

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Thursday, June 21, 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, Harkins, Harvey, Hayes, Morales, and Sweeney.

ABSENT: Commissioner Van Stone.

ALSO PRESENT: Superintendent Ouellette, Assistant Superintendents Cullinan and Sequeira, 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 6:32 p.m. with a moment of silence.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

Marissa Blakeslee led everyone in the Pledge of Allegiance to the Flag.

3. ROLL CALL

CLERK: Commissioner Brown.

BROWN: Here.

CLERK: Commissioner D'Amelio.

D'AMELIO: Here.

CLERK: Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: Present.

CLERK: Commissioner Harkins.

HARKINS: Here.

CLERK: Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hayes.

HAYES: Here.

CLERK: Commissioner Morales.

MORALES: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Van Stone (absent). President Stango.

STANGO: Here.

4. COMMUNICATIONS

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

1. Email communication dated May 25, 2012 from Lisa Lessard regarding proposed gun range.
2. Freedom of Information Act request dated June 1, 2012 from Attorney Walsh.
3. Notice of Claim dated June 2, 2012 from Attorney Walsh.
4. Copy of communication from Civil Service dated June 7, 2012 certifying Antonio Rubbo for the position of Maintainer I.
5. Copy of communications from Civil Service dated June 11, 2012 certifying Patrick Bowey and Christopher Jolly, Jr. for the position of Maintainer I.
6. Copy of communication from Civil Service dated June 14, 2012 certifying Allison Gadbois for the position of ABA Behavioral Therapist.
7. Communication dated June 15, 2012 from Waterbury Veterans Memorial Committee regarding their 15th Annual Korean War Veterans Remembrance Day.

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

5. PRESENTATION

Melissa Cook of the Brass Mill Centre presented a check to Marissa Blakeslee, Supervising Vice Principal, Bucks Hill Preschool, the winner of the "My School's Cool" promotion.

COOK: I just wanted to give a thank you to Bucks Hill Pre-k; they really were above and beyond every other school that participated, we had some great participants. We had about 15 of your public schools that participated in our program and it was strictly Waterbury based so it was really nice to see all the shoppers at the mall and really participating with their school to use the monies. Every school that participated received some kind of dollar amount. So it was \$10,000/\$3,000/\$2,000 and then every other school received \$500. Marissa did an excellent job facilitating it.

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 6:35 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: First I want to say congratulations. Nobody out here really saw the check but it said \$10,000 on it and I just wanted to let everybody know watching TV that this school just got \$10,000 for being really great with what they do. The reason why I'm here tonight is I was reading the Republican Newspaper, the date of this was two weeks ago, Schools Can Cope with Cuts – Mayor, Aldermen to trim budget. Waterbury Mayor Neil O'Leary and the Board of Aldermen are posed to give City schools millions less than originally requested for next year's operating budget. But school officials now think they can cope. School Chief Operating Officer, Paul Guidone, on Thursday unveiled his plan for dealing with the gulf between the 164 million school officials originally thought they needed and the 155 million operating budget suggested by O'Leary. The Board of Education Finance Committee is sending a plan to the full school Board with unanimous recommendations. Guidone's plan involves shifting around unused money in the current budget and leans behaviorally on the 4.4 million in new State funding courtesy of the education reform law that passed in May. Guidone and Committee members acknowledged that this was a bit of a gamble. There is a chance that this State may not approve the way the Board intends to use this money. Now I'm here tonight because I really spent two months down with Dan Malloy and the legislators to get this education reform bill, SB24, passed. I read under Guidone plans to spend the 4.4 million in new State revenue dollars on, and are you kidding me, two million, staffing, elementary school about 35 positions total. Yes, that would have had to be done already within our budget. This 4.4 million dollars is not a windfall, not a grace from God coming into our laps to do with it as we please – it is for schools in need of improvement. Now I'm gonna read a couple of things here and I would like to know how this means the schools need of improvement? One million – reorganization of top school administration; \$778,864,000 – salary increases for existing staff. Once again, how is that anything to do with schools of need of improvement? How do I know, because I've already talked to Governor Dan Malloy, I've already talked to the State Department of Education, Stephan Pryor, you might want to call the both of them and ask them, this 4.4 million dollars is going to be sent to this district for certain reasons but now for these reasons; it's for schools with a need of improvement, this is not schools in need of improvement, this is salaries for teachers. Are you kidding me?

Franchone Bey, 192 Chipper Road, had the following comments: So many people will show up here at a school board meeting when they recognize a breakdown in the system and some feel that voicing their concerns to a panel like this will help elevate that voice and what they have to say becomes a lot more powerful and that can potentially affect change. And that's why I'm here because I'm a married mother of five children, four of which go to Waterbury Public Schools and in light of recent events at North End Middle School involving a math teacher's inappropriate comment, I felt compelled to come and voice my concerns. In light of our growing multi-ethnic demographic in the whole United States where ethnicities blend without definitive lines, there must be something in place for teachers. They have to be equipped with the proper tools to handle the diversity that we have in the classrooms. And it was apparent that this teacher was not ready for this environment. So now is it fair that she was raked through the media machine? I don't think so. But, some mistakes are more costly than others and as an educator myself, teaching at the collegiate level, I embrace diversity because we can learn from each other. Now the fact that I was the only parent at the cultural diversity session that was held at the North End Middle School on June 13th is

not really the big issue. I think they were unclear as to the exact goal of that session and what it would be for parents and that's okay. But the problem that I can see is that you'll say well we've done our part and so we're done and I don't think you've done your part and I don't think you've done any work yet in that area so I think there needs to be something, like I said, in place for the teachers because there are teachers who have been vocal in the classrooms who are in support of what the teacher who was dismissed had said. So if that sentiment is something that is a theme or underlined with other teachers then we have a problem because if they don't understand the difference between connotation, the context that this was presented in, connotation and denotation then I think they're in need of professional development. So you know for me to say it and not give what I think could be possible solutions is just looking at other school districts who have been successful in this area and say that you know if they're doing it then maybe we should pattern something after that. But there's something that has to be in place for the teachers so we can make sure that this type of thing doesn't happen again in the future. Thanks.

