

WATERBURY BOARD OF EDUCATION

MINUTES ~ RESCHEDULED REGULAR MEETING

Thursday, July 12, 2012 at 6:30 p.m.

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

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

ABSENT: Commissioners D'Amelio and Harkins.

ALSO PRESENT: Superintendent Ouellette, Chief Operating Officer 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 6:33 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: Here.

CLERK: Commissioner D'Amelio (absent). Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: Present.

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

HARVEY: Here.

CLERK: Commissioner Hayes.

HAYES: Here.

CLERK: Commissioner Morales.

MORALES: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Van Stone.

VAN STONE: Present.

CLERK: President Stango.

STANGO: Here. Just for the record, Commissioner D'Amelio called me and she has a confluence of events tonight and she will not be able to be 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 June 13, 2012 from CABA to Mr. Balsamo congratulating him and his students for being chosen to showcase Kennedy's Robotics Team at their Convention in November.
2. Copy of communication dated June 13, 2012 from CABA to Ms. Vagnini-Dudamo of Waterbury Arts Magnet School, congratulating her and her students for being chosen to perform at their Convention in November.
3. Communication dated June 22, 2012 from the U. S. Equal Employment Opportunity Commission regarding Janella Jordan vs. City of Waterbury Board of Education.
4. Copy of communication dated June 25, 2012 from Janet Ciarleglio of the Driggs School Based Health Center submitting their 2011-12 year-end report.
5. Copy of communication dated June 25, 2012 from Civil Service certifying Sharon Venditti for the position of Administrative Support Specialist I.
6. Copy of communications dated June 26, 2012 from Civil Service certifying Daryl Cagno, Joseph Milano, and William Yarmala for the position of Maintainer I.
7. Copy of communication dated June 26, 2012 from Attorney Donnelly to Durham School Services and Old Republic Insurance Company regarding claim of Ann Colato and Jesus Lopez.
8. Copy of communication dated June 27, 2012 from Alderman Burgio to Corporation Counsel regarding the Board of Aldermen's vote on bonding for the Kennedy High School project.
9. Copy of communication dated July 1, 2012 from Quassapaug Sailing Center to Kennedy High School thanking the members of the Robotics Team for their volunteer work.
10. Communication dated July 6, 2012 from American Red Cross regarding their recent program for fifth graders.

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

5. APPROVAL OF MINUTES

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to approve the minutes of the Special Meeting of May 31, 2012, Committee Meeting of May 31, 2012, Regular Meeting of June 7, 2012, Committee Meeting of June 14, 2012, Special Meeting of June 18, 2012, and Regular Meeting of June 21, 2012.

STANGO: Motion has been approved 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 Sweeney, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:38 p.m.

STANGO: Motion made and seconded. Discussion? All in favor, opposed, motion carries. Disclaimer – 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.

Edward Peruta, Rocky Hill, had the following comments: President Stango and members of the Waterbury Board of Education, my name is Edward Peruta and I am the President of American News and Information Services, Incorporated. I would like to thank you and the members of the Board and the residents of Waterbury for allowing me to address you this evening. It is my understanding that under council rules or Board rules, I have three minutes to address and make my presentation to this public body and I assure you that I will not exceed the allotted time and do not expect an answer from anyone tonight at this meeting. We all know, or you should know, if you saw my FOI request, what this is about. And contrary to the published statements attributed to Board COO and Chief of Staff Paul Guidone in today's Waterbury Republican regarding PTA and PTO funds and accounts, I do consider what has occurred a major failing by school administrators. As you may be aware, I have recently filed several Freedom of Information requests to access and review public records regarding public policies and procedures and can assure you that American News will leave no stone unturned to expose and explain what has occurred in the Waterbury Public Schools regarding public and private funds and accounts. I came here tonight to request in a public forum that this Board instruct the Waterbury Superintendent of Schools, or a member of her staff, to answer this one question – who owns and controls the funds deposited into and spent from PTA and PTO accounts – the City of Waterbury? I don't know. The Waterbury Board of Education? I don't know. The PTA's and PTO's themselves? I don't know. Or the individual who opened the account? The residents, voters, and taxpayers of the City of Waterbury are entitled to an honest answer to this question. Again, I am asking that this public body instruct the Superintendent of Schools to provide a prompt and timely answer to American News, the Waterbury Republican-American, and every interested person who may be watching this in their homes in Waterbury this evening. The Superintendent and her staff have my email and phone number for any response to the question posed. Thank you and I will await a response from the Superintendent.

