paragraph 4 of the Naming of School Spaces Policy; and Item 12.1c - motion to approve revisions to Paragraph 5 of the Naming of School Spaces Policy, **SO MOVED**.

VAN STONE: **Second.**

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

12. COMMITTEE ON POLICY

Item #12.1a

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Hayes, it was voted unanimously to approve the revisions to paragraphs 1, 2, and 3 of the Naming of School Spaces (inside and out) Policy #7552 (formerly #7002), as follows:

1. OLD LANGUAGE: All requests to name school spaces should be forwarded by the requestor to the Clerk of the Board of Education. The request should identify the individual(s) for whom the space is to be named, the proposed location, rationale, and any related cost and supporting information.

1. NEW LANGUAGE: All requests to name school spaces should *be submitted by the requestor* to the Clerk of the Board of Education. The request *must be made on the "Request for Naming of School Buildings and/or School Spaces" form and* should identify the individual(s) for whom the space is to be named, the proposed location, rationale, and any related cost and supporting information.

2. OLD LANGUAGE: Such requests will be referred to the School Naming Committee for consideration. The committee will confer with the Principal of the designated school.

2. NEW LANGUAGE: Such requests will be referred to the *Committee of the Whole* for consideration. The committee will confer with the Principal of the designated school.

3. OLD LANGUAGE: Recommendations from the Committee will be considered for action by the Board of Education in a timely manner.

3. NEW LANGUAGE: Recommendations from the Committee will be considered for action by the Board of Education *for a minimum of 60 calendar days prior to vote to allow for public input on the proposal.*

SWEENEY: In your packet is Item #12.1a which shows the old language and the new language and in red the revised language as it applies.

The change to item one was made to make sure that the public was aware that there was a form and how to acquire that form and how to submit that form. The new language to item two simply transfers that to the Committee of the Whole which is actually the full Board as opposed to an Ad-hoc Naming of School Committee which is a Committee that is convened specifically for the purpose of naming a school building not a space.

Item three, it's pretty much self-explanatory, we felt that "in a timely manner" did not allow for good public input. We wanted to make sure that we allowed the public to have a chance to come forward and give us their feelings on any names that are submitted for spaces in the district.

STANGO: Is there any discussion? Commissioner Hayes.

HAYES: Just briefly, I think this is simply clarification. But as we do vote on this we want to make it clear that we are considering any names that had already been put in place under the old policy, but in fact the old language said a "timely manner" which could have been anything. This way it's "at least 60 days" so it can get done in a more timely fashion and give opportunity for people to speak on it. As I said, as we support this, it's with the acknowledgement that any name that has been in, as the Mayor mentioned earlier, has already been in the hopper, will go through the old language.

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

Item #12.1b

SWEENEY: Motion to approve of the revisions to paragraph 4 of the Naming of School Spaces (inside and out) Policy #7552 (formerly #7002), as follows:

4. OLD LANGUAGE: The Board of Education's October 15th, 2007 moratorium on naming school facilities is lifted with the adoption of this policy for school spaces only.

4. NEW LANGUAGE: The spaces in new facilities will not be named until the facility has been in operation for one (1) calendar year.

HAYES: **Second.**

STANGO: Motion has been made and seconded. Commissioner Sweeney.

SWEENEY: The previous language referred to a moratorium, again, that was put in place on October 15, 2007 that has long since been lifted. It probably was not the most appropriate place to put the language in the policy itself, it does need to be removed. The new language is the language that has been extensively discussed, the ability to give new facilities the opportunity to grow their own personality and to become known to the neighborhood and the public for one calendar year and to give some respect to whatever name eventually goes to the facility itself for that one calendar year and give time for the community to contemplate particular names that they would like to put to spaces. Again, this same policy (*tape ended*) . . . the old language is not particularly pertinent to the name that is listed, however, the name that has already been submitted will be considered under the old policy and will not be subject to the one year stipulation.

STANGO: Any discussion?

BROWN: Point of clarification. In this proposal, if I submit an application, if this policy is adopted and I submit an application one year will have to go by and then another 60 days before we determine whether or not, how does this impact the submission of the application?

SWEENEY: The language is very specific to a new facility. So in other words, if the name was presented for one of our current facilities that has already been in operation, it would only be that 60 day window to allow the public to have input. This is strictly for new facilities.

BROWN: So with new facilities, brand new facilities, it will be a year and not 60 days.

SWEENEY: It will be a year for the submission. Once that submission was made, you would still have that 60 day window.

BROWN: So it's 15 months really into the...

