

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Thursday, May 17, 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, Sweeney, and Van Stone.

ABSENT: Commissioner Morales.

ALSO PRESENT: Mayor O'Leary, Superintendent Ouellette, Assistant Superintendent 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 7:02 p.m. with a moment of silence.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

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

3. ROLL CALL

CLERK: Commissioner Brown.

BROWN: Present.

CLERK: Commissioner D'Amelio.

D'AMELIO: Here.

CLERK: Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: Present.

CLERK: Commissioner Harkins.

HARKINS: Here.

CLERK: Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hayes.

HAYES: Here.

CLERK: Commissioner Morales (absent). Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Van Stone.

VAN STONE: Here.

CLERK: President Stango.

STANGO: Here.

4. COMMUNICATIONS

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

1. Copy of communication dated April 27, 2012 from Civil Service certifying Sharon Romano for the position of Food Service Helper
2. Copy of communication dated April 30, 2012 from Civil Service certifying John Cross for the position of School Inspector/School Maintenance Manager.
3. Communication dated May 9, 2012 from State Representatives D'Amelio and Noujaim regarding the Board's communication of April 20, 2012.

STANGO: All in favor, opposed, motion carries.

5. APPROVAL OF MINUTES

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Van Stone, it was voted unanimously to approve the minutes of the Committee Meeting of February 22, 2011, Special Meeting of February 22, 2011, Rescheduled Regular Meeting of February 28, 2011, Committee Meeting of March 7, 2011, Regular Meeting of March 14, 2011, Committee Meeting of March 28, 2011, Regular Meeting of April 4, 2011, Committee Meeting of April 11, 2011, Rescheduled Regular Meeting of April 25, 2011, and Special Meeting of April 26, 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 Sweeney and duly seconded by Commissioner Van Stone, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 7:05 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.

Joseph Gambini, 43 Bateswood Road, Waterbury, had the following comments:

I am a former educator in the State of Connecticut. I started my teaching career in 1965 in Danbury. I then moved to a small town outside of Danbury . . . New Fairfield, I spent 29 years there. Upon leaving New Fairfield, I went to work for the State Department of Education and I was the English and Language Arts Consultant for grades six through 12. I did many workshops in the City of Waterbury at the urging of Amy DeLucia, former Reading Consultant on reading in the content area. I'm here to address the issues of the Literacy Academy. Before I go to my prepared remarks, I guess I'm a little dismayed that this may be a . . . conclusion based on a report in the Waterbury paper

the other day which says the Superintendent said she will replace the Literacy Academy model in every school beginning next year with the possibility of Wendell Cross. That statement was made prior to tonight's Board meeting so it seems to me the decision has been made before you came to this meeting. The other thing that I will go to is, and I realize that Mr. Puffer does not write the headlines, but the headlines in the newspaper on the 20th and the 18th were really disconcerting - "Literacy Academy in the Spotlight" and "Teachers' Union Fights Reading Reform". It certainly doesn't make the teachers' union look in a positive light if they're fighting reading reforms. But to my comments. Mr. Chairman, members of the Board of Education, Superintendent of Schools Ouellette, Mr. Mayor, I am here this evening to speak in support of continuing the Literacy Academies in the Waterbury schools. I was dismayed to read the article in the newspaper that said Dorothy Shelton conducted after three days in four schools, we can see that from the observed findings research based literacy instruction is not truly happening in the Literacy Academy. Literacy Academy has some research behind it, but is not accomplishing all that research tells us must be done for a solid instructions model of literacy for all students. A new district plan should be designed and implemented for literacy instruction. I noticed that tonight that was left out of her presentation as her conclusion. This is the conclusion she draws after only three days and four schools, three of which admittedly have failed, based on her observations, to implement instruction necessary to guarantee success. One cannot agree that her recommendations are grounded in solid research on literacy instruction, but one wonders about her heavy reliance on one researcher, Regie Routman, who, by the way, is not a researcher who rolls out staff development programs behind the book company. Another concern I have about the decision to replace Literacy Academies with another plan is the lack of hard data by the observer or what schools she was referencing in her report. Did she observe these problems in all schools she visited or only the three who have complained about having to implement the academies? The teachers and administrators referenced in the report also brought no substantial data to support their "feelings" about the problems with Literacy Academies. Many concerns raised by staff, which have found their way into the list of weaknesses, are contradictory. For example, teachers said that the plan worked at Wendell Cross which has a smaller school population, but wasn't working in a larger school. But administrators felt that the regrouping required by Literacy Academies worked better in larger schools with fewer special need students and in the upper grades only. Confusing, to say the least. If one reads this report critically and carefully, two facts surface. One - the problem lies not solely with the structure of Literacy Academies but more with poor implementation of the plan. In fact, Duggan School has discontinued Literacy Academy in grade one for this, changing teachers can be traumatic, and other reasons. As an aside, what were the other reasons not mentioned in the report? It is obvious as one reads the report than an agenda, not so well hidden, surfaces through the references in the report on page 11 that "however the Literacy Academy model is not the only instructional model that uses small group instruction". That statement was made repeatedly in the report. A close reading of this report reveals that all recommendations and comments do not support her original conclusion. I urge you to read or reread the report carefully and remember the statement on page eight that the centers "must have administrative and teacher buy-in for this to work". Does this buy-in exist? If not, why? And if not, and it appears not, this and any plan will fail. Thank you for your time.

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Van Stone, it was voted unanimously to return to the regular order of business at 7:13 p.m.

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

7. SUPERINTENDENT'S REPORT

OUELLETTE: I promise to be brief with my report.