Shelia Lee Devinney, 359 Tudor Street, had the following comments: Good evening members of the Board of Education, Mayor O'Leary. Yesterday afternoon I attended a meeting at Walsh School where apparently there had been some miscommunication about what was going to be done in terms of the Principal's position as well as some of the teachers were being relocated. And we were told that that was purely misinformation and we should not be basing our decisions and our actions on miscommunication. But then today I became aware of this new proposal that will eliminate two positions – Assistant Superintendent positions for Dr. Sequeira and Ann Cullinan. But it isn't, they may not be called Assistant Superintendents because they're going to be paid more and be more involved in administration. For a school system that's already administratively top heavy and where teachers are being penalized so that administrators can get their top rate of pay, I think it's unfair, not only to the teachers but to the children, as well. I think that the Principal also, and I understand much clearer now why Mr. Brown was upset about what he heard in a meeting where he was considered a non-entity. So it seems that although time has passed since I last addressed this Board, you haven't progressed any. The needs of the children outweigh the needs of the few, and the few are the administrators. And you're not looking at it like that and so, like Lisa, in my communications with the State of Connecticut Education Department, I will ask them to move much more closely at what you're going to do with that four point plus million dollars that is not supposed to address deficit problems, deficit spending, it's supposed to be used to improve the schools, improve the education of the children. And that is not anything that's been addressed by this Board to my knowledge. Thank you.

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 6:45 p.m.

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

7. SUPERINTENDENT'S REPORT

Dr. Ouellette read and distributed the following report:

This week's graduation ceremonies were well attended. It was a pleasure to see the many happy graduates and their proud families at each school. A new procedure this year allowed Board members, Central Office staff and Mayor O'Leary to remain at specific schools for the entire ceremony. I attended the ceremonies from West Side Middle School, Waterbury Arts Magnet Middle and High School and Kennedy High School.

At last week's Teacher of the Year program on Wednesday, June 13th, we honored twenty eight teachers from around the district who were selected by their schools as Teachers of the Year for their respective school. Three finalists, Mary Monroe from Rotella Magnet, Fatos Meka from West Side Middle School, and Vincent Balsamo from Kennedy High School were elected as finalists by the Teacher of the Year Committee. Mr. Balsamo was chosen as the Waterbury Teacher of the Year.

Also on June 13th, Dr. Edward Joyner, currently assistant professor at Sacred Heart University, conducted a series of engaging and instructive workshops at North End Middle School. The workshops were designed to promote cultural awareness and sensitivity. Some of the terms and concepts discussed were designed to push students and staff toward exemplary character. Dr. Joyner spoke to the students about the nature of prejudice and how people have overcome it using rational and humane tactics based on the work of Ghandi and Martin Luther King. The workshops were highly interactive with the students. The students were very positive in their responses to questions. More workshops will be planned across the district. The workshops will facilitate students and staff to grow as part of our culturally competent community.

I met with State Department of Education consultants on Friday, June 15th. I asked the State Department of Education to consider placing Crosby High School on the list of Network Schools. If accepted, we would receive extra assistance and funding to implement new reforms at that school. The State is expected to release the list for the first schools to be placed on the list within the next few weeks. The possibility of incorporating Wallace Middle School and Walsh Elementary into a Pre-K-12 plan was also discussed. Additional schools may be added in future years.

CABE has released information on two bills that were debated and passed June 12th by the General Assembly. I have attached a copy which includes information on the Commissioner's Network of Schools and Collective bargaining and turnaround plans among others.

The Waterbury Republican American is offering an internship program this summer for high school students interested in journalism. The deadline to apply was Tuesday, June 19th. The four selected students will have an opportunity to work with journalists at the newspaper during a five week program.

Our website went offline today for a short time. The host company, Power IT, was updating its system, and the process took a little longer than expected.

8. PRESIDENT'S COMMENTS

STANGO: Just two things briefly. Next week, on June 28, will be our Workshop and it will be held at Maloney School. The next Regular Meeting will be moved from July 5 to

July 12 due to the proximity of July 5 to the holiday. So your schedule reads July 5 but it will be July 12.

The other thing I would like to do, well I went to a memorial service for retired teachers in Waterbury that passed this year, we have lost this year. I would like to just read their names one last time into the Board of Education minutes. I think it would be appropriate at this time. These are the people who are retired from our district who have passed this year:

William Accuosti
John DelCioppo
Francis Granato
John McKenna
Dorothy Moore
Emily Schmolliger

Nancy Brennan
Lois Dwyer Feitelson
Alice Hickey
Ann McKinnon
Francis Murphy
Leroy Scott

Marie Commerford
Doris Glass
Catherine Kimball
Vincent Minutillo
Jean O'Brien

These are teachers that taught in Waterbury and retired from Waterbury and have passed this year. Moving onto the Consent Calendar. Does anyone have anything they wish to remove from the Consent Calendar?

President Stango proceeded to read the Consent Calendar list.

9. CONSENT CALENDAR

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Brown, it was voted unanimously to approve the Consent Calendar, Items 9.1 through 9.11, as listed:

- 9.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the request of Olga Ferrara to name the Media Center of Reed School in honor of Corado "Babe" Ciarlo with a plaque displayed in the vicinity of the Media Center.
- 9.2 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of a Memorandum of Understanding with New Opportunities, Inc., to establish working procedures for services for preschool children eligible for special education in compliance with Federal and State Laws and regulations.
- 9.3 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of a Professional Services Agreement with Rob Davis d/b/a Summit Support Services, in the not to exceed amount of \$120,000.00, to provide professional services to identified students per their Individual Education Plan (I.E.P.).
- 9.4 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of Amendment Number One to the Professional Services Agreement with CT Teachers Tutoring Association, LLC, for Supplemental Educational Tutoring Services as required by the No Child Left Behind Act.