SWEENEY: Correct, because no names would be submitted for that first year. We want to give an opportunity for the community to have input. They wouldn't know what

those names were until they were submitted and they wouldn't be submitted for a year. So you would still want to give them that 60 day opportunity for public comment.

BROWN: And this impacts spaces not actually the naming of the school building, that's a different policy. I guess, for the record, after listening to the community, I'm not sure a whole year is appropriate. I would like to see us shorten it in terms of giving the community an opportunity to submit names. So now you're talking about the school is up, it's got a name, and then we have to wait another 15 months if people have spaces. So I don't know if the excitement or the momentum, as I'm hearing, there seems to be a big gap. I guess it's open for discussion. This is in response to hearing the public tonight. Actually I hadn't thought about that and I just think we should discuss it a little bit.

STANGO: Okay, we're here to discuss. Any other discussion?

HARVEY: I wish the Mayor was still here, he asked for facts. I'm gonna give some facts. As a result of this proposal, the proposed naming of the space, the Cafetorium, in Reed School, that request was delayed. I requested that the naming of the Cafetorium after Dr. Ralph be place on the Agenda for August 30. I asked twice. The first time the request was ignored. The second time it was denied by President Stango. So I was told, I was advised to inform the family of this delay. So by right, if things had proceeded as we have proceeded with past practice, we would have been voting on the name tonight. And, as a matter of fact, contained in the email, if anyone wants a copy of the email, it stated that to inform Ms. Ralph that we'll see her in a year. Now, that's a fact. As a result of that and the way that we've handled the request for the naming of the Cafetorium, I am not for putting any type of time limit on naming spaces. Number one as the question was in the past, those of you that are watching the workshop that's playing now, the workshop meeting, my question was why now and who complained? When I asked who complained I was told, I thought it was anonymous but it was confidential, so we don't know who's complaining. I was told stakeholders, people in the community, Central Office, but no names. Now the public has come forward in support of the naming of the Cafetorium; you've given your name, you stepped to the podium. I still, to this date, do not know who complained. I think I know why but I think some of you out there know who. It's left a bad taste in my mouth. First of all any time to me when the community comes forward and expresses, they're enthusiastic about something, I don't want to kill that enthusiasm. Number two, I think it's disrespectful to the Stanley Ralph family to delay the naming. Now we have to wait another cycle of workshops and meetings when we could have voted on it tonight. The email that I received from President Stango stated that we would, instead of the request going forward it would be replaced with this change and I didn't agree with that, I don't agree with it. So I, again, ask why now, who complained, because that whole complaint, the people or whoever it was that complained had an effect on our voting for this Cafetorium after Dr. Ralph. Yes, we will vote on it, that's a good thing, but we could have been voting on it tonight.

STANGO: Commissioner Hayes.

HARVEY: I'm still talking.

STANGO: Well continue.

HARVEY: Next, I happen to believe, as Ms. Wagner expressed, that our kids have a little bit more intelligence to know the difference between a school name and a name inside the school. And if they had some confusion on it I have confidence that our teachers will be able to explain it to them so that they would understand. I don't happen to think that a dedication is a distraction, I just don't happen to believe that. So those are facts. And I'm sorry that the Mayor left but I'm sure that he did not know these facts, the fact is that we could have been voting on this tonight, tonight. So I will vote "no" against this because it just leaves a bad taste, the whole cloud around this changing of this policy, there's a cloud around it. So I will be voting "no". Now I'm finished. Thank you.

HAYES: I'd just like to add some little historical perspective. The old language that Commissioner Sweeney referenced was a moratorium that was held on October 15, 2007 – five years ago. It was reacting to the naming of any particular place by anybody, simply all of a sudden we had people putting in names for everything so we put a moratorium on it and that's how this came in place. So this hasn't been discussed just recently as a result of the naming of Dr. Ralph. And quite honestly, for the record, when I heard from Sheila that he had been that I was the one who said, geeze, this is somebody we ought to be naming something after. So I'm all in favor of naming it after him because I think it's important that we have that for our kids. The only other comment I'd like to put in is that we are gonna go forward with it as it was in the past. What the interaction was with Vice President Harvey and the President of the Board was up to them. When it came in front of me, it made sense to wait a year because of what I had happen in the past. But one thing, and one of the things we also talked about is that when a name comes forward and there's a space being named, it may be an opportunity for other people to know we're having this discussion to bring other names forward, in particular, Latino names. But I think we want to look at this in a more broad, I heard that Dr. Ralph was President Stango's teacher at Tinker School. We don't need to have all the African American names put in one school; they need to be throughout the City. We got to keep that in mind if that's how we're really gonna do this. That's the only thing that bothers me about this rush to name everything at one particular school because it's an African American school when, in fact, we have so many that can be named and so many spaces throughout the City. So when this policy is put in place something will come in front of us, it will be 60 days and hopefully it will spur some other people to say hey, wait a minute, maybe I like the media center or the Cafetorium at this school but I've got a name for somebody at Tinker School or Chase School, or whatever, and I'll get that going. Quite honestly, when I put that Committee together I didn't want anything to do with it because I don't want to get involved in this and it is personal for a lot of people when they bring a name forward. What I've come to realize especially through the process that we used with the naming of Jonathan Reed, I'm learning a lot and it's important for me to learn that and it's also important for us when we have these discussions in a public forum; people get a chance to learn as we're learning as opposed to just having a discussion some other place. I am supporting this based on the fact that it just will give us a little time for the one year to consider spaces in the new facilities so we don't have sort of a rush to judgment as we may have and overlook some people that should be. So it will be time for us to do that. But I do believe that we're gonna get support for Dr. Ralph at our next meeting and it will be under the old language which was "in a timely manner", which, again, was something that was a little wishy-washy. So actually this makes sense, it got some

