

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Thursday, August 2, 2012 at 6:30 p.m.

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

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

ABSENT: Commissioner Harkins.

ALSO PRESENT: Superintendent Kathleen Ouellette, Chief Academic Officer Anne Marie Cullinan, Chief Operating Officer & Chief of Staff Paul Guidone, Director of Personnel Ron Frost, Attorney Maurice Mosley, and Education Liaison Mary Ann Marold.

1. SILENT PRAYER

President Stango called the meeting to order at 6:42 p.m. with a moment of silence.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

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

3. ROLL CALL

CLERK: Commissioner Brown.

BROWN: Present.

CLERK: Commissioner D'Amelio.

D'AMELIO: Present.

CLERK: Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: Present.

CLERK: Commissioner Harkins (absent). Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hayes.

HAYES: Present.

CLERK: Commissioner Morales.

MORALES: 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 9, 2012 from Civil Service certifying Elizabeth Lopez for the position of Administrative Support Specialist I.
2. Copy of communication dated July 9, 2012 from Civil Service certifying Vera Jarjura for the position of Paraprofessional.
3. Copy of communication dated July 9, 2012 from Civil Service certifying Jami Tessier for the position of Maintainer I.
4. Copy of communication dated July 12, 2012 from Civil Service certifying Christine Mace for the position of Paraprofessional.
5. Email communication from Paul D'Angelo received July 17, 2012 regarding Discipline Policy.
6. Copy of communication dated July 18, 2012 from Stephen Mindera of Skye Cable to Dr. Ouellette regarding the position of School Community Relations Coordinator.
7. Copy of communication dated July 19, 2012 from Ron Frost to David Gardino regarding the elimination of the position of Supervisor of Music.
8. Copy of communication dated July 19, 2012 from Ron Frost to Roxanne Augelli regarding the elimination of the position of Supervisor of Music.
9. Copy of communication dated July 20, 2012 from Nancy Vaughan to Stephen Mindera regarding her position.
10. Copy of communications dated July 25, 2012 from Civil Service certifying Andrea Fernandez and Judith Mosher for the position of Paraprofessional.
11. Copy of communication dated July 26, 2012 from Civil Service certifying Jessica Morytko for the position of School Secretary.

STANGO: Any discussion? All in favor, opposed, motion carries.

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 Committee Meeting of June 6, 2011, Regular Meeting of June 13, 2011, Committee Meeting of June 27, 2011, Regular Meeting of July 5, 2011, Committee Meeting of July 25, 2011, Regular Meeting of August 1, 2011, Special Meeting of February 13, 2012, Committee Meeting of June 28, 2012, Rescheduled Regular Meeting of July 12, 2012.

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

6. PUBLIC ADDRESSES THE BOARD

Upon a motion by Commissioner Hayes and duly seconded by Commissioner Harvey, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:47 p.m.

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

Lisa Lessard, 905 Pearl Lake Road, had the following comments: Good evening. I think you forgot a communication. On July 28, 2012 to all of the Board of Aldermen and to all the local school board, right here, I sent to you, communications, grant money being used for raises, yet again, in Waterbury, Connecticut. You each received it because I got it back in my email that it was sent and received and read. Basically I'm gonna first read what was in the newspaper – Waterbury School Board to vote August 2 on raises for some non-union workers. The City Board of Education will vote August 2 on the proposed two-percent raise for 90 non-union employees paid with grant money. The employees, a mixture of full and part time staff, currently cost 2.6 million annually. They have not received a raise in two years. The proposed increase would cost another \$49,328. The current salaries for this group range from a low of \$9.75 for several classroom aids to \$77,250 for School Readiness Coordinator. The two-percent suggestion is an average of raises on unionized raises City employees are receiving this year, Paul Guidone, Chief Financial Officer, said for the City schools. Now my thing here is why are we using grant monies for raises, period? This is how I believe it should work. Grants being used for raises here, yet again, is just insanity, if you ask me. Grants sent federally or statewide are here for a year and then they go away. Then . . . taxpayers with those teachers and administrators still being here and so are those raises. And so, we, the taxpayers pay for the past experiences. They do not go away, they are still there, and we the taxpayers are paying for their raises in years to come. Enough with grants being used for raises. Enough is finally enough. If raises were supposed to be given for anything, then it should be in the general funding under year's budget so that those raises can happen, period. Not grants used for raises. There's a way of doing things and then there's a right and correct way of doing things and using grants for raises is just insane because then we, the City taxpayers, are responsible for those raises going forward in the next general funding – on and on and on. Grants go away, they're still there, who is paying for those raises in years to come? Us, every City taxpayers, our money being used for. If you want to give raises to anybody, it should be in general funding under year's budget and if it's not there under year's budget in general funding, then those raises shouldn't come about and shouldn't happen. Those teachers deserve those raises but put it where it belongs, City general funding, at the end of the year. I knew it wasn't there at the end of the year because you didn't get anything that you asked for so here we go using grants, those grants should be going towards who, our children, within the schools so they can get what they need within the schools, period. As well as something else...

CLERK: Time.

LESSARD: Sprague School and the proposed gun range, we haven't heard anything on that as of yet and you need to look into take-home lead because take-home lead is a big danger to our children, adults, and anybody else that's around that take home lead. Thank you. Says the DEP in Hartford.

Upon a motion by Commissioner Hayes and duly seconded by Commissioner Sweeney, it was voted unanimously to return to the regular order of business at 6:51 p.m.

STANGO: Any discussion? All in favor, all opposed, motion carries.

7. SUPERINTENDENT'S REPORT

Dr. Ouellette read and distributed the following report.