Dr. Ouellette read and distributed the following report:

As we prepare to close out this school year, we have a number of school and district activities and celebrations:

The Positive Behavior Intervention Support Rewards Day at Quassy that was scheduled for May 15th and 16th was rained out and has been rescheduled for May 23rd and May 24th. Students in our middle and high schools that met the PBIS rewards program criteria have been scheduled to attend Hip Hop performances as their major reward. Some schools have already attended these performances; others will attend in the coming weeks. Later this month, select groups of elementary school students will travel to their district high school for a tour of the school and engage in informational, as well as fun activities led by high school students.

This Saturday is the Fourth Annual Waterbury Family Festival for children ages birth through kindergarten. This free event will take place from 10:00 a.m. to 1:00 p.m. in Library Park. It is sponsored by the Waterbury School Readiness Council and the Provider Network.

I will be conducting another Meet and Greet with parents of Bilingual Education or English as a Second Language students, or other parents who are more comfortable meeting in a Bilingual setting, on Monday, May 21st at Chase School. Although this meeting is held at Chase School, it is open to parents from throughout the district who might need or prefer translation services to participate.

The annual Olympics of the Mind competition will be held on Tuesday, May 22nd, from 9:00 a.m. to 1:00 p.m. at the Coco Key Water Resort Hotel and Convention Center. This event begins with teams of students in third and fifth grades competing against each other first as teams and then as individual students. The highest scoring team from each division will then compete for the city-wide title for third grade and fifth grade beginning at about noon. Parents of participating students are welcome to join us at noon. Please check with your school beforehand.

Our annual Superintendent's Student Recognition Awards will be held on two evenings next week, May 23rd and May 24th at 6:00 p.m. The first evening we will be honoring students in the elementary school grades. The second evening we will be honoring students in middle and high school, along with Adult Education. This is a new format where the students and the school principals will be seated up on stage throughout the program. I do hope you will be able to attend and join us onstage for this inspiring event. Please let Nancy Vaughan know if you will be attending one or both evenings so that she may list you on the program.

Also on May 23rd, we will be conducting a Teacher Recruitment Fair for certified educators and for those who will be eligible for certification for the 2012-2013 school year. Potential job candidates will have an opportunity to meet with district staff from 4:00 p.m. to 6:00 p.m. at Rotella Magnet School. We would like to encourage those educators interested in a career in Waterbury, especially in the fields of special services, bilingual services, math and science grades seven through twelve, Spanish, library / media services, and remedial reading to attend.

Generali School's Annual Memorial Day Service at the East Farms Cemetery will occur this year on May 29th, beginning at 9:00 a.m. The rain date is May 30th. Generali School fifth grade students and members of the Wallace Middle School Band will participate, along with many distinguished guests from the community. Each year at this event, the students and honored guests recognize those that are buried at the cemetery, including veterans who fought in the Revolutionary War, the War of 1812, the Civil War and World War I. Special recognition is given to the two unknown French soldiers who began the march with General Rochambeau to meet George Washington in 1781 but who died here in Waterbury.

The Special Education Department is sponsoring a Transition Resource Fair on Thursday, May 31st, at Kennedy High School from 6:00 to 8:00 p.m. in collaboration with the Regional Educational Service Center / State Education Resource Center (RESC / SERC). This fair will provide information on transition, guardianship, travel training, recreation, college, employment, and other topics of interest to those students who will be transitioning this year.

Our schools will be closed on Monday, May 28th, for Memorial Day. We will dismiss early on Wednesday, May 30th for Teacher Collaboration Time.

As you are aware, the legislature concluded its session last week. I attended the CABA Legislative Wrap Up on Tuesday, May 15th at the Legislative Office Building. We received this summary of action compiled by the Connecticut Association of Boards of Education:

2012 Legislative Session Adjourns

At midnight on May 9, the General Assembly concluded their 2012 regular session. In addition to adopting education reform legislation earlier in the week (see Advocacy Highlights, May 8) there was also action on a number of additional bills that impact public education. Fortunately, some of the proposed mandates that had been discussed – and in some cases acted upon by either the House or Senate – were not ultimately adopted.

The following bills were adopted by the legislature.

HB 5557, AN ACT MAKING ADJUSTMENTS TO STATE EXPENDITURES FOR THE FISCAL YEAR ENDING JUNE 30, 2013. The budget revisions include the following increases in education funding above the existing 2012-13 budget.

	Increase
Education Equalization Grants (ECS) Includes \$67.9 million for charter schools	\$118 million

Early Childhood	\$1 million
Sheff	\$4 million
Talent Development	\$7.5 million
Technology Improvements for Education Reform Districts	\$500,000
Science Programs for Education Reform Districts	\$455,000
Family Resource Centers	\$1.9 million
Parent Universities	\$250,000
Commissioner's Network	\$7.5 million
School Health Coordinator Pilot	\$200,000
Technical Assistance for Regional Cooperation	\$100,000
New or Replicated Schools	\$200,000
Bridges to Success	\$712,200
K-3 Reading Assessment Pilot	\$2,700,000
Vocational Agriculture	\$1.4 million
Priority School Districts	\$5.7 million
Interdistrict Cooperation	\$1 million
Magnet Schools	\$7 million
School Readiness Quality Enhancement	\$3 million

HB 5164, AN ACT CONCERNING REVISIONS TO THE MOTOR VEHICLE LAWS. Among other provisions, the bill continues the "A" endorsement for student activity vehicles, which are used to transport students to and from school sponsored events and activities. This endorsement was to have been eliminated on July 1, 2012. The bill also requires the Emergency Service and Public Protection Commissioner to complete state and national criminal history records checks for applicants for school bus and school transportation vehicle licenses within 60 days. Effective date: July 1, 2012