- 9.5 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of Amendment Number One to the Professional Services Agreement with Professional Tutors of America, Inc., for Supplemental Educational Tutoring Services as required by the No Child Left Behind Act.
- 9.6 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of Amendment Number One to the Professional Services Agreement with Smarties Tutoring Services, LLC, for Supplemental Educational Tutoring Services as required by the No Child Left Behind Act.
- 9.7 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply for the Connecticut State Department of Education's "Education of Homeless Children & Youth Grant".
- 9.8 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of a Professional Services Agreement with Fuss & O'Neill EnviroScience, LLC, in the not to exceed amount of \$54,373.00, to provide hazardous material inspections, remediation design, and remediation monitoring services for the Wallace Middle School Addition and Alterations Project.
- 9.9 With the approval of the Committee on Building, the Superintendent of Schools recommends approval an Agreement with Kenneth Boroson Architects, in the not to exceed amount of \$577,500.00, to provide complete architectural and engineering services for the Wallace Middle School Addition and Alterations Project.
- 9.10 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of a Construction Contract with Mountain View Landscapes & Lawncare, Inc., in the not to exceed amount of \$269,625.00, for furnishing and installing playscapes on the Duggan School Project.
- 9.11 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to David Jurewicz, CHS Football, and four chaperones to take 50 students to White Plains, NY from August 23 through August 25, 2012 to attend Camp Mah-Kee-Nac.

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

10. ITEMS REMOVED FROM CONSENT

There were no items removed from the Consent Calendar.

11. COMMITTEE OF THE WHOLE

- 11.1 **Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the Department of Education's Organizational Chart, as attached.**

STANGO: Motion has been made and seconded. Any discussion? There may be a lot of discussion on some of these, so I just want to set down a little ground rule here. Let's try to first go around, have one question, and then a brief follow-up question, if needed, and then we'll come around again.

HARVEY: Paul, I need to know who will be responsible for the development of the staff, Paul, not new staff but the current staff, who on this organization chart?

GUIDONE: Up through the chain of command, ultimately it will be the Superintendent and the Chief Academic Officer but the key new position would be the Talent and Professional Development Supervisor.

HARVEY: Okay, it doesn't say that though. It states, and that's fine, I'm accepting what you say, but it just doesn't say that, it doesn't say the person who has that position will be responsible of the development of current staff, it says new staff, it doesn't say current staff. So, I'll approve this, but, it just needs to say that so that everyone knows what they're doing.

GUIDONE: I don't have the job description right in front of me but the purpose is the entire district, the entire school district.

STANGO: Thank you. Any other questions? Commissioner Hayes.

HAYES: I'm trying to figure out exactly what we're gonna be doing with these four positions that we're adding to SAW. I'm looking for the name and the name escapes me right now.

SUPERINTENDENT: Instructional Leadership Director.

HAYES: And what process are we going to use to recruit people or hire people from within?

SUPERINTENDENT: This will be a full recruitment. These are SAW positions so we'll continue with the same process that we would with appointing through the SAW contract.

GUIDONE: If I might, our key SAW positions we advertise throughout the State and in Education Weekly and other key advertising efforts to get the highest people possible.

STANGO: Any other questions? Commissioner Hayes.

HAYES: I read in the paper today that a couple of these positions have already been filled prior to us approving them. I was just wondering if any other positions have been promised to anybody?

SUPERINTENDENT: Not at all.

STANGO: Any other discussion?

HAYES: I like this new structure, I just want to make sure we put the best possible people in those positions so we can start this reform effort with the best effort we can put forth and hope that we find our best people and it's not gonna, all the rumors that I hear about certain people being promised jobs and all that, the same people that have been around before. And this isn't in response to the two names that were mentioned in the paper today, but there's a lot of names being floated around like these things have already been bought and paid for and I don't want to see that. If I think I see that I'm gonna declare that I see it and I'm gonna call it out when I see it. I want to see the best people put in those positions. We've gone so far, we finally have some of this money, hopefully we're gonna have this money to do this. One of the speakers said we're top heavy in administrative, we aren't, compared to what the other public schools are. What we need is to get our vice principals into teacher evaluation and out of disciplinary action all the time and I think that's what we're gonna look at, we're gonna have, hopefully, again, some really strong people in those new leadership positions that are gonna help our current people and evaluate them and hold them accountable. So the whole concept here I really am in support of and look forward to seeing those positions filled by the most qualified people.

STANGO: Commissioner Sweeney.

SWEENEY: The Instructional Leadership Director positions are key here. We're talking about reform; we're talking about funding from the State to initiative that reform. This is a large piece of it. This is the piece that is gonna reach down into our neediest schools and give them the help that they need. The support that they need. We can't do that with a Central Office that's spread as thin as this one has been for far too many years. These are people who are going to be targeted for our neediest schools. They are office positions, yes, but they are going to be in the trenches with the principals, with the teachers, to make this the better district that we know that it can be. We are sitting here tonight to approve an organizational chart that our new Superintendent of Schools has said is necessary and needed for this district to move in the direction it needs to move. It is the Superintendent who will be responsible for those results. It is my intention to support her in those efforts and to support the new organizational chart as it reads today. I believe this is the way that we will move forward. I believe that the State will see that this is the way that this district needs to move in order to move forward. So you have my full support.

STANGO: Any further discussion? Mayor.

MAYOR: Yes, Commissioner Hayes, I'd like some clarification on what positions you heard were "bought and paid for" and what that means exactly?

HAYES: It means there's a certain administrator who's going around town telling his staff and everyone else that he already had this job. If you want to talk about who the name is, later I'll talk to you about who that name is later.

MAYOR: You made the statement "bought and paid for" in the public setting, I want to know what that means.

HAYES: I said that's what I heard.

MAYOR: "Bought and paid for", what does that mean sir?