In May, 2012 Waterbury Public Schools was notified by the Connecticut State Department of Education, Bureau of Data Collection, Research and Evaluation, that we were selected for participation in their Special Education Data Application and Collection Desk Audit System. As part of the focused monitoring system for students with disabilities in Connecticut, the Bureau of Special Education was also conducting a program file review for each of the Waterbury students for whom they had requested data. Within the scope of the program file review, Waterbury Public Schools has demonstrated full compliance with the Individuals with Disabilities Education Improvement Act (IDEA). I am happy to report that no corrective actions are required of our district. The results of the Bureau of Special Education program file review are one consideration in determining which districts will be selected to participate in the "How to Create a Data Wall" focused monitoring session scheduled for October 17, 2012, and the "Data Showcase and Presentation of District Data" session scheduled for November 27, 2012. We will be notified regarding the status of our participation within the next few weeks.

Key district staff have been working closely with me for several weeks now to develop the Alliance District Application to the State Department of Education for the nearly \$4.4 million in ECS funds that are being held by SDE until Waterbury's reform plans are submitted and approved by that Department. Soon we will be ready to make a presentation to you about the proposal and to request your approval on the application.

We continue to keep an aggressive schedule for hiring staff to ensure a smooth opening of our schools for August 27, 2012. It is our hope to have the majority of our reform positions in place by the end of September.

OUELLETTE: Currently, with regards to the Sprague principalship, we have an acting principal, the Supervising Vice Principal, and we will look to fill that position as soon as we can, if not perhaps be placed with an intern, as well. Just to give you an update on that. Thanks.

8. PRESIDENT'S COMMENTS

STANGO: Thank you Superintendent. Any questions for the Superintendent? Okay, our next order of business is the President's Report. For the President's Report this evening I am going to yield the floor to Commissioner Coleen Flaherty-Merritt.

FLAHERTY-MERRITT: Thank you. This is a letter to Mayor O'Leary and I'd like to read it to all of you. "For the last six and one half years it has been an honor and privilege to serve the citizens of Waterbury as a dedicated member of the Board of Education. I want to take this opportunity to thank the citizens of our great City for the confidence they have placed in my ability to improve the culture of education for all of our students. During my tenure as a Board member, significant changes have occurred to the physical structure and management of our schools. Crosby, Kenedy, and Wilby High Schools have undergone major additions and renovations. Gilmartin and Duggan Pre-k to eight have gone from the drawing board to operational facilities, while Reed School will blossom in just a few short weeks with the exciting sounds of our eager children. Carrington Pre-k to eight and the new Career Academy High School are under construction. It has been exciting to be a part of this positive growth and I look forward to the Board continuing the transition of the district back to neighborhood Pre-k to eight schools.

The Board, itself, has undergone many positive changes. We are updating tired, long outdated policy, reorganizing our structure so that meetings are more efficient and productive. These changes will provide the Board with the necessary time to discuss real issues that affect education including curriculum, student behavior, parental involvement, and the support this Board needs to afford our dedicated staff.

We have changed leadership of the Education Department with the hiring of Dr. Ouellette as our new Superintendent. I have great confidence in Dr. Ouellette who sees a bright future for this district and is willing to take the necessary steps to reform and improve its performance. She has inspired our staff of fine teachers and administrators and I know the district is headed in a positive direction.

With all these exemplary accomplishments, and those on the horizon, it is very difficult and with deep regret that I submit a letter of resignation from this esteemed body effective August 26, 2012. Since I was elected to serve my second term in 2009, God has blessed my husband Brendan and me with two additional children. Being a loving and dedicated wife and mother is one of the greatest accomplishments a person can achieve. I have managed to serve as a member of this body, balancing my time and dedication to my family, my job, and to the Board. I have, to date, been successful at that effort. This being said, on July 8, 2012, I became President of my local teachers' union. While I feel strongly this would not necessarily create a conflict of interest, I have integrity. If there were any chance that my union position would lead to any sense of impropriety, then I feel I would have done a disservice to the citizens and, particularly, the students of Waterbury. In addition, I do not feel that I could simultaneously devote the time necessary to the duties and tasks of the Board of Education and to my new position without one or both suffering. I pride myself in giving the very best effort to every task I assume.

I will miss the interaction with the Board and the public, but I will keep abreast of the improvements on the horizon. I thank every of my fellow Board members, both past and present, for your help, encouragement, and confidence. It is with my most fervent wish that I will continue to ask imperative questions and work with dignity, dedication, towards improving our district until we can one day claim the mantel of the highest performing 'big city' education departments in Connecticut."

Thank you.

(applause)

STANGO: Well, Coleen, that was a shocker. You know how to keep secrets well. We did work together, we came on the Board at the same time, and I certainly enjoyed my time working with you, alongside of you cause you are known to work from both sides of the aisle and in-between. Great, great service to the City. I have a few descriptors I'd like to share with you about you and then we'll continue. These are the things you've been to our Board, on our Board. You've been our chief statistician for various times. You've been our part time parliamentarian, sometimes full time. You've been our proof reader. You've been our note taker. You've been our mathematician. You've been our explainer of situations. You've been our Lady Madonna. You're our educational law expert. You're a mother of the year. You're a contract expert. And a pet rock mascot, as far as I'm concerned. We will miss you, I will miss you.

Does anyone else wish to discuss this? Commissioner Van Stone.

VAN STONE: Thank you Mr. President, through you, I'm saddened, quite frankly. I found Commissioner Flaherty-Merritt to hold up the true ideal of what we hope in all our Commissioners – always putting the needs and wants of our City's children first regardless of any other agenda, whether it be political or personal. And I think we can all look to her and learn something from that. It's an ideal, I know, I try to take every time we have a vote or have a discussion to remember that the people that are impacted by each of our decisions are usually under five feet tall. And I think that is important and I know that is something I will take and I have been honored to serve with you on this Board and don't be a stranger.