teeth in it. If anybody from the community brings forward a name for any space anywhere in the City as a result of us voting on this, it will give us an opportunity for 60 days for the public to have input for them to know about it and possibly submit some other names. That's how we ended up getting the Ciarlo name put at Jonathan Reed because of the discussion we had we sort of said well because it was so good and because the public handled it, the way it was handled by the public it was great. We had church people coming down, we had the families coming down, they were respectful of everybody because there are a lot of individuals who deserve this naming. I think this is gonna help us go forward and this discussion we're having is gonna really benefit all of us because there are a lot of people who deserve to be recognized as role models for our students and become aware of it. I relayed this story before and I know one of the things we need to do is get the Latino community involved. I always relay this story on how my son in second grade came home the first day of school and I asked him how his school day was and he said "Dad, I just met the smartest kid I ever knew, he can speak two languages". And that stuck with me and I've always been an advocate for trying to do that and I think it's important for us to get some Latino names from the community out and name some of these spaces. We're at the point now where basically they're our leading percentage, I think like 40% Latino, 28% African American, something like that, those are our numbers. So it's important for us to move forward. There's a lot of people from a lot of different backgrounds that deserve to be considered but we need to do it in a respectful manner, in a timely manner, but also for an opportunity for people to come up and educate us all about some of the great leaders that we had in this community in the past for our kids to look up to. So I'll be supporting this with the understanding, again, that the recommendation for Dr. Ralph will be acted upon at our next Regular Meeting. Thank you.

STANGO: Commissioner Rodriguez.

RODRIGUEZ: First of all, thank you Pat, for advocating for Latinos and that's something that I look forward to doing while I sit on this Board. I grew up on North Main so the African American community is also my community. But I want to say that when we talk about naming spaces or buildings after Latinos, the Latino community is watching this as it occurs and while they may not be here by the forces they read the paper, they're watching this clip, and when we talk about the naming of the school as a distraction instead of a celebration, I think it would cause a concern for them, as well. So I can tell you, when we graduate high school, any Latino, and I'm Puerto Rican, when I graduated high school, the first in my family to graduate high school, we had a celebration. And I can tell you in Puerto Rico there's 365 days in the year, just like here, but they have more festivals and more celebrations than they do in the days that they have in a year. So my point is, when we have people who are excited about a new school and the community rallies behind it, I think we need to embrace that and we need to encourage that and I will say that, I agree with so many of the speakers, while I do respect the process you also have to respect the voice of the community because it is time that we represent the minority community. And I'm not here to throw names of Hispanic individuals, that's not what I'm here to do, I just applaud what the community is doing and it's great that we finally have a school in the City that embraces someone that our kids look like, that are familiar with, and that we can continue to live his legacy on. So just thank you for the opportunity.

HARKINS: I agree with the Commissioner's statement and I think it's kind of a shame, I think this issue has been made into a divisive emotional issue and it's really about a policy. I think it's a shame because I think that we're forcing this feeling of disrespect on the Ralph family. Somehow it's become about them when really it's purely words on a page. I wasn't involved with building the policy, but as a Board member, I have to sit here and I have to look at it and say on its face, is this a sound policy? And I believe it is, I'm reading the words, we had some discussion about the year time frame, there isn't a fire, there isn't an emergency, these buildings will be named in perpetuity and we want to make sure that there is a due amount of respect put towards that. These spaces will be there, there will be excitement at that time. We're talking about the year being a gestation period and then the names being submitted at that time and that's when the furor and hopefully the turning out . . . But I think it is disrespectful to the family, not from the discussion of this policy, from what it's turned into, and there's been a deliberate effort to turn it that way, into a divisive issue. So we're looking at this as strictly is this a sound policy? Absolutely it is and I apologize to the family for making them feel that this somehow has to do with some kind of personal issues or racial issues. Everybody is gonna be considered, nobody has ever said that they wouldn't be considered. It's all been turned around in a way that, to play to the media, and I think that's a shame.