Lisa Lessard, 905 Pearl Lake Road, had the following comments: Today, so you know, where was I? I was at the State Department of Education; I met with who – Stephan Pryor, Commissioner. That 4.4 million dollars, I'm here to prepare you, believe it or not what you put in the newspaper is not the way that money is supposed to be spent or supposed to be allocated and you better have a plan "B" ready and the plan "B"

better not be off the backs of us, the taxpayers, because I'm here to tell you on behalf of the taxpayers here in this City, the money train is derailed and it is not coming from us. So plan "B", that 4.4 million dollars that you all put the horse before the cart, before you even got the money and put in the newspaper how you wanted to use it and how it's gonna be used and why you're gonna use it, I'm here to tell you, I was given these words today, I was absolutely correct and Waterbury is on the Connecticut State Department of Education's radar because that's not the way the money is supposed to be upheld under why they're giving it to you. As well as the last meeting I was at I found it very deplorable and upsetting with our Mayor, Mayor Neil O'Leary, I did put, something was in the newspaper on my Facebook page it said "out of control". I believe our Mayor, Neil O'Leary, was out of control with Patrick Hayes, a Commissioner. You're supposed to give respect. To give respect you get respect. Believe it or not I didn't see respect going forth from our Mayor to the Commissioner that we have. And I know, I've heard from many parents on how disgusted they were because one they read my Facebook page, two they read it in the Republican-American, and three they said you know what, we don't usually watch the Waterbury Board of Education meetings but because this article was in the Waterbury Republican we want to see how out of control it was and we will make our very own opinion. And the consensus was out of control. So maybe respect needs to happen. If we are so talking about the disciplinary problem tonight and everything else, respect for the teachers, respect for your colleagues, respect for your elders, respect to the Commissioners. To get respect you need to give respect and to give respect you need to get respect and I don't see respect coming from Mayor Neil O'Leary towards Patrick Hayes, period, at any point in time. It was outrageous. And I'm speaking tonight as a taxpayer and only as taxpayer but I want to put you on notice, that 4.4 million dollars, there better be a plan "B" and it better not be us, the taxpayers, cause we're not gonna float that bill for the mistakes of how you want to spend that money because that's not how it's supposed to be spent. Thank you and God Bless.

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Brown, it was voted unanimously to return to the regular order of business at 6:44 p.m.

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

7. SUPERINTENDENT'S REPORT

Dr. Ouellette read and distributed the following report:

Summer School began this week. We had a very successful opening. Students are excited to be back in class and learning.

Governor Dannel P. Malloy, together with Lt. Governor Nancy Wyman and Education Commissioner Stefan Pryor, announced on Tuesday, July 10, that 1,000 new school readiness slots have been identified and awarded to providers throughout Connecticut as a part of the education reforms the Governor championed earlier this year.

Waterbury has received 51 of the new early childhood slots, for a total of 1,336 slots throughout the City. The majority of the new slots are planned for our new Reed School.

The Governor stated that early education provides the foundation for the future success of our children, and the assignment of the 1,000 new school readiness slots marks yet another important step toward improving the overall quality of education throughout the State of Connecticut. He also stated that by focusing the new slots in high-needs areas, we are affirming our commitment to turning around struggling school districts. It won't happen overnight, but the steps we are taking will make sure that we close the nation's largest achievement gap.

Public Act 12-116 also funds an additional \$3 million for school readiness quality initiatives, professional development for existing early childhood providers, and development of a quality rating and improvement system.