HAYES: Whatever the people think it means. I think they...

MAYOR: You made the statement "bought and paid for".

HAYES: I said that that's what I've been hearing.

MAYOR: Well that's an outrageous statement Mr. Hayes.

HAYES: And I'm hoping that's how, well, we'll see.

MAYOR: That's an outrageous statement and you owe the public an apology and you owe this Board an apology and you owe the Superintendent an apology. That's an outrageous statement, sir.

STANGO: Commissioner Hayes.

HAYES: Yes, again, there are people in this school system right now that are telling people because of their political connection they're getting a job out of this.

MAYOR: Is that right?

HAYES: That's right.

MAYOR: Well the interesting thing, and the reason why I changed the leadership on this Board, is when you were in a leadership position on this Board there was a lot of fact to that information. I never heard "bought and paid for" but everyone knew who was gonna fill the position before the position was open, under your leadership, and we're doing everything we can to change that. But "bought and paid for" sir, that's quite a statement.

HAYES: That's the statement that was made, that's the feeling that's out there in the public.

MAYOR: Very responsible for a school commissioner to say that publically.

HAYES: Thank you, I appreciate that.

STANGO: Moving on, any other further discussion?

BROWN: I just had one question. First of all, I'm very excited about this because we all know that the teacher is really the core that we're going to address the achievement gap in the City of Waterbury. So I'm very excited about this level of attention. I just had a question, who's gonna be, in this organizational chart, is gonna be in charge of discipline and working on the school climate and some of the issues that you talked about at the presentation last week? I don't see it here.

SUPERINTENDENT: Director of Special Education and Pupil Personnel Services and also with the Chief Academic Officer.

STANGO: Vice President Harvey.

HARVEY: Question, I keep looking at this chart and I'm trying to figure this out so I'll just ask the question, the Special Advisor to the Superintendent reports directly to the Superintendent of Schools and is placed above, and I'm just talking out loud, looks like is placed above the Chief Academic Officer and Chief Operating Officer. Is that purposely done or we just didn't have the room?

SUPERINTENDENT: I would have to ask Mr. Guidone, he was the artist with this design.

GUIDONE: I think we ran out of space on the chart. Its intent is obviously to be a key position, because the Superintendent is at the top of the chart, to tie into the Superintendent occurred there. We were trying to display the Instructional Directors and that kind of spreads across the chart and the key portion of it. It does not connote that.

HARVEY: Okay. So it does not mean that, don't sit down, it does not mean, or maybe it does mean, that the Special Advisor is not in a higher position, in the hierarchy?

GUIDONE: Does not mean that.

HARVEY: Does not mean that, okay.

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

12. COMMITTEE ON SCHOOL PERSONNEL

12.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the job specifications for the position of "Chief Academic Officer", as attached.

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

HARVEY: I don't want to open the wound here but we have to admit that there was something that appeared in the paper today, "Reform Adds to Salaries", and it specifically referred to the Chief Academic Officer and the range of salary. And when I, when this presentation was made, in fact last week I was asking questions and I was stopped because I was told not to ask specific questions. So now that it seems to be all out there, again I'm not, there may be some things in this newspaper that obviously were not accurate but I think we need to talk about the salary issue. Again, I'm not talking about the people who will be in these positions; I'm talking about the salary. Now when I look at the org chart, which is why I asked that question, where does everything, in the hierarchy, where does everything fall, the Chief Academic Officer will be receiving, it looks like more money than the Special Advisor and my first question is, Paul, where are we finding that money for this position and if we are finding that money why are we not putting that into the schools, into the classroom?

GUIDONE: I thought when we made the presentation last week at the Workshop about the cost of the reorganization that's before you; the district-wide reorganization is contained as a portion of our grant application for the new ECS dollars for reform totally out to a net of one million dollars. Each of those positions was displayed on the chart that was described at the Workshop.

HARVEY: I remember that. But, as was addressed by the public, the use of funds and what was in the paper...

GUIDONE: The legislation and recent guidance we received from the State Education Department indicates that the monies are to be used in the following categories: to initiate new reform, to continue existing reform efforts to improve student achievement, and for other costs that the district may submit to the Commissioner and that the majority of the grant, majority of the grant be used for the reform initiatives and I think everyone believes and proposes that this is a significant reform transformation of the district, this proposal before you and that would fit in the definition of the grant funding both in law and in guidelines provided by the State of Connecticut.

SUPERINTENDENT: If I may, the Chief Academic Officer, too, will have probably double the responsibilities as an Assistant Superintendent. If you look at the layers there's only three, four Central Office left compared to if you look at the large urban school systems there's many layers of chief academic officers, chief talent officers, then they have levels of assistant superintendents, so, I mean, we would like to be able to provide more but we're really, as Commissioner Sweeney had indicated, you really only have three or four, that's it. Most of those positions are going into the schools. And with regards to the salary, I don't believe it's even as competitive as the large urban settings with regards to Hartford and Bridgeport and New Haven, those salaries. It's pretty conservative.

GUIDONE: I'd also add that we met earlier today with our State Consultant who advised us on a number of issues who reviewed the basics of this plan and thought it was responsive to the legislation.

HARVEY: Are we, these positions, are we going to post them or are they appointed?

GUIDONE: The proposal is for the Chief Academic Officer and Special Advisor to be appointed by the Superintendent, obviously with your approval, and the other positions, the other new positions in the chart are SAW positions and as such the hiring process would proceed just as we hire principals, assistant principals, and other SAW administrators which is advertising, screening, Board participation on the committee, and then ultimate recommendation to the full Board. So it would go through the exact same process as the other SAW positions, that would include the Instructional Directors, Director of Special Ed and Pupil Personnel, and the Talent and Professional Development Supervisor.

HARVEY: Did we put that in the job description that this is an appointed position? I don't believe we did.

GUIDONE: I don't believe it's that specific, no.

HARVEY: Do we plan to do that?