HB 5347, AN ACT CONCERNING THE REPORTING OF CHILDREN PLACED IN SECLUSION. The bill requires school boards and other entities providing special education to students, when reporting incidents where seclusion or restraints are used on a child, to indicate whether the use of seclusion was in accordance with the child's IEP or whether the use of either action was an emergency. The bill requires the State Board of Education to review the information on seclusion and restraints and summarize it, providing the summaries annually to the Committee on Children of the General Assembly. Effective date: July 1, 2012

HB 5348, AN ACT CONCERNING THE ADMINISTRATION OF MEDICINE TO STUDENTS WITH DIABETES, THE DUTIES OF SCHOOL MEDICAL ADVISORS, THE AVAILABILITY OF CPR AND AED TRAINING MATERIALS FOR BOARDS OF EDUCATION AND PHYSICAL EXERCISE DURING THE SCHOOL DAY. This bill:

- Allows qualified school employees selected by the school nurse or principal to administer an emergency glucagon injection to a student with diabetes, under certain circumstances.
- Requires the State Department of Education and the Department of Public Health to issue new guidelines by July 1, 2012 for students with life threatening

allergies to also cover students with glycogen storage disease. The plan must allow parents or guardians of students with the disease, or those they designate, to administer food or dietary supplements to their students on school grounds during the school day.

- Bars a school district from restricting the time or place where a student with diabetes may test his or her blood glucose levels.
- Updates and broadens the duties of a school medical advisor.
- Requires the State Board of Education to make curriculum materials available to school districts regarding training in CPR and the use of AEDs (earlier versions of the bill made this an instructional mandate).
- Requires public schools to include a total of 20 minutes of physical exercise in each regular school day for students in grades K-5 (This provision is also contained in SB 458). Current law requires daily physical exercise, but does not specify the length of time.

Effective date: July 1, 2012 except the provisions relating to students with diabetes and plans for students with glucagon storage disease are effective upon passage.

HB 5350, AN ACT CONCERNING THE EXPANSION OF THE PILOT STUDY OF BEST PRACTICES IN EARLY LITERACY AND CLOSING ACADEMIC ACHIEVEMENT GAPS. This bill did not pass, but the contents are included in SB 458.

HB 5353, AN ACT CONCERNING INDIVIDUALIZED EDUCATION PROGRAMS AND OTHER ISSUES RELATING TO SPECIAL EDUCATION. This bill:

- Requires a school district to meet with a special education student's parents, upon parental request, prior to a PPT meeting to discuss the PPT process and any concerns the parent has about the student.
- Requires school boards, upon request of parents, to provide them with copies of assessment and evaluation results at least three school days before the PPT meeting.
- Requires a school district to provide parents with SDE information and resources relating to IEPs as soon as a child is identified as requiring special education.
- Requires certification preparation programs to include instruction on implementing IEPs.
- Requires districts, as part of in-service training options for certified staff, to offer information on implementing IEPs.
- Requires special education teachers to complete at least 10 hours of training on implementing IEPs and communicating IEP procedures to parents as part of their professional development.
- Specifies the school district eligible for the Special Education Excess Cost Grant in cases where a child is placed in a school district other than their district of origin.
- Requires that an IEP for a child identified as deaf or hearing impaired to include a language and communications plan.

Effective date: July 1, 2012, except the provisions regarding special education and deaf and hearing impaired students take effect upon passage.

HB 5358, AN ACT CONCERNING AUTHORIZATION OF STATE GRANT COMMITMENTS FOR SCHOOL BUILDING PROJECTS. This bill authorizes state grant commitments for school building projects. Effective date: Upon Passage

SB 33, AN ACT CONCERNING DEPARTMENT OF TRANSPORTATION PROJECT DELIVERY. Among other provisions, this bill requires that before a public entity enters into a design-build contract of \$10 million or more to build a new school or renovate or reconstruct an existing school, it must determine if a project labor agreement is in the public's interest. (Project labor agreement is a pre-hire agreement covering the terms and conditions for all people working on the project). The legality of PLAs as applied to two state financed school construction projects is currently under litigation. Effective date: Upon Passage

SB 39, AN ACT CONCERNING REQUIREMENTS FOR EARLY CHILDHOOD EDUCATORS. This bill makes several changes to the law regarding early childhood educators' required qualifications, and includes programs accredited by the State Board of Education as among those from which individuals may earn a qualifying degree. Effective date: July 1, 2012

SB 40, AN ACT CONCERNING COLLEGE READINESS AND COMPLETION. Among other provisions, this bill requires, beginning by the 2014-15 school year, early assessment of eighth and tenth grade students for college readiness, and requires public high schools, the Connecticut State University system and the Community Technical Colleges to align their curriculum by the fall semester of 2016. The bill requires the Board of Regents, in consultation that the P-20 Council, to ensure that higher education works with the State Department of Education and school districts to use available methods to assess college readiness. Effective date: July 1, 2012.

SB 150, AN ACT CONCERNING FAMILY AND MEDICAL LEAVE BENEFITS FOR CERTAIN MUNICIPAL EMPLOYEES. This bill requires boards of education to grant paraprofessionals family and medical leave benefits when they have been employed by the board of education for at least 12 months and worked at least 950 hours during the previous 12 months. Paraprofessionals cannot accrue the necessary 950 hours until the Commissioner of Labor adopts implementing regulations. (Under federal law, all municipal employees are entitled to FMLA benefits if they have worked 1,250 hours). Effective date: Upon Passage.