STANGO: Commissioner Van Stone.

VAN STONE: Thank you Mr. President, through you, I agree with a lot that has been said today. As a member of the Policy Committee I had the opportunity to help craft this language and I think, in some regards, I was lucky, I was able to do it in a vacuum, I knew of no proposals being put forward or not being put forward so this was strictly, no names were attached to anything, no faces, no nothing, it was just what's the best way to make sure we have a process going forward. The biggest problem I've had with the naming of spaces or buildings it that we don't really have one, we have wishy-washy words like "timely manner" and you could use phrases like that if you were some kind of ruthless president and just hold stuff forever because there is no time frame. By having actual dates on things you avoid that. I think one of the things we did wrong specifically was that, sadly, the naming of anything, and I said this last week, I'm not gonna repeat the whole thing, it kind of became a first come/first serve proposition and that's not right. I disagree with one of the speakers tonight who said this isn't really that big a deal, naming a space. I think it's a huge deal. I think to put someone's name whether it be Mr. Ralph, Mr. Johnson, Mr. Whomever, that's a big deal, that is something you earned from a lifetime, at least in this instance, doing something for the children of Waterbury and I think that should be honored and I think the lead up to that, asking for 60 days of input, isn't a big thing. Asking a year for a brand new school to grow some kind of identity and line those requests up in a queue isn't that big of a deal. I think all the excitement, all the community spirit that will happen a year later in the calendar, and if we do it right, there's no reason we couldn't do one a month and just make it, that second year, the sophomore year of whatever school down the pipeline, couldn't just have a carnival for six months with this here, that over here. I think if we did this right, and that's not something we do very often, but if we did this right, this could be a huge plus for any school that comes online in the future and I think that would give the due respect to whomever name we put on anything going forward. I apologize to anyone who feels that this Board did them wrong in the way we rolled this out, I know that wasn't my intent, I don't generally speak for you guys, but I don't think that was any of

your intent. But the goal at the end of the day is to put together a policy that makes sense today, and all the issues in front of us, and still 50 years down the line still makes some sense which sadly isn't something a Board of Education did for us 50 years ago. Frankly I wish they did, we'd be home by now. But we're sitting in the chairs right now and we need to step up and make the policy. We can sit here and argue all day whether it's perfect or not – should it be a year, should it be nine months, should it be six and a half weeks, we could do that until the cows come home. One year seems to make sense, it gives the entire school year the ability to happen, it does allow for everybody to grow into the building, to take on some character, and, again, give this Board, the Department of Education, and anyone who wants to come forward, the opportunity to give the presentation that the naming of the school space deserves. And I think that time frame can only make any of those naming's that happened for the better. Thank you Mr. President.

STANGO: Any others? Commissioner Morales.

MORALES: When I was reading this policy, especially number four, a calendar year, the thing that came to my mind was the children, the students, going into a new facility in a year, it give the students, so they can learn who it's naming so they can put an input. They read the newspapers, they know what's going on, so when we name it they can even support it too. So I believe, I know a year is a long time but when I thought about it, it was only for students and I think sometimes we fight every week, every day in here, but sometime we forget that, we forget that they can say something, anything they can do. Why, because role models is us, everybody in here is a role model, they listen to us, they talk. Naming somebody, let's say I was a student, in my school, I want to know who it is. I want to know who we're naming in the building. So I believe, I know a year seems like a long time but let's not think about us, let's think about the students. I think that's the best way we have to think. Thank you.

STANGO: I'm gonna cut off debate after everybody who speaks wants to speak two times. So this will be your second time.

HARVEY: Okay, that's another policy but that's alright. I just want to remind folks that this policy, if we change it, will apply to all schools moving forward which includes the career center and any other new schools. Just keep that in mind. Any space that we will name in any of our new schools, we will have to wait a year before we name any spaces. So just keep that in mind.

Secondly, Commissioner Hayes, the issue of the Latino, naming of a building after a Latino, Hispanic, that has been in the works I think now for the past seven months. It's been quiet but there is a proposal that was given to the Policy Committee to make some changes because we kind of felt that it limited our pool of names, if you get my drift, and so if we pass that that will open things up for us and that will open up the possibility and the nominations for Latinos, anyone. So just know that's on the horizon. But, again, I must say that when you have the community as enthusiastic as they are, as they have come out and expressed today, and the whole background, Commissioner Hayes, you spoke about what happened between President Stango and myself, I think that's significant because again that created the ill-will now, I'm not gonna say ill-will, that created the delay and had we followed policy we would have been voting on the naming of the Cafetorium today. So I just want to end by saying that, thank you.