STANGO: Commissioner Sweeney.

SWEENEY: I, too, came to this Board at the same time as you, we campaigned against, together. You have always been there for those pieces of this, and being a Board member, it's such a broad job, there is just so much that you need to know and need to learn and the piece of it that you always helped me with was that piece of the teacher in the classroom and helping me to understand what that experience is like for our teachers each and every day. And you were always willing and forthright with that information. You were always honest and upfront even when we disagreed, we could have a friendly disagreement. And, I guess, that's truly where we are today, is that we have become such good friends and I will miss you dearly.

STANGO: Well said. Ready to return now. I'm sorry, Commissioner Hayes.

HAYES: I thought we were going to have a special meeting but I'm gonna say what I can now and I'll say more later. I've been here for a long time and I was, when Coleen, when you first came on I saw you as both a student and a teacher, bringing that attitude because you were that young that you'd been in the classroom not too long ago so you brought that perspective for us and as you've grown as a parent and a teacher, as Ann said, you give us the teacher's perspective which we all need. You give us parent's perspective. Like I said, you're a little further away from the students' perspective now but I've always appreciated the way you've handled yourself, you've always, unlike some of us, me in particular, you're always in a good mood, you've always been able to keep everything light and I appreciate that. It's been a great help to me. I'm going to miss you immensely. You know I fought to keep you on the ticket when maybe someone thought that politically you weren't playing the game as they thought you should, and I fought to keep you on and I never regretted that. And I appreciate what you've done and I'm sorely gonna miss you. Thank you for all you've done for us and for me personally.

STANGO: Coleen, you may have thought that standing ovation you got was because, in appreciation, it was because we were happy to see, no, just kidding. Does anyone wish to remove an item from Consent? Commissioner Van Stone.

VAN STONE: Mr. President, I'd like to remove Item 9.5.

9. CONSENT CALENDAR

President Stango proceeded to read the Consent Calendar list, Items 9.1 through 9.4 and Items 9.6 through 9.9.

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Brown, it was voted unanimously to approve the Consent Calendar, Items 9.1 through 9.4 and Items 9.6 through 9.9, as listed:

- 9.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the Intramural Athletics Implementation Plan for Duggan, Gilmartin, and Reed Schools, as attached.
- 9.2 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of a Professional Services Agreement with Advanced Physical Therapy to provide athletic trainer services for interscholastic athletics – Waterbury Public Schools Basketball Games.
- 9.3 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval to apply for the Connecticut State Department of Education's Primary Mental Health "Continuation" Grant for Duggan and Wendell Cross Schools.
- 9.4 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of an Agreement for Sign Language Interpreting Services with the State of Connecticut Department of Rehabilitation Services.

- 9.6 With the approval of the Committee on School Facilities & Grounds, the Superintendent of Schools recommends approval of a Maintenance Services Agreement with Trane U.S., Inc., to provide service maintenance for education district chillers for the period of September 1, 2012 through June 30, 2015.
- 9.7 With the approval of the Committee on School Facilities & Grounds, the Superintendent of Schools recommends approval of a Professional Services Agreement with EnviroMed Services, Inc., to provide on-call environmental services and consulting services for the period of September 1, 2012 through August 31, 2015.
- 9.8 With the approval of the Committee on School Activities, the Superintendent of Schools recommends approval of the use of school facilities by school organizations and/or City departments, as listed.
- 9.9 With the approval of the Committee on School Activities, 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, all opposed, motion carries.

10. ITEMS REMOVED FROM CONSENT

Committee on School Personnel

- 9.5 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve the non-union grant employees 2% salary adjustment effective July 1, 2012.**

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

VAN STONE: Thank you Mr. President, not being here, being away on vacation last week, I didn't get a bite at the apple when it went through the Workshop session, so I appreciate your time tonight. While clearly within the rules of the grant, these salaries are well within our authority to pay through the grant. And I have no qualms about that; we're well within our rights. And to say to the same diatribe I gave when we talked about the SAW contract, this isn't really a comment on these people or this increase, it's the general idea that we, as a City, not only in the Department of Education, but also on the City side, seemingly continue to spend money with no real out. We're heading to a place where we're gonna be in a lot of trouble. And I understand that these are grant funded positions, but there's gonna become a time where these grants, whether they be federal or state, are gonna wither and die and I don't see much support coming from the City side and I know our own taxpayers are tapped out. So I will be voting "no" tonight against Item 9.5. Again, not specifically against the people who will be receiving these raises, I'm sure they're hard workers, but just on the principle, at some point we're gonna need to get our house in order and this money isn't gonna be here forever. Thank you very much, Mr. President.

STANGO: Any other discussion? Vice President Harvey.

HARVEY: I just wanted to say that I believe that the people who are scheduled to receive the two percent increases should receive them. I will be voting "yes" for this but I will, I promise you; I will look into the compelling argument that we received during the address, to the Board, to see if we can move that to the funds that you addressed. So I will be voting yes, but I promise you I will be working towards that. Thank you.

STANGO: Any further discussion? Commissioner Sweeney.