GUIDONE: We can add that. The SAW positions so indicate that they're SAW positions and subject to those negotiations which have actually taken place.

HARVEY: I'm just looking at in the future if we post this position; I guess if it's appointed, we need to...

GUIDONE: If they were to be posted there would be some more specificity on it.

STANGO: Any further questions? All in favor, opposed, motion carries. We're onto 12.2 and we have an updated version in your mini packet tonight of that job description.

12.2 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the job specifications for the position of "Instructional Leadership Director", as attached.

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

HARVEY: In the job description it states that this position will make recommendations for advancement. Now my question is who, based on what, based on, if the person in the "talent" position is the one who is involved with mentoring, etc., then how is it that this Instructional Leadership Director will be able to do that?

SUPERINTENDENT: They will be supervising and evaluating principals. Are you asking about the principal advancement or...

HARVEY: The teachers, I think it said teachers, to move teachers into different positions.

SUPERINTENDENT: I would need a clarification then.

GUIDONE: It would be a recommendation to the principals within buildings. The purpose of these individuals is to know their buildings, is to be in the buildings, know the teaching staff, know the structure of individual buildings and if there was some changes to be recommended to those cohorts that they are responsible for, that would be their job. You would expect them to know the most about their buildings than anybody else in the schools system, that's their purpose, that is their purpose. They would have a cohort of schools, let's say a director has six schools, you expect that director to know the inner-workings of those schools more than anybody else in this district. So we would want them to make recommendations on staffing within buildings, I would think.

HARVEY: It says here "make recommendations for the assignment of all teachers". That's what this position does.

GUIDONE: That was revised slightly in a revision to say "teachers to cohort principals". So yes, that's one of the slight revisions made on the revision sheet. You're right

Karen; it didn't mean all the teachers in the district, so it had to do with their specific cohort.

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

12.3 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the job specifications for the position of "Talent and Professional Development Supervisor", as attached.

STANGO: Motion made and seconded. Any discussion? Commissioner Coleen Flaherty-Merritt.

FLAHERTY-MERRITT: I actually just have a question under the distinguishing features of the class, it talks about CEU's and my understanding is that CEU's are actually disappearing so is that kind of a moot point?

SUPERINTENDENT: It could be and actually we can make that adjustment as we move forward.

GUIDONE: The assumption is that something will replace it so the reference was there as kind of a place holder as to whatever is going to replace CEU's.

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

12.4 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the job specifications for the position of "Chief Operating Officer & Chief of Staff", as attached.

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

12.5 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the job specifications for the position of "Director of Special Education and Pupil Personnel Services", as attached.

STANGO: Motion made and seconded. Discussion? Seeing none – all in favor, opposed, motion carries.

12.6 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Harkins, it was voted unanimously to approve the job specifications for the position of "Special Advisor to Superintendent", as attached.

STANGO: Motion made and seconded. Discussion? Vice President Harvey.

HARVEY: Just a remark here, I think it's very evident, as was pointed out in the newspaper, of the difference in salary. And you know I know it's been explained that it's

due to the grant and the responsibilities but it's very evident here of the difference in salaries and I think that just should be noted with this position. I would hope that the salary would be the same for both positions since both of the individuals in the former positions were paid the same. So I just thought I would state that.

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

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harkins, it was voted unanimously to approve to add Item #13.5 to the Agenda, 21st Century Grant Program summer appointments.

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

13. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file items 13.1 through 13.5, Superintendent's Notification to the Board, as listed:

13.1 Waterbury Arts Magnet School's Summer Arts Program appointments, salary according to individual's contract:

Bruce Post	Max. 40 hours	Scott Schulte	Max. 40 hours
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Music

Marianna Vagnini	Max. 40 hours
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Art

Joann D'Angelo	Max. 40 hours
Heather Maxen	Max. 40 hours
Michelle LeBlanc	Max. 40 hours

Paraprofessional

LaTonia Harris	Max. 45 hours
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Nurse

Dori Lodge	Max. 45 hours
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13.2 Maloney Magnet School's Summer School appointments, July 9 through August 2, salary according to individual's contract:

Administrator

Donna Cullen

Ann Drewry (Substitute)

Teachers

Margaret Palomba
Andrew Dunn
Barbara Moulthrop
Branden Strileckis
Cheryl Couture
Dana Cancro
Dana Verrastro
David Couture
Esther D'Esposito
Jennifer Calabrese
Jennifer Hibbs
Joanne Riback

Assistants

Kathleen Gee
Mary Turner
Deyanira Clark
Michael Rearson

Secretaries

Francine Hoft
Anna Perugini

Parent Liaison

Terri Grabowski

Jorge Irizarry
Judith Sidella
Marlene Madera
Melissa Boutote
Siobhan Kalnins
Terri Daly
Alzira Egan

Technology
Bob Calabrese
Michael Thompson (sub)