STANGO: Commissioner Sweeney.

SWEENEY: I just want to reiterate something that President Hayes said that had been a thought of mine for a while and I would hope that this discussion is bringing some light to the ability to name spaces after people that we respect and believe are worthy of that type of recognition. We have some thirty-odd schools in this district and I would hope that people would start to think about the Driggs, and the Walsh's, and the Kingsbury's, and the Sprague's, and think about honoring those buildings with the names of people that you want children to look up to, good role models, that you want them to see because that hasn't been happening over the years and there are sparse few spaces in a district this large that are named in respect to honorable people. So I would hope that this would spur that kind of thought and that we would see more of that for our existing facilities because the children that are in those facilities deserve to look at the plaque on the wall or the name over the door and question the role models that those spaces are named after. All of our children in this district deserve that opportunity. So I would hope that we would see that going forward as well.

HAYES: Just, I'm not going back and forth on what we're doing but I think Commissioner Brown brought up a good question and maybe we should amend our language and say that the request for spaces in a new facility will not be accepted until the facility has been in operation for one calendar year. Does that make more sense? **I'd like to make a motion to amend to read "the request for naming spaces in new facilities will not be accepted, will not be considered may be a better word, until the facility has been in operation for one calendar year"**.

VAN STONE: I'd like a **friendly amendment**, I think "**accepted**" clears it up more than consider does.

HAYES: I agree with that. My first thought was right.

STANGO: Okay, we have an amendment, do we have a second?

RODRIGUEZ: **Second.**

STANGO: All in favor of the amendment as read, opposed, motion carries nine to one.

HARVEY: Opposed.

BROWN: Although this has been a difficult discussion because as a Board member.

STANGO: Commissioner Brown, I'm sorry, there's no discussion on the amendment. Now we're gonna have discussion on the motion as amended.

BROWN: For the second time and in defense to the public input this evening, I will be voting "no". And I think you know sometimes we want to make, this is an opportunity to take some of the discussion and some of the tension and some of the frustration and turn it into a positive and I, for one, would like to see the community and the public really have a conversation with us and hold us accountable for the school system because I think the public has not been active in this discussion. I am a new Board member but past precedence watching the Board members, very little of the public has been here. So I would encourage, if this was a catalyst to get people motivated, to get involved,

then so be it. And I think that we would encourage you to call us, get involved, tell us what you think. We all are here for the kids and want to do what's best for our students. I want to take the sense of frustration and turn it into a positive and say we are here, please call us, and we look forward to working with you because this is about the kids. In another year from now we want to see those scores go up, we want to see our kids graduating, we want to see our kids in college, and we want a better day for our kids. So, please keep coming and please be our partners. Thank you.

HARKINS: Just to clarify, we're talking about the public coming out and speaking very eloquently but what they were speaking about with such passion was the support for one of the petitioners. There was no discussion about whether this was a bad policy, there was no particular criticism about the lines of this document, it was all in support of a particular person and I think that's excellent, I think it was excellent to see the turnout here but I think that's a totally different issue, it doesn't really play into this here, this doesn't affect the other so we're using that, again, again it's the . . . that somehow one is connected to the other and we're somehow hurting somebody, in particular, where I think we'll consider that, we'll consider that for the next issue which will be coming up in the future.

STANGO: Any further discussion on the amended policy, any on the amended motion. Okay, I think we're ready to vote.

HARVEY: Roll call please.

ROLL CALL VOTE ON ITEM #12.1b AS AMENDED:

Yeas: Commissioners D'Amelio, Harkins, Hayes, Sweeney, Van Stone, and President Stango – 6

Nays: Commissioners Brown, Harvey, Morales, and Rodriguez – 4

CLERK: Six, four – motion passes.

Item #12.1c:

Upon a motion by Commissioner Sweeney and duly seconded by commissioner Van Stone, it was voted unanimously to approve the revisions to paragraph 5 of the Naming of School Spaces (inside and out) Policy #7552 (formerly #7002), as follows:

5. OLD LANGUAGE: A form is available for completion (see Appendix #18).

5. NEW LANGUAGE: All spaces will be named in perpetuity. Once named, spaces cannot be renamed except in extreme cases in which the name brings dishonor to the space/facility. Such circumstances will require a two-thirds (2/3) majority vote of the Board of Education to remove the name.