SWEENEY: Through the Chair, as one who over the past couple of years has voted against this particular group of raises, it's been two years, they have taken their zeroes, two years in a row, and that is what the City has been asking all its employees to do for the last several years, is to at least for one year take that zero. This group has done it twice. These are not one year grants that are going to go away tomorrow, these are, and I thank Paul Guidone for getting me the listing, these are Title I Grants, these are Carl Perkins Grants, these are Magnet School Grants, all of these grants have been around for many, many years and will continue to be around for many, many years to come. The structure of the grants, in most cases, tells you the type of staffing that you need to have in order to qualify for the grants. So some of these positions are here because of structure of the grant that these people work under. Those funds must come from that grant. They cannot come from the General Fund, they have to be funded by the grant. The money for the raises is within the scope of the personnel costs allowed under these grants. So all the rules have been met. You have employees here who could go someplace else and do similar jobs at much higher rates of pay who choose to work under these grants. They don't have the opportunity to bargain through the union for those raises because they are all non-union positions because they are grants. So, again, in past years I have voted against these raises and other raises because of the fiscal constraints of the City and of this Board. However, it's time to give these people a raise, it's been two years. If they're still here, they're still working, and we still keep them on the payroll, then we must be satisfied with the job they're doing. I think they deserve a raise. So I will be voting "yes".

STANGO: Commissioner Hayes.

HAYES: As one who has voted "yes" in the past and lost out on those votes, I think the argument that Commissioner Sweeney made was the same argument I would have made in the past. These are grant funded positions, they've been there for a long time, they're, with the understanding that if that grant dries up, even though they won't, these positions will not have to be replaced. It's a decision we might have to make but it's unlike some of the other grant positions that we have where we end up hiring them when it runs out after a couple of years and the funding is cut. But they didn't get a raise last year; they should have gotten it then. We're talking two percent and we're also talking from a perspective where we just agreed to pay tens of thousands dollars more for people in our Central Office with supposed ECS grant money. These people work hard, they're dedicated to us, they may be able to work someplace else, but I believe they deserve two percent. I mean we all would like to be able to give more and we all think we deserve more but I think the fact that they're just getting two percent now, after nothing last year, is something they deserve and I'll support it.

STANGO: Any other discussion? Hearing none – all in favor.

HARVEY: Roll call.

STANGO: Roll call.

ROLL CALL VOTE ON ITEM 10.1:

Yeas: Commissioners Brown, D'Amelio, Flaherty-Merritt, Harvey, Hayes, Morales, Sweeney, and President Stango – 8

Nays: Commissioner Van Stone – 1

STANGO: Motion carries eight to one.

11. COMMITTEE ON SCHOOL PERSONNEL

11.1 Upon as motion by Commissioner Harvey and duly seconded by Commissioner Hayes, it was voted unanimously, by roll call vote, to approve the appointment of Jerilyn Salvia-Santiago as Supervisor of Special Education effective August 13, 2012.

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

SUPERINTENDENT: Thank you, Mr. President. I just wanted to say that the search for both Supervisors was a very impressive applicant pool. We had 24 applicants – very, very qualified, and I would just say that we are very pleased that, to recommend Mrs. Salvia-Santiago tonight. She comes to us with a wealth of experience. She's a Psychologist at Wilby High School and had tremendous, gave us a very strong interview with regards to reform in Waterbury and the philosophy on educating children and falling in line really with the reform. So I'm very pleased to have Jerilyn accept this appointment this evening. Just to give you a little bit of a background, she has a Bachelors of Science Degree in Psychology, a Masters in Psychology from Saint John's University, Sixth Year in School Psychology from St. John's University, and Sixth Year in Educational Leadership from Central Connecticut State University. And she has been Wilby High School's Psychologist since 2008. I'm very, very pleased to be working with her in the future. I think she's going to be a great asset to the new special education team. Thank you.

STANGO: Any other discussion? Roll call vote please.

ROLL CALL VOTE ON ITEM #11.1:

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

STANGO: Ms. Santiago, please come up to the podium.

(applause)

SALVIA-SANTIAGO: Thank you so much. It's so strange to hear people talking about your experiences but they are accurate. I would just like to take a moment to thank the

Board and our district administrators for selecting me as your new Special Education Supervisor. I've been doing it for a long time and I truly love it. I'm always telling my students that setting goals, having the right tools, and putting in the hard work and effort to get there will lead to great things. I consider this grueling and rewarding experience my new example for the kids of that hard work and effort. I truly enjoy working with our students, families, and staff and hope to continue that enthusiasm in this new great role. Thank you so much.

11.2 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously, by roll call vote, to approve the appointment of Jennifer Kinne as Supervisor of Special Education effective August 13, 2012.

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

SUPERINTENDENT: Thank you Mr. President. It gives me great pleasure to recommend to the Board the approval of Jennifer Kinne, School Social Worker for Rotella Interdistrict Arts Magnet School and Sprague Elementary School, as the new Supervisor of Special Education. Jennifer has a Sociology Degree at Rosemont College, a Masters in Social Work at University of Connecticut, and a Sixth Year at Southern Connecticut State University. She also gave an extremely strong interview with many levels of the interviewing process and certainly is following in the direction of reform and philosophy in working with children and staff in our district. Jennifer does extend to the community and to the Board and to the public her regrets, she was unaware of the announcement this evening to be appointed and she had plans with family in New Hampshire and could not make it back for the meeting this evening. But I did receive an email from her this morning sending her regrets and she'd like to thank the Board for their consideration of her new contract and she's delighted to continue to work in the district and looking forward to the new position.

STANGO: Any other discussion? Roll call vote please.

ROLL CALL VOTE ON ITEM #11.2:

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

STANGO: Please come up to the podium.

(applause)

HAYES: I paid attention.

STANGO: Okay, thank you Commissioner Hayes.

11.3 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Hayes, it was voted unanimously, by roll call vote, to approve the appointment of Debra Ponte as Elementary School Principal, Hopeville School, effective August 13, 2012.