Paraprofessional
Deborah Price

13.3 Extended School Year appointments:

Name	School/Program	Position
Acevado, Aida	Bucks Hill	Para-Professional
Agrinzone, Kristy	Rotella	Para-Professional
Alonso, Miriam	Pre-School	Para-Professional - Sub
Arroyo, Maria	Bucks Hill	Para-Professional
Bassett, Stacey	Gilmartin	Para-Professional - Sub
Battle, Stanley	WSMS	Para-Professional - Sub
Beaudoin, Charlie	WHS	Para-Professional
Bennett, Crystal	Pre-School	Para-Professional
Biolo, Judy	Bucks Hill	Para-Professional - Sub
Brinton, Mellissa	Generali	Para-Professional
Brown, Lynn	Kingsbury	Para-Professional
Caisse, Ann	Bucks Hill	Para-Professional
Canfield, Kelley	Generali-CBL	Para-Professional
Cicchetti, Frank	Bucks Hill	Para-Professional - Sub
Cipriano, Lisa	Bucks Hill	Para-Professional - Sub
Colangelo, Tina	Bucks Hill	Para-Professional
Cosme, Iris	WSMS	Para-Professional
Crosby, Sharon	Wilson	Para-Professional
Cruz, Cynthia	Bucks Hill	Para-Professional - Sub
DeJesus, Maria	Bucks Hill	Para-Professional - Sub
Delmonico, Kathryn	Gilmartin	Para-Professional
Delmoral, Denise	Generali	Para-Professional
DiGioia, Susan	Kingsbury	Para-Professional
Dopp, Karen	Pre-School	Para-Professional
Drost, Mary	Gilmartin	Para-Professional
Dunlap, Laura	Generali	Para-Professional
Dwyer, Donna	Bucks Hill	Para-Professional
Esposito, Janet	WSMS	Para-Professional
Farina, Cheryl	NEMS	Para-Professional
Ferrucci, Colleen	Wilson	Para-Professional
Ferrucci, Michele	WSMS	Para-Professional - Sub
Field, Regina	NEMS	Para-Professional
Fisher, Deborah	Wilson	Para-Professional
Fitzpatrick, Kathy	NEMS	Para-Professional
Forestier, Sarah	Pre-School	Para-Professional
Franks, Kendra	WSMS	Para-Professional

Fransisco, Roxann	Generali	Para-Professional
Garafola, Denise	Wilson	Para-Professional
Garcia, Haydee	WSMS	Para-Professional - Sub
Geary, Elizabeth	Wendell Cross	Para-Professional
Graveline, Anne	NEMS	Para-Professional
Graveline, Anne	WHS	Para-Professional
Green, Melinda	WSMS	Para-Professional
Hall, Alexander	Generali	Para-Professional
Hardy, Paula	State Street	Para-Professional
Harris, Keisha	Wilby	Para-Professional
Hernandez, Sonia	Wilby	Para-Professional
Hill, Christine	WSMS	Para-Professional - Sub
Hunter, Zaire	Wilson	Para-Professional
Janatiss, Sherri	WSMS	Para-Professional - Sub
Koxha, Roseta	Wilby	Para-Professional
Kukaj, Faik	WSMS	Para-Professional - Sub
Levett, Latanya	WSMS	Para-Professional
Marshall, Danessa	NEMS	Para-Professional
McIntosh, Peggy	Wilson	Para-Professional - Sub
Melenciano, Sugely	Wallace	Para-Professional - Sub
Merrill, Sandra	Gilmartin	Para-Professional
Moran, Francine	Generali	Para-Professional
Mullen, Vickie	Rotella	Para-Professional
Narciso, Janet	NEMS	Para-Professional - Sub
O'Neil, Joe	WSMS	Para-Professional
Orsatti, Donna	Wilson	Para-Professional
Padua, Maria	Wilson	Para-Professional
Painter, Cynthia	Bucks Hill	Para-Professional - Sub
Pal, Fiaza	Bucks Hill	Para-Professional
Passmore, Kim	NEMS	Para-Professional
Pelletier, Joanna	Wilson	Para-Professional
Piccochi, Vinny	WSMS	Para-Professional
Prusi, Andrea	Pre-School	Para-Professional
Roberts, Marie	Wilson	Para-Professional
Saaidi, Ilham	WSMS	Para-Professional
Santiago, Genevieve	WHS	Para-Professional - Sub
Santopietro, Linda	Bucks Hill	Para-Professional
Scarduzio, Aimee	State Street	Para-Professional
Scott, Rebecca	Rotella	Para-Professional
Seely, Robin	WSMS	Para-Professional
Shepard, Dean	NEMS	Para-Professional
Smith, Julie	WSMS	Para-Professional
Spartas, Ann	Bucks Hill	Para-Professional - Sub
Sturdivant, Dolores	WSMS	Para-Professional
Taccardi, Florence	Bucks Hill	Para-Professional
Waldron, David	NEMS	Para-Professional

Whidbee, Audrey	State Street	Para-Professional - Sub
Wilson, Christine	WMS	Para-Professional
Yates, Vicky	Wilson	Para-Professional
Yelez, Mevelin	WMS	Para-Professional
Zima, Heather	WHS	Para-Professional
Zorskis, Patricia	WSMS	Para-Professional

Certified Staff	Site	Position
Jones, Heather	Bucks Hill- Annex	Eval Team - Sub
Draus, Lynn	District	Teacher of the Visually Impaired
Dwyer, Jennifer	Generali-ABA EESY	Substitute Administrator
Dwyer, William	State Street	Teacher
Fornita, Holley	WSMS-SCOPE	Special Education Teacher
Gagain, Lenore	Generali-ABA EESY	Substitute Administrator
Gibson, Jessica	District	Teacher of the Visually Impaired
Mikolsky, Gail	Wilson	Teacher

Resigned	Site	Position
Aronow, Emily	Generali	Para-Professional
Coviello, Catherine	BH- Annex	
Moore, Christina	Wilson	Special Education Teacher
Kasides, Karrie	NEMS-SCOPE	Paraprofessional
Agrizone, Kristy	Rotella	Para-Professional
Smith, Leslie	State Street	Para-Professional
Scanlon, Kathleen	WSMS-SCOPE	Special Education Teacher

13.4 Resignations:

Chaudhuri, Victoria, Supervisor of Science and Technology Education, eff. 7/06/12.
Knorr, Melissa – Kindergarten, Sprague School, effective 07/29/12.