We have had continued discussions with State officials and our advisors about the development of our Alliance District grant. Grant preparation is proceeding with the tenets previously discussed with the Board with additional elaboration and refinement. The grant deadline date is August 15th. It is expected that we will submit our proposal prior to that date. You will receive further updates as the application evolves. We have also discussed procedures for submission of a Commissioner's Network planning grant for the coming school year with the State.

The district reorganization positions have been advertised with a closing date of July 20th. A number of applications have already been received.

SUPERINTENDENT: And I have very exciting news, late arrival to my desk this evening, while the K – 3 Literacy Initiative opportunity has been pending on the Board Agenda for tonight, since the last Board Workshop, the District complied with the July 6 deadline to submit the expression of interest documents for Waterbury to the State Department of Education and we were notified late today that Waterbury has been selected to the next step of grant review for this initiative and Waterbury has been asked to send a team to interview with the State Department of Education officials on July 25 and, therefore, the State Department will select five districts in the State to be awarded support through this program. And, as you have read through your packet, this is a literacy initiative overview and we have selected Walsh Elementary School for this. So we're very pleased, very excited to receive this late today.

STANGO: Thank you Superintendent. Commissioner Hayes.

HAYES: Just a point. I'm glad we got our summer school going but we've always had issues with attendance. Can we get a weekly report on just how many kids are showing up that had originally signed up?

8. PRESIDENT'S COMMENTS

STANGO: For my remarks tonight, because it's summer, I have something a little bit different. It's a quote from Abraham Lincoln and I ran across it on the CAFE Website and I think it's meaningful tonight as we have a discussion, possibly, on the Positive

Climate Handbook, also known as the Discipline Policy Handbook, and it relates to our kids. This is Abraham Lincoln's quote – "a child is a person who is going to carry on what you have started. He is going to sit where you are sitting. And when you are gone, attend to those things which you think are important. You may adopt all policies you please, but how they are carried out depends on him. He will assume control of your cities, your states, and your nations. All of your books are going to be judged, praised, or condemned by him. The fate of humanity is in his hands so you might be well to pay him some attention". That's Abraham Lincoln. Rhetorical question on my part – are we afraid or are we heartened? I think, from some of the children I've seen over the last couple of weeks at graduations and the awards that we presented, I am heartened.

Onto the next item – Consent Calendar. Does anyone wish to remove an item from the Consent Calendar?

VAN STONE: Thank you Mr. President, I'd like to remove item 9.12 from the Consent Calendar.

STANGO: Any others? I will then read the Consent Calendar.

President Stango proceeded to read the Consent Calendar list, items 9.1 through 9.11 and items 9.13 through 9.15.

9. CONSENT CALENDAR

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to approve items 9.1 through 9.11 and items 9.13 through 9.15, as listed:

- 9.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the request of the Brooklyn Neighborhood Association to install a memorial on the Duggan School property honoring the 1955 Flood victims.
- 9.2 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the request of James Sanders for a living memorial (planter with three trees) to be placed in the Reed School plantings circle to honor Army Private Corado "Babe" Ciarlo, Reverend Louvernal McDaniel, and Reverend Jonathan E. Reed.
- 9.3 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.
- 9.4 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval to apply for the U. S. Department of Education's "Upward Bound Math/Science Grant".
- 9.5 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval to participate with Central Connecticut State University in the U. S. Department of Education's "Upward Bound Math/Science Grant".

- 9.6 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval to apply for the Connecticut State Department of Education “K – 3 Literacy Initiative Grant”.
- 9.7 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval to apply for the Connecticut State Department of Education “Family Resource Center/School District Wrap-Around Services Initiative Grant”.
- 9.8 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval to apply for the Connecticut State Department of Education “21st Century Community Learning Centers Grant”.
- 9.9 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval for Alice Daly and Yolanda Lee-Gorishti of Crosby High School to apply for the “Toshiba America Foundation Grants for Science and Math Education”.
- 9.10 The Committee on School Personnel hereby authorizes the Superintendent of Schools to hire certified staff in the State Department of Education’s “designated teacher shortage areas” up to a level of step six (6) prior to approval by the Board of Education.
- 9.11 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the job specifications for the new extra-curricular positions (3) of NVCC College Connection High School Coordinator.
- 9.13 With the approval of the Committee on Building, the Superintendent of Schools recommends acceptance of the Sprague Roof Project, State Project #151-282 RR, as complete.
- 9.14 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.
- 9.15 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. Any discussion? All in favor, opposed, motion carries.