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

SUPERINTENDENT: This was a very thorough search. Originally we had 48 applicants apply for the Hopeville Principal position, initially posted in January of 2012 and subsequently reposted again in June 2012 in an effort to solicit the best applicants with experience and credentials that certainly fit within the Waterbury School System. It's always said that it's best to home-grow and to look in your own backyard because we certainly had the talents within the district to appoint our new principal. Let me just give you a little bit of a background about Deb. She has a Bachelors Degree in Elementary Education from Southern. Another one in Recreation/Leisure, which I wasn't aware of. A Masters in Special Education, Sixth Year Sacred Heart University. Some of her leadership experience has been Barnard Elementary School grade three, Barnard Elementary grade five, Barnard Elementary Title I Literacy, Washington Elementary grade two, Washington Elementary Kindergarten, Woodrow Wilson Elementary Grade five, and leadership experience – Supervising Vice Principal at Tinker Elementary, Supervising Vice Principal at Bucks Hill Elementary, Supervising Vice Principal at State Street School, and Teaching Vice Principal at Barnard School. We are truly, truly thrilled to have Deb consider this position and interview for this position. She certainly gave a strong interview and certainly is supporting the initiatives within the districts. Congratulations Deb.

STANGO: Any other discussion? Commissioner Hayes.

HAYES: I just had to add my compliments too. I don't know, I never seen somebody so nervous sitting there like you, Deb. I think what needs to be said also is that I think you have the experience and the background to go into this position which isn't necessarily like going into any other position considering what's happened there recently. I have all the confidence in the world that you're the right person. You have the skill and the right personality to keep that school moving forward. I know Mr. Pannone, you had worked for Mr. Pannone, he got things started, I really believe you'll be able to pick up where he left off and really get Hopeville's spirits up and get everything done there and bring them back to a school where they could be proud and just rid themselves of that cloud that's been hanging over them. I just think you're probably the right person, the best person from this City to be in that position and I thank you for taking it and congratulate you.

STANGO: Any further discussion? Roll call vote.

ROLL CALL VOTE ON ITEM #11.3:

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

(applause)

PONTE: I just want to say I am looking forward to working with all of you and the staff and students and the community of Hopeville School and I'm humbled by this and thank you for the opportunity.

Upon a motion by Commissioner Van Stone and duly seconded by Commissioner Sweeney, it was voted unanimously to add to the Agenda the U. S. Department of Education "Innovative Approaches to Literacy Program" Grant.

STANGO: Motion has been made and seconded. Discussion? Coleen tells me we don't need discussion. All in favor, opposed, motion is added.

COMMITTEE ON FINANCE

Upon a motion by Commissioner Van Stone and duly seconded by Commissioner Sweeney, it was voted unanimously to approve to apply for the U. S. Department of Education "Innovative Approaches to Literacy Program" Grant.

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

BROWN: Just looking at this very quickly, could someone tell me what is the, because part of the grant said that we have to identify a scientifically researched program that's going to be implemented and I don't see that in the Waterbury proposal. So I'm just curious as to what is the scientifically based research literacy program we're going to be implementing?

SUPERINTENDENT: I don't think it's been identified at this point in time, I think that's just part of the criteria. I imagine that Haskins would be considered, something of that sort that has the national research behind it. I apologize if it has been identified, I'm not sure if that's part of the criteria.

BROWN: In the description it wasn't clear. Thank you.

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

12. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

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

- 12.1 Athletic Resignations:
Bao, Jaime M. – Head Soccer Coach, NEMS, effective 06/15/12.
- 12.2 Grant funded appointments effective immediately:
DeJesus, Jennifer – Pre-k Classroom Assistant, ECEP, 10 months per year/35 hours per week, salary and benefits according to the SEIU Agreement, funded by Title I.
Figorello, Flavia – Pre-k Bus Driver, ECEP, 10 months per year/35 hours per week, salary and benefits according to the SEIU Agreement, funded by Title I.
Rivera, Ana I – Pre-k Bus Driver, ECEP, 10 months per year/35 hours per week, salary and benefits according to the SEIU Agreement, funded by Title I.
- 12.3 Teacher transfer:
Wright-Brown, Valerie – from Regan Grade 1 to Driggs K, eff. 08/2012.