SB 299, AN ACT CONCERNING MINOR REVISIONS TO THE EDUCATION STATUTES. Among other provisions, this bill:

- Requires RESCs that arrange for criminal background checks of school personnel to retain fingerprints and other identifying information for four years.
- Updates and broadens the school duties of school medical advisors.
- Allows Three Rivers Community College to operate an interdistrict magnet school and receive state magnet school grants.
- Gives the Hartford school district, as the successor operator of Great Path Academy magnet school the same state operating grants and allows it to charge sending districts the same tuition as it predecessor.

Effective date: Upon Passage, except for the provisions relating to school medical advisors and the Three Rivers Magnet School, which take effect July 1, 2012.

SB 300, AN ACT CONCERNING EARLY CHILDHOOD EDUCATION. This bill did not pass, but the provisions requiring a study of space for universal early childhood programs are contained in SB 458.

SB 382, AN ACT CONCERNING TEACHER CERTIFICATION. This bill requires teachers to obtain an early childhood nursery through grade 3 endorsement to teach kindergarten. Individuals with an elementary endorsement issued after July 1, 2013 who have been admitted to a teacher preparation program in the elementary endorsement area on or before the start of the 2012 fall semester, complete the program and receive the endorsement by July 1, 2017 will be allowed to teach kindergarten with that endorsement. Otherwise, elementary education endorsements issued on or after July 1, 2013 are valid only for grades 1-6. Effective date: July 1, 2012.

SB 384, AN ACT CONCERNING TEACHER PREPARATION. This bill requires the State Board of Education, in consultation with the Board of Regents for Higher Education, to study issues concerning teacher preparation, including requiring a minimum number of hours of student teaching, requiring a minimum cumulative grade point average of 3.0 and requiring students to meet the requirement of the academic program in the subject area in which the student plans to teach. The State Board of Education must report on the study and deliver a comprehensive set of recommendations to the Department of Education and the General Assembly's Higher Education Committee by April 1, 2013. Effective date: July 1, 2012.

The following bills were not adopted by the General Assembly

HB 5184, AN ACT CONCERNING DISSECTION CHOICE. This bill would have required a board of education to excuse a student from participating and or observing an animal dissection upon the written request of the student.

HB 5432, AN ACT CONCERNING SCHOOL-BASED ARRESTS. This bill would have required boards of education to adopt policies on the roles and responsibilities of police assigned to the school, and would have required that school-based arrests be included in the strategic school profiles.

SB 185, AN ACT CONCERNING NOTICE TO PARENTS OF STUDENT ATHLETES ABOUT CONCUSSIONS AND HEAD INJURIES. This bill would have required the State Board of Education to develop a written statement to inform parents of student athletes about concussions and head injuries, and would have required coaches to distribute the statement.

SB 284, AN ACT CREATING A CHILDHOOD IMMUNIZATION TASK FORCE. This bill would have established a task force to develop a plan to provide immunizations in the state.

8. PRESIDENT'S COMMENTS

STANGO: Any questions for the Superintendent. Thank you Superintendent. That was brief; mine is going to be even briefer. I meant to say this when the presenter was here before in my conclusion but, we will have Dr. Sequeira and company as an Agenda item at an up and coming Workshop so that they may have input into the Literacy Academy

also. So now onto the Consent Calendar. Does anyone wish to have anything removed from the Consent Calendar? Commissioner Harkins.

HARKINS: Item 9.16.

President Stango proceeded to read the Consent Calendar, items 9.1 through 9.15 and items 9.17 through 9.21, as listed.

9. CONSENT CALENDAR

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to approve the Consent Calendar, items 9.1 through 9.15 and items 9.17 through 9.21, as listed:

- 9.1 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of a Professional Services Agreement with Joseph Caiazzo, d/b/a Abbey Vending, Co., in the not to exceed total amount of \$85,580 for the period of July 1, 2012 through June 30, 2015, to provide courier services for the Department of Education.
- 9.2 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of a Professional Services Agreement with Joseph Caiazzo, d/b/a Abbey Vending, Co., in the not to exceed total amount of \$73,040 for the period of July 1, 2012 through June 30, 2015, to provide courier services for the Food Service School Lunch Program.
- 9.3 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply for the U. S. Department of Education's "Elementary and Secondary School Counseling" grant.
- 9.4 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply for the CT Office of Policy & Management "School Attendance Program" grant.
- 9.5 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply for the Connecticut State Department of Education "2012 – 2014 IDEA" grant.
- 9.6 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to participate in the William Caspar Graustein Memorial Fund "Discovery Grant" to support Waterbury's Bridge to Success Partnership.
- 9.7 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply for the following Program Improvement Projects for 2012/13 to the State Department of Education, Bureau of Health/Nutrition, Family Services and Adult Education, for funding consideration:
 - 21st Century Career Access Path (21st Century/CAP)
 - I-Best/Precision Manufacturing Initiative (I-BEST/PMI)