13.5 21st Century Grant Program summer appointments:

Wallace Middle School-STEM Program

Extended Summer School for Middle School Downtown Academy/21st CLC Cohort 8,
Project #2

July 9 - August 6, Monday through Thursday, 8-12 PM

Marcy Pogodzienski David Sidella Debra Gluz Robin Davit

Walnut -Orange -Walsh Community Center

Extended Summer School Grades 1-8

Carrington School/Walsh School, Downtown Academy Middle School Services/21st CLC
Cohort 8/#3, Cohort 8/#2

July 9 - August 17, Monday through Friday, 8:30-2 PM

Michael Theriault Jahana Hayes Eric Feeney

Mattatuck Museum Theatre and Science Program

Extended Summer School Grades 3-5/Cohort 7, #1, Washington School/Wilson School
August 6 - August 17, Monday through Thursday, 8:30-12:15 PM

Chakisha Canady Darryl Parker Betzaida Vega

Zuheill Aviles

Molly Mendez

Teen Idol High School Performing Arts Program

Extension of the year-long program, located at West Side Middle School
July 9 - Aug 2, Monday through Thursday, 8:30-12

Michael Clark

Ralph Cantito

Emily Griffin

STANGO: Discussion? All in favor, opposed, motion carries. We're now up to Item #14, Unfinished Business from the Preceding Meeting Only. Item #15, Other Unfinished, New, and Miscellaneous Business. Vice President Harvey.

HARVEY: Thank you. First of all, I want to thank the Walsh School community for inviting me, actually the Walsh School students and staff, for inviting me to their fifth grade commencement ceremonies. It was very hot, very crowded, but the students looked very nice. Walsh School was the last school to officially close in the district, close meaning close for the school year, and it was a special celebration and I was happy to be part of that. The parents, knowing that it was a special celebration, thanked me for being there, but they did say well you're always here so we appreciate your being there, we appreciate the message. But they were a little disappointed that I was the only one there representing the educational system. Now I just thought, they asked me to say something, and I just thought I would say it, they know that everyone's busy, but they thought that they would have a show of support, not a talk of support, but a show of support, in light of everything that's been in the newspaper and the speculations and things of that nature. So I just thought I would say that and, again, they say that they know that the Superintendent's busy but a representative or someone from Central Office could have been there just to show a level of support. So, again, I just thought I would mention that and we would move on. But I just want to also say that the parents of the Walsh School district, the message that I gave them was a message specifically to the parents. A message of encouragement, a motivational message, a message to stay involved, and a message that they have a voice. Thank you.

STANGO: Thank you for that input Vice President Harvey. Commissioner Hayes.

HAYES: Yah, I think it's time for me to respond to what happened to me earlier. Just to clarify, what I'm saying is that if I see that happening, because that is the feeling that is out there, exactly what I said, that I will call that out. I don't see that happening now, I didn't mention it, I said it wasn't with those other two people, there are people that are out there that believe that. And what I'm saying is that I'll call that out. And I also believe that if it happened before under my leadership, as again I'm being attacked by this Mayor even when I was running with him and then getting an apology in the newspaper to my wife which was just ridiculous and now I get attacked again. I've been here for 12 years, I'm gonna be here for four more years, Mayor, you and I are gonna disagree, but if you don't want to hear the stuff that's being said out there I'm sorry, I'm just gonna tell you what's being said. If it was being said while you were on the Board while I was here, you had every right to bring that forward just like I'm saying I will do now if it happens. I didn't say it has happened, I said if it happens I will call it out.

STANGO: Any others?

HAYES: On another item.

STANGO: If it's another item hold on one minute. Mayor.

MAYOR: President Hayes, you, as a 12 year member of the Board of Education, should know better than anyone that saying that positions are "bought and paid for" is an innuendo and an allegation of criminal activity; it's an outrageous statement. You owe this Board an apology. More importantly, you owe the Superintendent an apology and this district an apology. Or, you can go to the FBI or the Chief State's Attorney's Office and report what you know which I would encourage you to do since you have alleged that there is a position in this reorganization plan that has been "bought and paid for". It's a very outrageous statement for a public official and you owe an apology or you should immediately contact the proper authorities to report what you know.

HAYES: If it happens, I will.

MAYOR: No sir, no sir, as a public official, as a public official if you're going to make that kind of outrageous statement either you are going to recant it or you should report it to the authorities. Either you should recant it and apologize, as a public official, as past president of this Board, as a member of this Board for 12 years or you should report it to the authorities.

HAYES: I will not be recanting it. Like I said, if it happens and I see that, then I will report it to the right authorities. What I'm saying is what is being talked about out there that I have to respond to, it's not an allegation that I made, it's simply what's being said out there, it's throughout the school system, and I just thought I want to make it clear that that's not happening here and that if it does we have an obligation to call it out.

MAYOR: So you're saying it's not happening?

HAYES: Right, I said that, it's proposed that that's what's happening. I see no evidence of it yet...

MAYOR: That a position has been "bought and paid for"?

HAYES: Yes.

MAYOR: So in other words, I guess what I'm hearing from you President Hayes...

HAYES: Former President.

HAYES: You're right, of course, I should know better than anyone, former President Hayes, what you're saying is that you're reporting rumors and innuendos to this Board in a public forum as a 12 year member of this Board you're reporting rumors and innuendoes that you're hearing in the district and you felt that that was necessary to bring that to this Board that there is positions, or a position, "bought and paid for" and that's a responsible act on your part, sir? I don't think so. You owe the Superintendent a major apology, sir.

HAYES: The accusation isn't against the Superintendent, sir.

MAYOR: Well who is the accusation against?

HAYES: No one because it hasn't happened. If it happens, I will say where it came from.

MAYOR: It's outrageous, it's absolutely outrageous. You really should consider resigning from this Board for making such an outrageous statement.

HAYES: I'm gonna be here for four more years, sir.

MAYOR: Of course you can be.

HAYES: Because I was elected to the position. I had some discussion about our budget.

STANGO: We'll get to that Commissioner Hayes. In light of all this, do you want to stick by your words; do you want to change the words at all?

HAYES: Again, they're not my words; it's what's out there. I've gotten phone calls today about the belief when this whole thing came out that there are people that have been going around in the system saying they already have one of these jobs. Okay, then if we vote for this, this is a million dollars to just take care of some people in the system that are already there where as people would prefer that we get new people involved. That's what I'm hearing and that's what I'm passing forward. But I said if it came to that, and when I tell people and I respond to that, I said there's nothing that I'm aware of that's going on like that. If it were to happen I would let people know about it and I will let proper authorities know about, I'll let whoever know about it. I just don't want people out there to continue this, to go on and on and on and we all act like it's not being said out there. That's all.