12.4 Teacher hires:

| | | | | |
|-----------------------------|------------------|-----------------|----------|-----------|
| Augelli, Marty | Chase | K | MA/1 | 8/23/2012 |
| Awwad, David | Kennedy | Science | MA/1 | 8/23/2012 |
| Bala, Elona | Driggs | Gr 1 | MA+15/1 | 8/23/2012 |
| Blaney, Sean | State Street | Special Ed | MA/3 | 8/23/2012 |
| Byron, Emily | Washington | Gr 4 | BA/1 | 8/23/2012 |
| Card, Katherine | Driggs | Gr 1 | MA/1 | 8/23/2012 |
| Cassone, Kelley | Kingsbury | Gr 4 | MA/1 | 8/23/2012 |
| Chute, Courtney | Driggs | Gr 1 | BA/1 | 8/23/2012 |
| Cole, Stephanie | NEMS | Math Gr 7 | MA+15/1 | 8/23/2012 |
| Curley, Laura | WAMS | Math | BA/3 | 8/23/2012 |
| D'Amato, Susan | NEMS | Computer Tech | 6TH+15/1 | 8/23/2012 |
| Damon, Alison | Bucks Hill | Gr 3 | MA/1 | 8/23/2012 |
| Deptula, Joseph | WSMS | Gr 6 Math | MA+15/1 | 8/23/2012 |
| DeSantis, Amy | Generali | Gr 1 | MA/1 | 8/23/2012 |
| Dombrowski, Jason | Regan | Gr 2 | MA/1 | 8/23/2012 |
| Erlingheuser-Marks, Darlene | NEMS | Gr 8 Math | MA+15/1 | 8/23/2012 |
| Esposito, Cara | Bucks Hill Annex | Special Ed | BA+15/1 | 8/23/2012 |
| Germain, Benjamin | State Street | PE/Health | BA/1 | 8/23/2012 |
| Golino, Marissa | Driggs | Gr 2 | MA/1 | 8/23/2012 |
| Gomez, Bridgette | Driggs | K | MA+15/1 | 8/23/2012 |
| Grove, Kathleen | TBD | Special Ed | MA+15/1 | 8/23/2012 |
| Gurga, Gianna | Duggan/Reed | Fcs | BA/1 | 8/23/2012 |
| Gutierrez, Sarai | Regan | K | MA/1 | 8/23/2012 |
| Hoagland, Stephanie | Reed | Special Ed | MA/1 | 8/23/2012 |
| Keenaghan, Kara | TBD | Reading | MA/6 | 8/23/2012 |
| Lanouette, Cody | Kingsbury | K | MA/1 | 8/23/2012 |
| Lennon, Emily | Chase | Gr 5 | MA/1 | 8/23/2012 |
| Levi, Elaine | Reed | Co-Taught Pre-K | BA/1 | 8/23/2012 |
| Macharelli, Kara | NEMS | Gr 6 Math | MA/1 | 8/23/2012 |
| Manning, Meghan | Wilson | Gr 1 | MA/1 | 8/23/2012 |
| Melendez, Diana | WAMS | Spanish | MA/4 | 8/23/2012 |
| Migenes, Leslie Ann | State Street | Special Ed | MA+15/1 | 8/23/2012 |
| Mucciario, Ashley | Bucks Hill | Gr 3 | BA/1 | 8/23/2012 |
| Murphy, Amy | Reed | Special Ed | MA+15/1 | 8/23/2012 |
| Polozhani, Pauline | Reed | Gr 6 | MA/1 | 8/23/2012 |
| Razz, Jamie | Walsh | Gr 4 | MA/1 | 8/23/2012 |
| Rijos, Carmen | Driggs | Gr 5 | MA/1 | 8/23/2012 |
| Rinaldi, Heather | Reed | Gr 6 | MA/1 | 8/23/2012 |
| Salcito, Arianne | Kennedy | Social Studies | MA/1 | 8/23/2012 |
| Tolles, Steven | NEMS | Special Ed | MA/1 | 8/23/2012 |
| Tome, Daniel | NEMS | Literacy | MA/1 | 8/23/2012 |
| Tracy, Andrew | Gilmartin | Gr 6 | BA/1 | 8/23/2012 |
| Walent, Cheyenne | Tinker | Gr 3 | MA/1 | 8/23/2012 |
| Weed, Stephanie | Driggs | Gr 1 | MA/1 | 8/23/2012 |
| Zaccagnini, Krista | Gilmartin | Gr 6 | MA/1 | 8/23/2012 |

12.5 Resignations:

Carlone, Kimberly – Math, WSMS, effective 08/03/12.
 Chieppo, Christopher – 3rd Grade, Generali, effective 07/25/12.
 D’Angelo, Nicole – 1st Grade, Maloney, effective 07/30/12.
 DeSantis, Amy – Parent Liaison, Generali, effective 07/26/12.
 Elkayam, Tahl – Special Education, State Street, effective 06/19/12.
 Lapointe, Cheryl – Speech/Language Pathologist, Generali, eff. 08/10/12.
 Mosley, Sean – English, WHS, effective 07/17/12.
 Parrillo, Christopher – Special Education, KHS, effective 07/19/12.
 Perez, Aurea – 4th Grade Bilingual, Hopeville, effective 07/20/12.
 Perreault, Donna W. – Principal, Sprague School, effective 08/03/12.
 Rastelli, Jane D. – Consumer/Family Science, Enlightenment, effective 07/25/12.
 Sheeran, Lynn – Library Media Specialist, Generali, effective 07/17/12.
 Tymosko, Betsy R. – 7th Grade Science, WAMS, effective 07/16/12.