- 9.8 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of Amendment #1 to the Agreement with HRP Associates, Inc. for environmental consultant services for the Robinson/North Main - Jonathan E. Reed Elementary School project.
- 9.9 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of Amendment #1 to the Agreement with Svigals + Partners, LLP for architectural and engineering services for the Jonathan E. Reed School project.
- 9.10 With the approval of the Committee on Building, the Superintendent of Schools recommends approval the ED042/phase 3 for the Carrington Elementary School Project (State Project #151-0275 N).
- 9.11 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the ED042/phase 4 for the Carrington Elementary School project (State Project #151-0275 N).
- 9.12 With the approval of the Committee on Building, the Superintendent of Schools recommends approval to file a grant application (ED049) for the proposed Kennedy High School Additions & Alterations project.
- 9.13 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the preparation of schematic drawings and outline specifications for the proposed Kennedy High School Additions & Alterations project.
- 9.14 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the formation of a Building Committee for the proposed Kennedy High School Additions & Alterations project. Such Committee shall consist of Patrick J. Hayes, Jr., Coleen Flaherty-Merritt, Karen E. Harvey, Ann M. Sweeney, and Jason Van Stone.
- 9.15 With the approval of the Committee on Rules & Regulations, the Superintendent of Schools recommends approval of the revised "Field Trip" policy (#6030).
- 9.17 With the approval of the Committee on School Activities, the Superintendent of schools recommends approval of the use of school facilities, at no charge, by the following school organizations and/or City Departments, as listed.
- 9.18 With the approval of the Committee on School Activities, the Superintendent of Schools recommends that permission be granted to the following organizations for use of school facilities with fees as outlined in their attached use of Building permit and subject to the receipt of all necessary deposits, insurance information, and/or life guard/CPR certifications, as listed.
- 9.19 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to Dino Pantoni, KHS, and five chaperones to take 45 students to Agawam, MA on May 30, 2012 to visit Six Flags New England.

- 9.20 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to John Reed, CHS, and two chaperones to take 20 students to New York, NY on May 31, 2012 to visit the Museum of Natural History, Central Park Zoo, and Madame Tussaud's Wax Museum.
- 9.21 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to Fiona Docherty, WHS, and eight chaperones to take 80 students to Agawam, MA on June 5, 2012 to visit Six Flags New England.

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

10. ITEMS REMOVED FROM CONSENT

- 9.16 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, with Commissioner Harkins voting "no", to approve of the increase in the workday for elementary school teachers for the 2012/2013 school year as outlined in Article 3, Section 2 of the Agreement between the Waterbury Board of Education and the Waterbury Teachers Association (WTA).**

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

HARKINS: . . . I don't particularly like it for a couple of reasons and the contract says that we can do this, have the right to, but it also stipulates that we'll have negotiation for non-budgetary impact. Number one, I think that it would be prudent for us to have that conversation prior to this vote because if there are any hiccups in that process, we talked about working with the teachers, listening to the teachers, it's right in there, let's work that out. Sure we can say just do it and we'll talk about it later. That would make more sense . . . but last week when the question was raised, the answer was why are we doing it, because we can. Well, we actually haven't done it for however many months that that has . . . implemented. I don't think at this point, without having a conversation, that let's do it because we can, is enough. So that's my reason for my "no" vote this evening.

STANGO: Thank you Commissioner Harkins. Any other discussion? Motion has been made and seconded. All in favor, opposed.

HARKINS: No, aye.

STANGO: One opposed.

11. COMMITTEE ON RULES & REGULATIONS

- 11.1 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Van Stone, it was voted unanimously approve the revisions to the By-laws of the Board of Education, as attached, effective July 1, 2012.**

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

SWEENEY: First of all, I would like very much to thank again the Rules and Regs Committee; they put some very hard work and long hours into just this one segment of a whole list of other things that are on their plate. We met four times between January and May of this year to consolidate committees, to review bylaw language, and to bring forward to you the recommendations that you have tonight. The result of that work is that what we have, and what we believe we have, is a much leaner and more effective committee structure that will allow this Board to do the work that it needs to do in a much more timely fashion. We did have some discussion at the Workshop level last week in regards to some language, there was a suggestion, a request, to have "chairman" changed to "chairperson". That request has been met in all areas that do not refer to the Mayor which is Charter language, so you'll still see that "chairman" designation where it speaks to the Mayor's role as ex-officio Chairman of the Board is Charter language. So that change was made. All the other pieces of what you see before you tonight are what you review at the Workshop level; there have been no other changes. If you recall we reduced our committees from 13 to 8; we added language that specifies the duties of the President and Vice President. We added some language under the Committee on Policy that would, that makes a provision for the Committee to evaluate the effectiveness of all standing committees once every two years in the even years, in October of the even years. We made a language change for committee chairs to appoint a vice chair as opposed to recommending that they do. I think for the most part, we changed some of the names of the Committees, we now have the Committee on Policy, the Committee on Curriculum, the Committee on School Personnel, the Committee on School Facilities and Grounds, the Committee on Finance, the Committee on Grievances, and the Committee on Legislation. I think that's a brief background of all the changes that we made. Again, we did have the opportunity at the Workshop last week . . . to review those changes that were made and, hopefully, we can count on your support to get these changes moving. Thank you.

STANGO: Thank you Commissioner Sweeney. Any further discussion? Vice President Harvey.

HARVEY: Thank you Mr. President. Just to piggyback on those comments, the Committee did work hard with the consolidation of the Committees. I look forward to the Board taking the opportunity to balance off the chairpersons, the chairs of the Committees, so that we can work more efficiently. And I also hope that the Standing Committee Chairs will appoint a Vice President, a Vice Chair to assist in that regard. So, I'm looking forward to that and looking forward to us working a little bit more efficiently. Thank you.

STANGO: Thank you, Vice President Harvey. Any further discussion? Commissioner Brown.

BROWN: President Stango, just a point of clarification. It says adopted by the Board of Education on . . . and effective July 1. So do we need any other recommendation for the motion in order to change chairmanship, put this into effect, how does this work?

The Bylaws in the beginning state . . . Organizational Meeting December 1 so I don't want...

STANGO: I believe that when July 1 comes, there will be Chairpersons appointed to those Committees and I will take care of that as a duty of the President.