10. ITEMS REMOVED FROM CONSENT

Item #9.12

SWEENEY: With the approval of the Committee on Policy, the Superintendent of Schools recommends approval of the Safe School and Positive Climate Handbook (formerly Discipline Policy), with the exclusion of the Attendance Policy, pending State Department of Education’s guidelines to recent legislation, **SO MOVED.**

HARVEY: **Second.**

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

VAN STONE: Mr. President, through you, thank you very much. I'll begin by saying that I believe discipline and order in a classroom is paramount to allow our children to have the environment to learn in which they need and deserve. I think any step to improve our Discipline Policy is good. I think there are certain items in this policy that I appreciate, I think are very good steps forward. I think there are other things in there that I still have questions on and I know over the past week or so since we had our Workshop on this, a number of teachers within our district, and even some outside our district, had expressed concerns as well as some parents. So I would ask that we refer 9.12 back to the Committee on Policy to give that Committee and this Board a little more time to flesh out some of the details and make sure that we're getting this completely correct before we approve it as a Board. **So I'd like to make a motion to refer it back to Committee.**

FLAHERTY-MERRITT: **Second.**

STANGO: Would that be a motion to postpone then? No. Any other discussion that?

HAYES: Just to be clear, so we're gonna put it back to Committee? Are we still gonna vote on it tonight?

VAN STONE: No.

STANGO: Okay. So Commissioner Sweeney, you will set a date for the Committee.

BROWN: What would be the process? We did have a week, and I know we did get a communication from Anne Marie Cullinan to send in specific questions or ideas so I'm just curious as to what would be the process and what do we think we could accomplish in the next two weeks? Are we going to have a survey? How are we gonna gain the input on these areas when we're not clear as to what we're trying to look at? Maybe Commissioner Van Stone can clarify - what areas do you want us to rethink?

VAN STONE: If I may, Mr. President, as far as the timetable, I would leave that up to the Chairman on Policy, but obviously, as soon as possible. What I would ask then, and what I have told all the people that have come to me is whatever your issues are do one of two things – if you can come to our Committee on Policy meeting, come and bring them. And I would ask the President of the WTA to talk to his members and find out if he's hearing, I don't know if Kevin's here, if he's hearing the same issues, and bring those forward to find out if this is more than a few teachers in the minority who are bringing these forward or if this is, in fact, a prevalent feeling throughout the district. So that would be the first thing I would ask. The second thing I would simply have formulated more questions, personally, that I would like to bring Mrs. Cullinan in a question and answer type session as opposed to an email. But it would also be up to the Chairman on Policy.

BROWN: I guess, through the Chair, if we're going to open it up to the teacher community, which I think is a great idea, cause I'm not sure if it's had that kind of a vetting process to tell you the truth, I'm not sure, it might have, but I think we need to figure out a way to have broader community and parental input, as well, because I think it impacts families and it impacts the students, as well. So maybe we can figure out a way to encourage the community to look at the document and give us comments, as well.

VAN STONE: I would agree wholeheartedly.

STANGO: Vice President Harvey.

HARVEY: I would be in total agreement with that because I've heard comments as well. Probably not similar to what the teachers have commented on but if we're gonna open it up to the teaching community, by all means lets open it up to the parents and the community.

VAN STONE: And the administrators.

HARVEY: Whoever wants to come; let's have a party.

STANGO: Commissioner Hayes.