12.6 Adult Education Non-mandated Fall appointments effective 8/23/12:

| NAME | | POSITION | HOURS/RATE |
|---------------|------------|------------------------------------|--------------------------|
| Borok | Lawrence | Meditation Beginning & Advanced | 4 hrs p/wk @ \$24 p/hr |
| Caputo | Judith | Real Estate Principles & Practices | 6 hrs p/wk @ \$32 p/hr |
| Cantito | Ralph | App-e-teazers | 3 hrs p/wk @ \$32 p/hr |
| Colella | Charles | Phlebotomy Instructor & CNA Coord. | 32 hrs p/wk @ \$32 p/hr |
| Cordon | Amy | Knitting | 2 hrs p/wk @ \$32 p/hr |
| Anthony | D’Agostino | Intro to Computers | 2 hrs p/wk @ \$32 p/hr |
| Dahl | Patricia | Jewelry Making & Band Management | 4 hrs p/wk @ \$32 p/hr |
| DelaRosa | Mimi | Up Cycled Crafts | 2 hrs p/wk @ \$32 p/hr |
| Dean | James | Golf Instruction | 3 hrs p/wk @ \$24 p/hr |
| DePietro | Nancy | Digital Photography | 2 hrs p/wk @ \$32 p/hr |
| Diaz | Yesenia | Spanish Cooking | 3 hrs p/wk @ \$32 p/hr |
| Dougherty | Jay | Computer Literacy for Seniors | 2 hrs p/wk @ \$24 p/hr |
| Feliciano | Denise | Secretary | 6 hrs p/wk @ \$12 p/hr |
| Forte | Rosalie | Everyday Italian Cuisine | 3 hrs p/wk @ \$24 p/hr |
| Guerrera | Robert | Qualified Food Operator Training | 2 hrs p/wk @ \$24 p/hr |
| Hamilton | Winsom | Zumba | 8 hrs p/wk @ \$24 p/hr |
| Hajrula | Jill | Spanish I & II | 4 hrs p/wk @ \$24 p/hr |
| Holcomb | James | Web Page Design | 2 hrs p/wk @ \$24 p/hr |
| Lew | Hollye | CNA | 15 hrs p/wk @ \$32 p/hr |
| Longo | Terry | Italian Cookies | 2 hrs p/wk @ \$24 p/hr |
| Mango | Anthony | Homemade Pasta & Sauces | 3 hrs p/wk @ \$32 p/hr |
| Mastracchio | Janet | Tap Dancing | 2 hrs p/wk @ \$24 p/hr |
| McCasland | Donald | Phlebotomy Coordinator | 8 hrs p/wk @ \$24 p/hr |
| Miller-Jaynes | Betty | CPR | 3 hrs p/wk @ \$24 p/hr |
| Mirabilio | Maria | Cooking | 4.5 hrs p/wk @ \$24 p/hr |
| Orten | Imma | Art of Manicures | 2 hrs p/wk @ \$24 p/hr |
| Rado | David | Casino Games | 2.5 hrs p/wk @ \$24 p/hr |
| Ross | Lori | Quilting | 2 hrs p/wk @ \$24 p/hr |
| Santucci | Joan | CNA | 9 hrs p/wk @ \$32 p/hr |
| Strileckis | Joyce | Sewing | 2 hrs p/wk @ \$24 p/hr |
| Vigliotti | Maria | Italian I & II | 4 hrs p/wk @ \$24 p/hr |

STANGO: Motion has been made and seconded. All in favor, opposed, motion carries. Item #13 – Unfinished Business of the Preceding Meeting Only. Item #14 – Other Unfinished, New, and Miscellaneous Business. Vice President Harvey.

HARVEY: I just wanted to take this moment to thank those who were involved in a City-wide Front Porch Day which was held July 28, this past Saturday. And it was City-wide so it involved communities such as Crownbrook, Hillside, Upper Fulton Park, Burton Street, and the WOW Community. This particular day the WOW Community volunteers, as well as, I'm just reading, the Waterbury Police Explorers and Sacred Heart High School students participated and focused in on Dikeman Street, specifically Walsh School and the houses that are directly across the street of Walsh School. Ironically, those houses are blighted. So the focus was to cut back on the shrubbery, the bushes, that were overgrown which forces people to walk in the street. So they cut all that back, they picked up papers around Walsh School. So I just wanted to thank the volunteers. We had to stop a couple of times because the weather, it started raining a couple of times, but we were able to finish, and I want to personally thank Detective Milford Hayes, Alderman Greg Hadley, and James Monroe from the Scovill Homes and the NAACP. Again, this was a City-wide effort and I congratulate all who were involved. I think we definitely need to get involved with our neighborhoods but I am particularly grateful of those WOW volunteers who focused in on our school, Walsh School, to clean up that area. So, thank you very much.

STANGO: Thank you Vice President Harvey. Commissioner Harvey again.

HARVEY: Just if I can, I think it's time for us to receive, Paul, and update on what's going on at Sprague School and the gun range. I meant to bring that up and it was brought up during the public speaking so, hopefully, sometime soon we can receive an update on what's exactly going on with that and where we stand with that. Thank you.

GUIDONE: You don't have another meeting scheduled for a while so we'll send out something next week, provide and update, by written communication.

STANGO: Commissioner Flaherty-Merritt, you actually want to speak tonight?

FLAHERTY-MERRITT: Yes. This is actually a question for Dr. Ouellette. A few months ago, about two months ago, we voted on extending the elementary school day with the pretense that there would be prep time provided. And I know you've been working diligently to try to come up with a resolution. Could you update us on what's going on with that and whether teachers are just staying an extra 15 minutes?

SUPERINTENDENT: Currently we're still working the details out with the WTA. We do have a little bit of a proposal that we have shared with them. Mr. Egan is bringing that back to his Executive Committee and he will be sharing that information. If it's acceptable and at a later time I'd be happy to share the details. It's been an ongoing process; we've been looking at the whole elementary unified arts schedule, trying to bring equitable services, trying to get common planning, common prep time, equitable prep time. It's not going to be, unfortunately, a one-stop-drop solution, it's gonna have to be a phase-in; it will require additional staff, which is certainly not budgeted this year. I'd be happy to do that as soon as I get a kind of confirmation from WTA.

STANGO: Commissioner Hayes.

HAYES: I'd just like to add that I hope that we're not just adding the 15 minutes to the end of the day. I know you're working to try to avoid that. I hope you continue to make every effort to avoid that because I think just adding another 15 minutes to the end of the day causes a lot of problems; the after-school program, I know we had that discussion earlier, so I know that's your intent so I just want to continue to support you in that effort.

SUPERINTENDENT: That's currently not on the table right now. It doesn't mean it won't change.

STANGO: Any others? Commissioner Sweeney.