BROWN: But my question was do, the Bylaws now say by December 1 we'll have an Organizational Meeting . . . can we do that anyway or and I . . .

SWEENEY: We do that the following year because it's only in election year, it's only when new Board members come on that we have an Organizational Meeting.

STANGO: Commissioner Van Stone.

VAN STONE: Just to clarify, the Organization Meeting is when we elect our President and Vice President, those aren't changing.

BROWN: Okay. Thank you.

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

12. COMMITTEE ON SCHOOL PERSONNEL

12.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Hayes, it was voted unanimously that the request of Diurca Lugo-Tomasella for a lateral transfer from Supervising Vice Principal of Driggs School to Supervising Vice Principal of Reed School be approved, effective July 1, 2012.

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

TOMASELLA: I wanted to quickly thank the Board for this opportunity. I'm looking forward to working alongside Mr. Mendoza and assisting him in leading the school. I'm also excited for working with the Reed School community. So thanks once again.

13. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Harkins and duly seconded by Commissioner Van Stone, it was voted unanimously to receive and place on file items 13.1 through 13.10, Superintendent Notification to the Board, as listed:

13.1 Athletic appointments effective immediately:
Vecca, David – Head Baseball Coach, WHS.

13.2 Grant funded appointments effective immediately:
Deziel, Shelley – Secretary II, ECEP, 35 hours p/week, 12 months p/year, salary and benefits according to the SEIU Agreement.

13.3 Grade 8 to Grade 9 Summer Transition Program appointments, dependent upon student enrollment, salary according to individual's contract:

Crosby High School

Dana Jannetty – Lead teacher

Kristin Winstanley – English

Nikoleta Kollchaku – Math

Kennedy High School

Sean Phostole – Lead teacher

Anthony Caruso – English

Brigitt Szwaba – Math

Wilby High School

Evette Zappone – Lead teacher

Stephanie Gronda – English

Antonio Ursino – Math

13.4 Grade 5 to Grade 6 Summer Transition Program appointments, dependent upon student enrollment, salary according to individual's contract:

North End Middle School

Melissa Gugliotti – Lead Teacher

Jackie Nadeau – Reading

Michelle Bramble – Math

Marnie Lopriore – Math

Luanelly Iglesias – ELL

Daniel Bossolt – Reading

Geralyn Mastrianni – Reading

Ronald Brandes – Math

Maribeth Darrow – ELL

Wallace Middle School

Raymond Irrera – Lead Teacher

Natasha Rivera – Reading

Lisa Camilleri – Math

Donald Shulenburg – Math

Julio Bosques – ELL

Kara Mazurek – Reading

Aaron Thayer – Reading

Jennifer Magnavice – Math

Audra Perillo – ELL

West Side Middle School

Lori DiTillo – Lead Teacher

Gina Derasmo – Reading

Kimberly Carlone – Math

Mark Palladino – Math

Alberto Rodriguez – ELL

Kathleen Scanlon-Ferrucci – Reading

Doris Mancini – Reading

Michele Guglielmo – Math

Luis David – ELL

13.5 Early Reading First Summer School appointments, salary according to individual's contract:

Coordinator:

Laurie Moffo

Teachers:

Karen Sullivan

Jodie Vailonis

Louise Byron

Heather Fontaine

Karen Hanas

Gina Perrella

Katie Vensel

Para Professionals:

Sandra Dykes

Maritza Morales

Ivana Vega

Yolanda Velez

Janet Beaudoin

LaTeena Bartee

Deborah Recchioni

Jenna Gardner

Jeanette Sinclair-Shaw (Teacher Asst. Sub)

13.6 Summer School appointments:

District Coordinator Darlene Cofrancesco
District Subs Kenneth Cook Wendy Tyson Woods

BUCKS HILL

Lenore Gagain – Administrator
Carol Salvia - Secretary

Teachers:

Joanne Maldonado	Kindergarten	Traci Cianfagna	Grade 2
Tim Giammatteo	Kindergarten	Gina LaVallee	Grade 2
Michelle Montes	Kindergarten	Nicole Smolley	Grade 2
Susan Brown	Kindergarten	Nikki Barbieri	Grade 2
Jean Lyons	Kindergarten	Katie Pino	Grade 2
Karen Gaudiosi Angurio	Kindergarten	Bridgette Gomez	Grade 2
Ilea Gonzalez	Grade 1	Donna Lyons	Grade 3
Joseph Commendatore	Grade 1	Sally Olson	Grade 3
Sonya Fleming	Grade 1	Vanessa Salvador	Grade 3
Rebecca Gay	Grade 1	Shernett Evans-Foster	Grade 3
Amanda Nardella	Grade 1	Francene Ouellette	Grade 3
Megan Drewry	Grade 1	John Niemann	Grade 3
		Melissa Ciccone	Grade 3

KINGSBURY

Jennifer McAloon – Administrator
Norma Guedelha - Secretary

Teachers:

Jonna Maturo	Kindergarten	Christine Capaldo	Grade 2
Jacqueline Petrassi	Kindergarten	Cherie Corbo	Grade 2
Nicole Dean	Kindergarten	Rachel Cardella	Grade 2
Eric Feeney	Grade 1	Allison Damon	Grade 2
Cindy Albizu	Grade 1	Cheyenne Walent	Grade 2
Zita Blake	Grade 1	Stephen Derasmo	Grade 3
Steven Perez	Grade 1	Lee DiBella	Grade 3
		Jessica Sconziano	Grade 3

GENERALI

Kathy Stamp – Administrator
Tania Mendoza - Secretary

Teachers:

Lauren Argenta	Kindergarten	Carla Parrillo	Grade 2
Amy DeSantis	Kindergarten	Elizabeth Whitney	Grade 2
Rebecca Harrison	Kindergarten	Shana Cantoni	Grade 2
Jennifer Dwyer	Kindergarten	Allison Torrente	Grade 2
Stephanie Allen-Weed	Kindergarten	Cody Lanouette	Grade 2
Kim Neumann	Grade 1	Stephen Carosella	Grade 3
Amy Manning	Grade 1	Timothy Coughlin	Grade 3
Melissa Howles	Grade 1	Nancy Silva	Grade 3
Stefanie Dyer	Grade 1	Joe Silva	Grade 3
Ali Damon	Grade 1		

WENDELL CROSS

Joseph Amato – Administrator

Karen Elwell - Secretary

Teachers:

Michelle Cervero	Kindergarten	Elizabeth Gedraitis	Grade 2
Suzan Patrick	Kindergarten	Allison Damon	Grade 2
Marnee Capobianco	Grade 1	Amanda Gilligan	Grade 3
Flora Dika	Grade 1		

WASHINGTON

Roxanne Augelli – Administrator
Diane Kuskowski - Secretary

Teachers:

Alicia Schiavo	Kindergarten	Emily Byron-Shington	Grade 2
Elona Bala	Kindergarten	Robert McGrath	Grade 2
A. Fernandez	Grade 1		
Jay Lanouette	Grade 1		

GILMARTIN

Claudia Biello – Administrator
Janice Rinaldi - Secretary

Teachers:

Diane Quatrano	Kindergarten	Lauren Abarzua	Grade 2
Michele Parks	Kindergarten	Jenna Davino	Grade 2
Alicia Brandes	Kindergarten	Gina Derasmo	Grade 2
Nilsa Garcia	Kindergarten	Lorraine Trudeau	Grade 2
Christine Diorio	Kindergarten	Kelly Croce	Grade 3
Michelle Maghini	Grade 1	Aurea Perez	Grade 3
Maryann Perugini	Grade 1	Chelcey Williams	Grade 3
Marnie Ford	Grade 1	Karen Cavanaugh	Grade 3
Linda Friez	Grade 1	Lucia Sheetz	Grade 3
Koulla Santiago	Grade 1	Mark Esposito	Grade 3
		Kelley Brooks-Wells	Grade 3
		Jason Dombrowski	Grade 3

WILSON

Robin Henry – Administrator
Lisa Mucherino – Secretary

Teachers:

Sara Leo	Kindergarten	Terri Martinelli	Grade 2
Betzaida Vega	Kindergarten	Stephanie Purcaro	Grade 2
Sarai Gutierrez	Kindergarten	Haley Bride	Grade 2
Katie Vensler	Kindergarten	Katherine Card	Grade 3
Ashley Mucciaro	Grade 1	Allison Lanouette	Grade 3
Angela Shea	Grade 1	Angela Ciccone	Grade 3
Chakisha Canady	Grade 1	Karen Hanas	Grade 3
Orlando Ruiz	Grade 1	Meghan Manning	Grade 3
Alyssa Kirschner	Grade 1		

13.7 Extended School Year appointments, salary according to individuals' contract:

Last Name	First Name	Position	School/Program
Bergin	Maureen	Special Education Teacher	Bucks Hill Annex- Pre-K
DiFederico	Sharon	Special Education Teacher	Bucks Hill Annex- Pre-K
Esposito	Cara	Special Education Teacher	Bucks Hill Annex- Pre-K

Barille	Veronica	Speech and Language Path.	PreSchool Evaluation Team
Atkins	Debra	School Social Worker	PreSchool Evaluation Team
Burke	Heather	Special Education Teacher	PreSchool Evaluation Team
Drechsler	Jennifer	Special Education Teacher	PreSchool Evaluation Team
Aronheim	Lindsey	School Psychologist	PreSchool Evaluation Team
Labagh	Michael	Special Education Teacher	Bucks Hill School
Murphy	Amy	Special Education Teacher	Bucks Hill School- CoTaught Kind.
Compagna	Amanda	Special Education Teacher	Rotella/Maloney Schools
Normandin	Susan	Special Education Teacher	Generali School
Tedeschi	Shontell	Special Education Teacher	Generali - Center Based Learning
Coords	Elizabeth	Special Education Teacher	Gilmartin School
LaValle	Alexa	Special Education Teacher	Gilmartin School- CoTaught K
Pierce	Karen	Special Education Teacher-Sub	Kingsbury School
Stolfi	Maribeth	Special Education Teacher	State Street School
Jasiulevicius	Margaret	Special Education Teacher	State Street School
Martin	Stephanie	Special Education Teacher	State Street School
Lavasseur-Burke	Justine	Special Education Teacher	Washington School-W. Cross
Moore	Christina	Special Education Teacher	Wilson School
Barbatti	Donna	Special Education Teacher	Wilson School- Essential Skills
Lang	Christine	Special Education Teacher	North End MS- Autism
Murray	Lorraine	Special Education Teacher	North End MS- SCOPE
Collette	Kim	Special Education Teacher	North End MS- Res Rm/Inclusion
Scanlon	Kathleen	Special Education Teacher	West Side MS- SCOPE
Kiraly	Monica	Special Education Teacher	WSMS - Res Rm/Inc/READ180
Calma	Marie	Special Education Teacher	West Side MS- CBT
Perusse	Joseph	Special Education Teacher	West Side MS-CBT
Schain	Lisa	Special Education Teacher	West Side MS- CBT
Delano	Teresa	Special Education Teacher-Sub	West Side MS- CBT
Rinaldi	Lori	Transition Coordinator	West Side MS
Bacote	Tiffany	Special Education Teacher	Wallace MS- SCOPE
Rusc-Maffia	Kimberly	Special Education Teacher	WMS - Resource Rm/Inc
Dudginski	Charlene	Special Education Teacher	Wilby HS- Essential Skills
Falzarano	Kathleen	Sign Language Interpreter	Maloney School
Dreher	Betsy	Audiologist	District-wide
Lapointe	Cheryl	Speech and Language Path.	District-wide
Benner	Danielle	Speech and Language Path.	District-wide
Bandurski	Andrew	School Social Worker	State Street School
Pepitone	Dawn	Sign Language Interpreter	West Side Middle School