HAYES: We should, at least, have that Committee that put this together invited, as well, so we can hear. But I'd like to see the makeup of that Committee as well. Without discussing the policy itself, what I would like is a clear recognition of what is mandated and what we can actually, can in fact do ourselves or not do ourselves. I know a lot of the discussion was well the State says we have to do that, I'm not really clear which are those mandated things that we have to follow. And outside of that we'll sort of know where we can in fact have some input.

STANGO: Any other questions? Commissioner Sweeney.

SWEENEY: I can certainly set a Policy Committee meeting probably for next week; I think that's probably doable. That gives us time between this point in time and our next Workshop to decide if we need to bring that to a Workshop environment as well but also gives us time to get some word out to people as to where and when that Committee meeting will occur so that people can come down and ask questions, give us some input. I do know in reference to one of the things that I did see in this policy booklet that impressed me was that a lot of the State and Federal references are there and noted for each of the policies. So we can go through that, through the booklet, and get those policies and get those wordings for you, if that's what you want to do. I'll try to pull some of that together before the Policy Committee meetings.

HAYES: If we're gonna have input from the public, they have to know exactly what we can and can't do.

STANGO: Any other questions? Vice President Harvey.

HARVEY: I would ask that since we're gonna open it up to the parents, to the community, etc., that we consider the time that we set this meeting so that, I believe setting it at five may be a little more of a challenge, perhaps set it at six so people have time to arrive to the meeting. Thank you.

STANGO: Any other questions or comments? Commissioner Brown.

BROWN: Not to belabor the point but I know that a lot of time and effort went into developing this policy and a lot of people had input and I think change sometimes is difficult, so I think we have to keep an open mind when we're moving forward to make sure that the goal of this policy is not just about discipline, it's about school environment. It's kind of a paradigm shift to really making everyone part of the culture of the schools. I'm excited about this Discipline Policy, it was vetted by the Juvenile Justice Alliance, it's based on National Best Practices for Restorative Justice, and I think a lot of research and thinking has gone into this but I will concede that maybe we needed more effort in getting more input. So, I'll look forward to that. But, for the record, I think it's a really good policy.

STANGO: Any other questions or comments? Commissioner Sweeney.

SWEENEY: I would agree that, and I believe I said it at the Workshop, that there was a lot of work that went into it. But I think that when we hear a discomfort level as we've heard tonight, that it makes sense to run it through one more time, make sure people are very comfortable with the vote that they put forth.

STANGO: Any other questions or comments? So the motion on the floor is to refer to the Policy Committee and it's been seconded and discussed. All in favor, opposed, motion carries. Moving onto item number 11, Commissioner Sweeney.

FLAHERTY-MERRITT: Point of order, President. We did not follow proper procedure and that was an invalid motion that we just voted on.

STANGO: Okay, I thank you for that, I think. Now I want a motion to adjourn.

FLAHERTY-MERRITT: If I can clarify, the original motion on the floor is to vote on it tonight. In order to change that motion, we need to first have a motion to amend and we have to vote on the motion to amend and then after we amend the motion, then we can vote on the new motion. **I withdraw my second to the original improper motion.**

VAN STONE: **I temporarily withdraw my motion.**

STANGO: Okay, motion is withdrawn, now we're back to the original motion that was Commissioner Sweeney's to request approval of the Safe School/Positive Climate Handbook.

Upon a motion by Commissioner Flaherty-Merritt and duly seconded by Commissioner Brown, it was voted unanimously to amend the motion of Item 9.12 to "be referred back to Committee" rather than "approve".

STANGO: Discussion? All in favor, opposed, motion carries.

HAYES: Are we gonna set a timeframe to bring it back?

SUPERINTENDENT: I'd like to bring it back to Workshop and perhaps have a Special Meeting to adopt, if we could.

STANGO: That's what I was thinking.

SWEENEY: The Committee would make the recommendation so we'll take that into consideration.

SUPERINTENDENT: There's a lot of work with preparing the document for the school year.

STANGO: We have to have that printed and translated. So that was discussion. All in favor of the amended motion, all opposed, motion carries.