SWEENEY: I had the opportunity over the last two weeks to drop in just on a few of our summer school programs at Washington and at Gilmartin and I was back at Gilmartin again today for some of their end of summer school festivities. What I will tell you is that there was a lot of teaching and a lot of learning going on. Teachers are very excited, Dr. Ouellette, about the ability to work in those smaller centers that the summer school classes provide for them. But the students were definitely engaged. I asked several of them did they mind spending their summer this way, I think some of them lied, but I think some of them were generally glad to be there. I saw some extremely energetic teachers whom I haven't met before. Commissioner Stango accompanied me, he will tell you that we talked to some of the teachers who had subbed through the year, during the regular school year, who are very passionate about teaching in Waterbury and that was very encouraging to see. I also saw a couple of young male teachers, and that always surprises me, when I see that in the younger grades you see a lot of the male teachers in the upper grades but you don't often seem them teaching kindergarten, first grade, second grade. That was exciting to see and we have picked some very, very capable young men and I hope we continue to do more of that. It was exciting to see, I know we've had some discussion about looking at moving the timing of summer school around, but what was going on this summer was certainly education at its best and I would like to thank all the people who participated, all the staff, all the administrators, because they've done a really wonderful job.

STANGO: I'll just jump on that bandwagon, too. I had an opportunity in this past week, two weeks, to visit Gilmartin, Washington, Generali, Wendell Cross, Kennedy, and West Side centers for summer school. I may have left one out, I'm not sure. And there's a lot of good things going on especially at the elementary level. You would expect, you'd think, in my mind, that you're going to go in there and find them play games – no games, it was all serious work and work with small groups and it was work with experienced teachers, backed up with some cases a para, and what really made my day in a couple of cases was backed up by PAL students who were trained to help and work with the students in summer school. Every center didn't use them, but many did. And everywhere they were used, the administrator of the program couldn't speak more highly about them. It turned out to be, in many cases, almost a one to one with the kids and an adult. And it was just great. In many cases they were using the SMART Boards and it was just, the kids were all happy, and some of the kids were actually, when I went in there most recently, I said well, you're almost ready to start your summer vacation

now, schools almost over for the second time and they said we really like it here, we're gonna miss it. So that's good news. Hopefully, hopefully we'll have good results, we shall see. From what I witnessed is I don't see how we can't have good results. So, anyway. Oh, and I saw at Kennedy, building, students working on building the furniture, the Adirondack chairs and the wheelbarrows, it's toward the end of the program and I can see the finished project. It was really something to see. Yes, Commissioner Hayes.

HAYES: I'd like to add to that. I mean it's sort of a good news/bad news things, but first of all those male teachers are Waterbury kids; I've know them since they were in grade school and I've seen them in action and I commented to them when they first started how I appreciated that and hopefully we'll get more of them. The good news is we have a great environment for learning, the bad news is we didn't have the kids show up to take advantage, anywhere near the numbers that they should. It's the same problem we have year after year after year. You saw the attendance, I anticipated it, I asked for it, we're getting maybe 60% of the kids showing up and I don't even know if those 60% of the kids showed up every day. We need to look at that as well, I'd like to know how many kids actually went everyday because those are the only kids we truly can measure the effectiveness of the program, because the kids that are just in and out, I don't know what to do about it, I know that we have others that would like to do it. We cut off a list and then five or six or seven of the 13 kids don't show up, that means there's five or six or seven other kids that probably would have shown up. I don't know how we get past that, maybe we should register 20 kids in anticipation of only 13 showing up. But we are paying teachers to go over 13 kids which is much easier for them than what they normally have but when they get the six, it makes it that much easier. We are paying their salaries and we'd like to get as much out of that environment as we can. So I mean, when I say it's been the same problem we've had for a number of years, we've made a lot of different changes but for some reason, as good as the program might be, we can't get these kids to show up or get their families to get them there and I just wish we could come up with some better idea or maybe if a family doesn't show up one year or maybe two years, then you don't let them sign up to go the next year. I don't know how many of those, it might be something we need to look into, too, to see if we had kids that signed up each of the last two or three years and in each case didn't show up or maybe they're just different kids all the time. It might be something we need to look at. But it's something I've been very disappointed with for years with our program and I really don't know what to do about it. If you have some other ideas or, Superintendent, if you have different ideas on how to do that, I'd greatly appreciate it. Like I said, I'd just like to see, we could have twice as many kids sharing the experiences that these kids that were there and it's a shame that they didn't have the opportunity because others simply chose not to or their parents chose not to get them up and put them on the bus, or whatever, to get them to school.

STANGO: Upon entering the building and talking to the administrator, we did ask that question and, by and large, there were some no-shows, and we have to work on getting the people who are eligible to partake. However, once the no-shows were accounted for, they're just not coming, and then you establish your group, that group was consistent. There was very little absenteeism from that group, once it started. Commissioner Sweeney.

SWEENEY: Commissioner Hayes, thank you for reminding that because as President Stango said, we did ask that question. One of the explanations that I was given and Dr. Ouellette, if you and Paul could look into it, in the numbers that we received, the attendance numbers, that the DRA at the elementary level is the indicator of whether or not a child goes to summer school and it was described to me that in some cases children had been signed up for summer school before the DRA results were in then the DRA results came in, the child passed the DRA, and therefore didn't need to go to summer school. So I need to know if those numbers are in the numbers that we got because then they're not really, they're not true numbers. If those are the numbers and they are, we have a problem, but I would like to have something just look at the validity of the numbers that we got as to exactly what went on.

ADJOURNMENT

Upon a motion by Commissioner Flaherty-Merritt and duly seconded by Commissioner Sweeney, it was voted unanimously to adjourn at 7:40 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, Flaherty-Merritt, Harvey, Hayes, Sweeney, and Van Stone, Dr. Ouellette, Mrs. Cullinan, Mr. Guidone, and Mr. Frost.

The Executive Session ended at 8:00 p.m. with no votes taken.

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