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

SWEENEY: The reference to a form, it was explained earlier, was moved up to the first item on this policy so that it was clearer for people, they would know that there was a form available and how to file that form and that is at the very top of the policy now so we took that out. That has been replaced with the language to name in perpetuity so

that there is not a rush to judgment to remove a name once it has been attached to a space.

STANGO: Any other discussion? Vice President Harvey.

HARVEY: Commissioner Sweeney, could you explain, I'm sitting here looking at this wording, what prompted that?

SWEENEY: Just a general sense, Commissioner Van Stone I think originally brought it up although I have had similar concerns that you might name a building, we had just recently with a college where something, a statute was named, put up in honor of someone who then, unfortunately, the history is that that person had done something terribly wrong in the past that came out after that statute was up and that statute was removed. So we want to avoid those type of situations where if we name it now and three years, four years, ten years down the road something becomes known that was not known in the past that we have that ability to remove that name. We did insert the two-thirds majority in hopes that we can forego anyone just saying I suddenly don't like that particular personality so now I want to remove that name. Tried to put some safeguards in place.

HAYES: I supported the two-thirds and, quite honestly, not because you might like or not like somebody but to keep politics out of it so you can't necessarily have a political party decide that they want to start changing names for their political party. I think that made a lot of sense. We have to have more than just six would be the maximum majority on this Board to do that so that would prevent any of that kind of nonsense that could happen. Not that it would happen with this Board, but this is something that's gonna be there for years to come, we want to make sure that something like that doesn't happen. I think the incident that Commissioner Sweeney mentioned brought that to light recently but there were some other things that happened in this City that was, unfortunately, brought up again by Mr. Griffin and we're hoping that that will never happen again but you never know, we have to keep ourselves ready to remove a name if we feel it does dishonor our City or our schools.

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

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Van Stone, it was voted unanimously to add to the Agenda Item #13.8, 21st Century Learning Centers After-school Program Appointments.

STANGO: All in favor, opposed, motion carries. Also note we have an update on Item #13.2 in your packet tonight.

13. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Hayes, it was voted unanimously to receive and place on file Items 13.1 through 13.8, Superintendent's Notification to the Board, as listed:

- 13.1 **Athletic appointments effective immediately:**
Macharelli, Kara – Assistant Girls Swimming Coach, WHS.

13.2 **Grant funded appointments, transfers, and funding source changes, effective immediately:**

Benson, Tina – Mentor Coordinator, salary funding source change from Smaller Learning Communities Grant to 21st Century Learning Centers Grant.

Daddona, Stacey – Pre-k Classroom Assistant (replacing Mandy Iannarella who resigned), ECEP, 35 hours p/week, 10 months per year, union position with benefits governed by the SEIU Agreement.

Garcia, Magali – Pre-k Substitute Classroom Assistant, ECEP, \$9.95 p/hour, no benefits.

Lawrence, Diana – Instructional Tutor, WAMS's Read 180 Program, 18 hours p/week, 10 months per year, \$32.00 p/hour, no benefits.

LoRusso, Angela – Pre-k Substitute Classroom Assistant, ECEP, \$9.95 p/hour, no benefits.

Monti, Diana – Parent Liaison, from Duggan School to Reed School.

Poulter, Craig – Truancy Prevention Specialist, 35 hours p/week, 10 months per year, annual salary of \$30,000, union position with benefits governed by the SEIU Agreement.

Tyson-Wood, Wendy – Compliance Review Specialist/Tech. Support Personnel, 12 months per year, annual salary of \$40,000, non-union position with benefits governed by the SEIU Agreement.

Vensel, Patricia – Pre-k Substitute Classroom Assistant, ECEP, \$9.95 p/hour, no benefits.

13.3 **Appointments effective August 23, 2012:**

Cofrancesco, Darlene – Supervising Vice Principal, Tinker School.

Dwyer, Jennifer – Supervising Vice Principal, Driggs School.

Hlavacek, Elaine – Interim Special Education Supervisor.

Therault, Michael, Supervising Vice Principal, Generali School.

13.4 **Teacher transfers/corrections:**

Corbo, Cherie – from Reading Teacher/Driggs to Reading Teacher/Bucks Hill, effective 08/2012.

Howard, Kathleen – from Maloney co-taught Pre-k Special Ed to Maloney Resource.

Kadam, Arun – from NEMS to Wilby Biology.

Labagh, Michael – from Rotella Special Ed to Bunker Hill Special Ed – rescinded.

Murphy, Jacqueline – from Maloney Resource to Maloney grade 1.