11. COMMITTEE ON LEGISLATION

11.1 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to approve of the submission of the attached Resolution Proposal to CABE regarding ECS Grants for Alliance Districts.

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

11.2 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to approve of the submission of the attached Resolution Proposal to CABE regarding Excess Cost Grant/Cost Cap.

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

11.3 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to approve of the submission of the attached Resolution Proposal to CABE regarding Excess Cost Grant/Local Contribution.

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

11.4 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to approve of the submission of the attached Resolution Proposal to CABE regarding Maintenance Grants.

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

11.5 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to approve of the submission of the attached Resolution Proposal to CABE regarding School Construction Grants.

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

BROWN: Can you explain the difference?

SWEENEY: There was a request from Commissioner Harkins to clarify the language. It now reads “equalized reimbursement rates for renovate as new and new construction”. The resolution itself – “increase the school construction grant percentage for new construction equal to the current percentage for renovation”.

BROWN: Thank you.

STANGO: All in favor, opposed, motion carries.

11.6 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to approve of the submission of the attached Resolution Proposal to CABE regarding Special Education Burden of Proof.

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

12. SUPERINTENDENT’S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to receive and place on file items 12.1 through 12.5, Superintendent’s Notification to the Board, as listed:

12.1 Athletic appointments effective immediately:

Scialla, Marlana – Assistant Cheerleader Coach, KHS.
Steinfeld, Kara – Head Cheerleader Coach, KHS.

12.2 Special assignments:

Hudobenko, Filomena – Supervising Vice Principal, Wilson School, effective for the 2012–2013 school year.

12.3 Teacher transfers:

Teacher		From	To	Effective
Albizu	Cindy	Driggs Gr 2	Reed Gr 2	8/2012
Brittingham	Michelle	Duggan Gr 3	Duggan Gr 6	8/2012
Chieppo	Christopher	Generali Gr 5	Generali Gr 3	8/2012
Cianfagna	Traci	Bucks Hill Gr 3	Sprague Gr 1	8/2012
Cichowlaz	Kaja	Bucks Hill Gr 5	Bucks Hill Gr 4	8/2012
Clark	Michael	Kennedy Science	Kennedy TAG	8/2012
DeFazio	Alana	Kingsbury K	Kingsbury 2	8/2012

Dunn	Brittany	Chase Gr 1	Regan Gr 1	8/2012
Eagen	Elizabeth	Driggs Gr 2	Reed Gr 2	8/2012
Finkenzeller	Frances	Duggan Gr 3	Duggan Gr 6	8/2012
Frascatore	Diane	Chase K	Chase Gr 5	8/2012
Garcia	Julio	Carrington 3-5 ESL	Reed Bil. Resource	8/2012
Geddes	Jessica	Bucks Hill Reg Ed Co-taught	Bucks Hill Reg Ed Co-taught K	8/2012
Griffin	Karen	Driggs Gr 5	Driggs Gr 3	8/2012
Groski	Megen	Gilmartin Math	DW Math Coach	8/2012
Ieronimo	Karen	Driggs Gr 1	Gilmartin Gr 1	8/2012
Jacobs-Vazquez	Shakira	Bucks Hill Gr 2	Bucks Hill Gr 4	8/2012
Jones	Erin	Bucks Hill 3	Kingsbury 3	8/2012
Kiraly	Monica	WSMS Special Ed	Tinker Resource	8/2012
Labagh	Michael	Bunker Hill Special Ed	Rotella Special Ed	8/2012
LaChance	Mark	Enlightenment Health/ PE (temp)	Enlightenment Health/PE (perm)	1/23/12
Lang	Christine	NEMS Special Ed	Duggan Resource	8/2012
Lopez	Doreen	Reed Gr 4	Reed Gr 5	8/2012
Mete	Meleke	Tinker Gr 3	Tinker Gr 2	8/2012
Murray	Paul	DW Math Coach	Maloney Math Resource	8/2012
Negron	Nicole	NEMS Gr 8 Math	Duggan Gr 7 Math	8/2012
Ouellette	Francene	Bucks Hill Gr 4	Tinker Gr 5	8/2012
Paris	Ana	Walsh Gr 1	Walsh Gr 2	8/2012
Pelletier	Elizabeth	Bucks Hill K	Reed Gr 1	8/2012
Perrucci	Joseph	NEMS Gr 8 Science	Duggan Gr 7 Science	8/2012
Rebenske	Jessica	Bucks Hill Special Ed Resource	Bucks Hill Special Ed Co-taught K	8/2012
Ruiz	Arleen	Walsh Gr 4	Reed Gr 3	8/2012
Smith	Scott	Walsh Gr 5	Reed Gr 4	8/2012
Stasaitis	Heather	Sprague Gr 3	Sprague K	8/2012
Steck	Melissa	Driggs Gr 1	Driggs Gr 4	8/2012
Treichel	Ashley	Driggs K	Reed K	8/2012
Weed	Pamela	Chase Gr 5	Carrington Gr 1	8/2012
Wilson	Marines	Crosby Special Ed	Crosby Special Ed (transitional)	8/2012
Zukowski	Diane	Literacy Facilitator	Reed Title 1	8/2012