STANGO: So in other words you're reporting on what you heard?

HAYES: Absolutely.

STANGO: Alright. Your other item?

HAYES: With regard to our budget. I know it was reported in the newspaper that we supported it unanimously going forward. All we did was support bringing it to the Board for action. I don't believe that budget is a responsible budget that's including that two and a half million dollars which is our responsibility; it should be coming out of our general fund, to fund the opening of the Jonathan Reed School. I believe that those monies should be used to help improve the district. I know a speaker said this before but I've been saying this for months and it came out, there's an opportunity to get 4.3 million dollars to improve the school district, it shouldn't be going to help fund the opening of a school. Plus, we're gonna be opening another school next year at similar costs. We're using money that already had been left over from the Federal government from two years ago that luckily we had, which is another million and a half, and I just believe that we should get money from the State and I believe that first million dollars is a really good idea but the other three and a half million should be coming for other

efforts, whether it's literacy teachers, basically teachers – literacy and math teachers is what I thought we should be doing. The idea of that first million dollars going towards the reorganization to get people out in the field I think would go even further towards helping us to support those teachers that we could hire with those dollars as opposed to simply paying the salaries of the new school opening. And I won't be supporting that budget going forward. I'm fearful we're gonna have a hole in that budget if the State doesn't agree with us that simply funding the opening of a new school is an effort towards reforming the school district, I just don't believe that that's something that would happen and even if they did, I think we should be using those monies for other things and other resources rather than it should be our responsibility of simply funding the staffing of a new school.

STANGO: Any other discussion? Mayor.

MAYOR: I just would like to take this opportunity to commend Dr. Ouellette for the enormous effort that she's put into designing this reform package. I can tell you first hand that she's been working relentlessly in this district since the day she arrived here. She has done everything that this Board has asked her to do and more during the interview process and the contract process. She has visited all the schools which we all know was never done before. She has opened up lines of communication with the WTA in ways that have never been done before. She has opened up lines of communication with SAW in ways that have never been done before. Commissioner Harvey and I, back in May of 2009, heard clearly from the WTA membership that they were deeply disturbed, deeply disturbed by the leadership on this Board and deeply disturbed by the retaliation possibilities if they were to open up lines of communication because they had no confidence or faith in the former leadership of this Board. Dr. Ouellette has gone and mended all those fences, built confidence in the leadership from the WTA, the SAW, as well as Central Office staff, to move the district forward. She has designed a plan that will provide the necessary support to our school principals and our administrators and our teachers. We all know plans don't necessarily prove results so we're very anxious, all of us, especially because of the cost of this plan, to make sure that we get the results that we want. But we also know that if you always do what you always did, you always get what you always got, which is something that I used to say repeatedly to former President Hayes on this Board but we're at a new crossroads here, we are moving forward, we're providing a restructure that, as I said, provides support, mentoring, and accountability to our administrators and our staff and our students, of course, and, of course, the parents. We have, Dr. Ouellette has worked very, very hard in first seven months here to come up with this plan. Yes, it is expensive, we know that, we all know that, but we also know that we have not moved forward as a district. The status quo had been the same for the last several years and we know that we decided we were gonna hire a new superintendent to provide leadership and vision moving forward for the City of Waterbury and for our students and our district. And we've done that. And she's worked very hard to come up with this plan and I commend all of you for supporting her plan, I really do. It's a plan that gives us hope; it's a plan that gives parents hope, our fine staff of teachers hope, our administrators hope. Hope that we can move forward and really get down and find ways to improve our student scores, not only our test scores but confidence in themselves, confidence that our teachers know that they have the support of the district, and confidence for the general public because I've said this for months and years that I believe that the public has to have strong faith in our public school system. Our residents have to have strong confidence in our public

school system in order to move this City forward from an economic development point of view and every other possible view. So I just wanted to take this moment to publically thank Superintendent Ouellette, Paul Guidone, Anne Marie Cullinan, Dr. Paul Sequeira, for all the work that's been put into this plan. I think it's a great plan, I think that we have to continue to support these initiatives so that we, as I said, move this district forward in a positive direction. Thank you.

STANGO: Thank you Mayor. Any other New Business? Commissioner Brown.

BROWN: I noticed that in our packet of communications there was a report concerning the racial imbalance statistics for our school district and I would like to kind of propose that we have a workshop on this or have a deeper discussion of this and some plans to kind of look at this issue. I would just hate to see it placed on file; it's a very important issue. Thank you.

STANGO: Okay Commissioner Brown, it will be added as an agenda item at a workshop. Any other New Business? Commissioner Hayes.

HAYES: I'd just like to add my support for the Superintendent's plan and remind everyone under my leadership we worked hard to get her into this position and I guess everything that went wrong in this district was because of my leaderships so there's a lot of responsibility you're taking on now for that \$170 a month that you make. We have a new Superintendent here to lead us, okay; everything that went wrong was because of my leadership, that's what we're hearing now. So, we're gonna keep that up. So be ready for anything that goes wrong now is your fault, none of the rest of the Board, it now, all of a sudden, the Board President is responsible for all these things that happen but I guess anything positive happens that has nothing to do with you, the only . . . blamed by our current Mayor for anything that goes wrong. Just be prepared for that.

ADJOURNMENT

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Brown, it was voted unanimously to adjourn at 7:37 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, Harkins, Harvey, Hayes, Morales, and Sweeney. Also present were Dr. Ouellette (left at 8:05), Dr. Sequeira (left at 8:05), Mr. Guidone (left at 8:05), Mr. Frost (left at 8:05), and Mrs. Moran (left at 8:05).

The Executive Session ended at 8:20 p.m. with no votes taken.

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