Perez, Josefa – from Title I Literacy/Walsh to Hopeville/Reading.

Pronovost, Melissa – from Reading Teacher/Duggan to Reading Teacher/Wilson, effective 08/2012.

Rose, Mary Lou – from Hopeville 3 to Regan K.

Werner, Carrie – from WAMS Grade 8 English/LA to WAMS HS English/LA.

Wiezbicki, Susan – from Reading Teacher/Walsh to Reading Teacher/Driggs, effective 08/3012.

Williams, Richard – from WMS Grade 8 Science to WMA Numeracy.

13.5 **Teacher new hires:**

Name	Location	Assignment	Step	Effective
Arnstein, Malka	TBD	SLP	6 th /2	8/23/2012
Bartlett, Sophieazane	TBD	Special Ed	MA+15/1	8/23/2012

Bianchini, Krista	WHS	English	MA/1	8/23/2012
Borowy, Stephanie	WHS	School Psych	6 th +15/3	8/28/2012
Caplan, Ira	CHS	Science	6 th yr/4	8/23/2012
Carey, Sheila	Walsh	Title 1	MA/2	8/24/2012
Chaifetz, Chaya	Reed	Special Ed	MA/1	8/24/2012
Cicccone, Angela	Carrington	Gr 3	MA+15/1	8/23/2012
Conte, Joseph	WHS	Health/PE	BA/1	8/23/2012
D'Averso, Laura	WAMS	Gr 7 Science	MA/1	8/23/2012
Difabbio, Ronald	Enlightenment	Math	BA+15/1	8/23/2012
Doran, Christine	NEMS	Math	MA/2	8/23/2012
Fleischer, Laurie	CHS	Special Ed	MA/2	8/23/2012
Fogarty, Erin	Maloney	Gr. 4	BA/1	8/23/2012
Fonseca, Fatima	Generali/W. Cross	Social Worker	6 th yr/1	8/23/2012
Frank, Elizabeth	Sprague	Gr 4	MA/1	8/23/2012
Frederick, Sarah	NEMS	Art	MA/1	8/23/2012
Gagne, Amber	WHS	English	BA/1	8/23/2012
Garvrlis, Effrosini	NEMS	Gr 8 Science	MA+15/1	8/23/2012
Gibson, Ricardo	Reed	Health/PE	BA/1	8/23/2012
Ifunanya, Nolisa	Bunker Hill	Gr 1	BA/1	8/23/2012
Karim-Abdul, Pamela	WAMS	Library	MA/1	8/23/2012
Kerwin, Colleen	Walsh	Gr 3	BA+15/1	8/23/2012
Klein, Jeremy	WMS	Gr 6 Reading/LA	MA/1	8/23/2012
Lahoud, Nicole	CHS	BDLC	MA+15/3	8/27/2012
Lavallee, Gina	Generali	Gr 3	MA/1	8/23/2012
Marenna, Britney	WHS	Math	BA/1	8/23/2012
Marks, Amanda	State Street	Special Ed	MA/1	8/23/2012
Maturo, Jonna	Reed	Gr 6	MA/1	8/23/2012
McBride, Haley	Maloney	Gr. 1	MA/1	8/23/2012
Miceli, Andrew	WHS	English	BA/1	8/23/2012
Mikosz, David	NEMS	Science	MA/3	8/23/2012
Miller, Wesley	WSMS	Numeracy	MA+15/1	8/23/2012
Moriarty, Shea	Duggan	Social Studies	MA+15/1	8/23/2012
Murphy, Jame		SLP	MA+15/1	8/23/2012
Nardella, Amanda	Wilson	Gr 5	BA/1	8/24/2012
Nizzardo, Kari	WHS	Biology	MA/1	8/23/2012
Pastore Quezada, Paula-Ann	Driggs	Gr 2	MA/1	8/23/2012
Patrick, Susan	Bucks Hill	Gr 3	MA/1	8/23/2012
Pelosi, Jenna	TBD	Elem Guidance	MA+15/1	8/23/2012
Porcaro, Stefanie	Wilson/Sprague	Art	MA/1	8/23/2012
Ramonas, Joseph	Wilson	Pre-K	BA/1	8/23/2012
Rodriguez, Gaitan	Hopeville/Bunker Hill	Social Worker	6 th yr/1	8/23/2012
Rothen, Kimberly	KHS	Math	6 th +15/1	8/23/2012
Rucinski, Matthew	WAMS	Gr 8 Lang Arts	MA/1	8/23/2012
Santana, Zulma	WHS	Spanish	MA/1	8/23/2012
Santanelli, Michael	WHS	Math	MA+15/1	8/23/2012
Schepis, Lori Ann	Generali	Special Ed	MA/1	8/23/2012
Shapiro, Jan	CHS	Special Ed	MA/4	8/23/2012