12.4 Retirements:

Albini, Anthony J. – Science Teacher, CHS, effective 06/30/12.
 Jerome, Teri E. – Kindergarten, Bunker Hill School, effective 06/30/12.
 Rossi, David J. – English Teacher, KHS, effective 06/30/12.
 Sugrue, Robert – Math Teacher, WHS, effective 06/30/12

12.5 Resignations:

Bourque, Rebecca – Spanish Teacher, KHS, effective 06/19/12.
 Celotto, David – Science Teacher, WHS, effective 07/04/12.
 Green-Lee, Frances L – Grade 3, Driggs School, effective 06/30/12.
 Ismail, Caroline – Elementary Music, Kingsbury School, effective 07/01/12.
 Pyles, Kathleen M. – Math Teacher, NEMS, effective 06/19/12.
 Rae Leach, Kelsey – Grade 7 Science, NEMS, effective 06/30/12.
 Scully, Kathleen – Guidance Counselor, Bucks Hill School, eff. 06/30/12.
 Wilkins, Deborah – Math Teacher, WSMS, effective 06/29/12.

STANGO: Motion is made and seconded.

VAN STONE: I have a question if I could ask the Superintendent. Item 12.2, under Special Assignments, can you explain to me what Ms. Hudobenko will be doing at Wilson School?

SUPERINTENDENT: Supervising Vice Principalship. We noticed that the enrollment at Wilson Elementary is increasing and we expect more administrative duties with regards to the enrollment higher.

STANGO: 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: Before I forget, I'm just going to, I'll just throw this question out there and we can answer it whenever, it's not pending but I thought that we first, during public speaking, we allow our residents of the City of Waterbury to speak first and then our guests to speak second, from out of town. I know that occurs at the Aldermen meeting. I don't know if it requires some law or regulation or something but I think as a courtesy of the taxpayers in this City, they should be allowed to speak first and those who are visiting from out of town to speak second. So I'll just throw that out and, hopefully, we can tackle it.

STANGO: It's not a big deal. I read them as they signed up. I will, in the future, look to their address. It's certainly not a big deal. Thank you for your input.

FLAHERTY-MERRITT: On that issue, my only hesitation with that is with the magnet schools. We do have parents out of town who send their children to our schools and I don't, if we should skip over them, we don't necessarily know, I think that's why there is a difference at the Board of Aldermen.

HARVEY: I think we should discuss it. I don't know if it needs to go on the Agenda for a Workshop but I think we should definitely look into it. It's not that I disagree with anything the speaker was saying but I really didn't like the fact that he spoke before a taxpayer here in the City of Waterbury.

SUPERINTENDENT: I don't know if that's something for Rules & Regs in your bylaws, I'm not sure.

STANGO: My recollection is it was always a courtesy and it just may have been slipped by; it's really not a huge deal, we can address that.

HARVEY: Okay. Next issue, and this is just something, I know it's kind of an open issue and Paul, I know we haven't discussed things yet, we're not gonna talk about the specific item and complaint that I had, but it's regarding summer school concerns. I think that in this climate of change that we currently have we should, when we get the opportunity, look at some of our current practices to see that they are working effectively. And two issues that come to mind for me in regards to summer school – first, that we look at the hiring process for summer school. I'm not pointing fingers at

anyone, I'm not saying that there is a problem, but what I am saying is there is a need to look at the hiring process to make sure that it's fair, to make sure that everybody gets an opportunity. So if there's nothing wrong, it's not broken, we don't necessarily need to fix it, but we need to at least look at it and then we can say we have at least looked at it. So I think there's a need to look at the hiring practices. People should not, those that are hired, should not feel that it's an automatic hire. We should be able to bring in new talents and it should not be an automatic. So, again, we don't have to do it right now because summer school is in session but at some point next year, prior to summer school, we need to look at the hiring practices.

Next, we need to look at for summer school, the effectiveness of the program. If it is deemed that a student needs to go to summer school, that's great. I had my youngest niece go to summer school last year and it did help her. But we need to know if this program is effective? Is improvement shown in the child's school performance? Do we track that? And do we track who the student has as a teacher? What programs they're taking, so forth, and so on.

So in closing, again, I'm not saying there's a flaw in the process, but I think there's a need to look at two things – one, the hiring practices; two, the effectiveness of the summer school program. Thank you.

STANGO: Thank you, Vice President Harvey. As in the past, this Board has always received a report from the summer school, people who ran it, people who worked in it, and those questions certainly could be brought up at that time. Any others?
Commissioner Hayes.

HAYES: I think the most important thing is we've done all this tracking but the problem is that half the kids don't show up or they only show up 10 out of 15 days or whatever. When we track the kids that actually showed up every day I think we saw it was beneficial. The problem was we had so many who didn't show up, plus we hire staff that we're paying to sit in front of maybe 15 kids and they were sitting in front of six or seven kids. So I think there's a lot of concern about how that whole process worked. But I think the most important thing for us to do before you evaluate is get the kids there, find out how they selected them and if in fact they showed up.

The other point I wanted to make is, I don't know if I missed it or I just don't know whether we didn't give it the attention it deserved but at the Wilby graduation we heard about NEASC and how Wilby got through with flying colors and things and we really haven't seen much discussion of it or recognition of it. It's the first time at the higher standards and they passed on all seven. I mean, I think not only does the Wilby staff deserve credit, which I gave them at the graduation because I was the only one that could go there, I think the way . . . our Central Office too and the support they've given it. I mean the whole district getting that school to go right through the new standards with flying colors, sort of everybody deserves a little bit of a pat on the back for that and I'd like to see that. We get a lot of criticism sometimes, Wilby, of course, has that history of being knocked on all seven, in the negative, the first time, and coming back in record time. Now they're the first of our schools with the new standards and they passed with flying colors. I think there should be some recognition for that.

STANGO: Any other? Commissioner Brown.

BROWN: There was an article in the Connecticut Mirror yesterday or today concerning the impact of No Child Left Behind on some of the waiver, especially as it impacts special ed students and I guess that we are allowed now to differentiate some special ed students who don't have to take the test, they can take a different type of test. And I really just would like to learn more about it at some point and the overall impact in what changes are going to occur because of the waiver, the Federal waiver.

STANGO: So, Commissioner Brown, you'd like to have that as an Agenda item at a Workshop how the waiver affects us?

BROWN: Yes.

STANGO: Very good. Any others?

ADJOURNMENT

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey it was voted unanimously to adjourn at 7:20 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, Flaherty-Merritt, Harvey, Hayes (left at 8:31), Morales, Sweeney, and Van Stone. Also present was Paul Guidone (left at 7:43 p.m.)

The Executive Session ended at 8:38 p.m. with no votes taken.

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