Sparwell, Cynthia	Carrington	ESL	MA/1	8/27/2012
Tacchi, Justin	WSMS	Reading/LA	BA/2	8/23/2012
Varrone, Anthony	Enlightenment	Business	MA/1	8/23/2012
Welch, Allyson	Reed	Special Ed	MA+15/1	4/29/2028
Woronick, Amy	WHS	BDLC	6 th +15/1	8/23/2012

13.6 **Resignations:**

Battisti, Hilary – Grade 3, Walsh School, effective 08/02/12.
 Brogna, Toni – Grade 3, Carrington School, effective 07/31/12.
 Davenport, Christen – English Teacher, WHS, effective 07/27/12.
 Flowers, Evelinda – Business Teacher, Enlightenment, effective 08/23/12.
 Gordon, Stacey – Music Teacher, Driggs, effective 07/30/12.
 Gotlibowski, Desiree – Grade 7 Science, WSMS, effective 08/22/12.
 King, Candice – Library Media Specialist, WAMS, effective 07/27/12.
 Kiraly, Monica – Special Education Teacher, Tinkers School, eff. 08/23/12.
 Kiska, Jason – Math Teacher, Enlightenment, effective 08/13/12.
 Lennon, Emily N. – Grade 5, Chase School, effective 08/22/12.
 Lyman, Catherine – Math Teacher, NEMS, effective 08/08/12.
 Mason, Lisa E. – Teacher, NEMS, (deceased) effective 08/06/12.
 Mills, Monica – Math Teacher, WHS, effective 08/22/12.
 Owens, Mary – Special Educ. Teacher, Enlightenment School, eff. 07/31/12.
 Polozhani, Pauline – Grade 6, Reed School, effective 08/22/12.
 Riback, Joanne – Reading Teacher Leader, Maloney School, eff. 07/30/12.
 Robinson, Kristina – Math Teacher, KHS, effective 08/15/12.
 Rogers, Beverly – Art Teacher, Sprague/Wilson Schools, eff. 08/07/12.
 Ryan, Johanna P. – English Teacher, WAMS, effective 08/02/12.
 Salvia-Santiago, Jerilyn – School Psychologist, WHS, effective 08/08/12.
 Williamson, Deborah – Grade 1, Maloney School, effective 08/13/12.
 Zylali, Rowena – ESL Teacher, Regan School, effective 08/06/12.

13.7 **Adult Education fall appointments effective August 31, 2012:**

McDonald, Colin – Substitute, as needed @ \$24 p/hour.
 Rinaldi, Alexis – Substitute, as needed @ \$24 p/hour.

13.8 **21st Century Learning Centers After-school Program Team appointments, salary according to individual's contract, effective immediately:**

Teacher appointments:

Wilson School – Chakisha Canady, Betzaida Vega, Molly Mendez
 Sprague School/Waterville Recreation Center – Marcy Pogodzienski, Karen Hanas
 Tinker School-Duggan School/Chase Park House – Arianna Salcito, Eric Feeney
 Carrington School – Joanne Piccirillo, Jos Gagnon, Michael Gomola
 Walsh School/WOW – Talisha Foy, Kara D'Aniello, Jenna Davino, Jahana Hayes

Downtown Academies:

YMCA - Marcy Peschke
 Waterbury Youth Services – Trevira Boatright
 Mattatuck Museum – Ellon Cavanaugh
 West Side Middle School – Videography – Michael Clark

Wilby Teen Idol:
Ray Byron, Ron Napoli

Substitutes:
Jeff Shocki, Nina Quesnel, Jessica Gerrish, Christian Baumbach, Ralph Cantito,
Nicole Scarzella, Carl Brault, Amy Petruzzi, Stephanie Gronda, Nancy DePietro

SDE – Bunker Hill:
Andrew Gwiazdoski, Steven Cruess, Vanessa Salvador

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

HAYES: Under New Business, I'd like to wish my wife a happy anniversary. I want to make sure, she's been texting me.

STANGO: That's Old Business, that's not New. Any others?

RODRIGUEZ: I just wanted to say being my first Regular Meeting it was an honor listening to the community and obviously learning from you guys. But I'm also here sacrificing my daughter's 13th Birthday. So today she officially becomes a teenager.

STANGO: That's tough business Commissioner Rodriguez.

ADJOURNMENT

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Van Stone it was voted unanimously to adjourn at 8:51 p.m. into Executive Session for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.

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

The Executive Session ended at 9:32 p.m. with no votes taken.

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