EESY

Leclerc	Tracy	Special Education Teacher	Wallace ABA-EESY
Mailman	Bryan	Special Education Teacher	Wallace ABA-EESY
O'Brien	Cara	Special Education Teacher	Generali ABA-EESY
Mulligan	Rhea	Special Education Teacher	Generali ABA-EESY
Fortier	Danielle	Special Education Teacher	Generali ABA-EESY
Lopez	Francesca	Speech and Language Path.	Generali/Wallace ABA/CBC-EESY

Non Certified-Paraprofessional Staff

Duka	Florida	Paraprofessional	WSMS- CBT Program
Leonardo	Viola	Paraprofessional	WSMS- CBT Program
James-Powell	Natalie	Paraprofessional	WSMS- CBT Program
Phelan	John	Paraprofessional	WSMS- CBT Program
Cosme	Iris	Paraprofessional	WSMS- CBT Program
Sweatt	Sharon	Paraprofessional	WSMS- CBT Program
Acosta	Ann	Paraprofessional	WSMS- CBT Program
Seeley	Catherine	Paraprofessional	WSMS- CBT Program
Coit	Tracy	Paraprofessional	WSMS- CBT Program

Cianciola	Ann	Paraprofessional	WSMS- CBT Program
Curtain	Stephen	Paraprofessional	WSMS- CBT Program
Muca	Rovena	Paraprofessional	WSMS- CBT Program
Deen	Shafiela	Paraprofessional	Bucks Hill School
Felton	Margaret	Paraprofessional	Bucks Hill School
Cruz	Maria	Paraprofessional	Bucks Hill School
Nowell	Delores	Paraprofessional	WSMS- CBT Program
Ferrucci	Lisa	Paraprofessional	WSMS- CBT Program
Rouleau	Paula	Paraprofessional	Bucks Hill School
Andujar	Yaritza	Paraprofessional	Kingsbury School
McKay	Mary	Paraprofessional	Kingsbury School
Alvarez	Isory	Paraprofessional	WSMS- CBT Program
Kasides	Karrie	Paraprofessional	NEMS- SCOPE
Solla	Nydia	Paraprofessional	NEMS- SCOPE
DePaulo	Leslie	Paraprofessional	WHS-Essential Skills
George	Kendra	Paraprofessional	WHS-Essential Skills
Smith	Leslie	Paraprofessional	State Street School
Harrison	Arthur	Paraprofessional	State Street School
Franklin	Deborah	Paraprofessional	Wilson - Ess Skills
Aronow	Emily	Paraprofessional	Generali-CBL
Colangelo	Sharon	Paraprofessional	Generali CBL
Luzio	Eugenia	Paraprofessional	Gilmartin Co-K
O'Donnell	Jackylin	Paraprofessional	Gilmartin Co-K
Bovat	Susan	Paraprofessional	Maloney School
Coviello	Cathy	Paraprofessional	Bucks Hill Annex- Pre-K
Schless	Bonnie	Paraprofessional	Bucks Hill Annex- Pre-K
Farrington	Gina	Paraprofessional	Bucks Hill Annex- Pre-K
Hunter	Beverly	Paraprofessional	Bucks Hill Annex- Pre-K
Couture	Stacy	Paraprofessional	Bucks Hill Annex- Pre-K
Korbusieski	Natali	Paraprofessional	Bucks Hill Annex- Pre-K
Laggis	Patty	Paraprofessional	Bucks Hill Annex- Pre-K
Maghini	Michele	Paraprofessional	Gilmartin School
Harris	Latonia	Paraprofessional	WSMS- CBT Program
Alicia	Luz	Paraprofessional	WSMS- CBT Program
Ivers	Elizabeth	Paraprofessional	WMS- Scope
Thurston	Brenda	Paraprofessional	WMS- Scope
Ward-Watson	Sarah	Paraprofessional	WSMS- CBT Program

Staff indicated as Sub will receive assignment based on enrollment

13.8 Teacher new hires:

Hutton, Robert Wayne – WMS Numeracy, 6th yr/step 1, eff. 04/02/12.

13.9 Retirements:

Allard, Mary – CHS Special Education, effective 06/30/12.

Hlavacek, Elaine – Supervisor of Special Education, effective 08/31/12.

Plocha, Janice – Regan School Kindergarten, effective 06/30/12.

13.10 Resignations:

Eckart, Kari – Kingsbury School Grade 4, effective 06/20/12.

STANGO: All in favor, opposed. Item #14 – Unfinished Business of Preceding Meeting Only. Item #15 – Other Unfinished, New, and Miscellaneous Business. Vice President Harvey.

HARVEY: Thank you, Mr. President. I just want to quickly thank the Superintendent for attending, well actually you had to attend, the "Meet and Greet" at the WOW Community. It was a great, great "Meet and Greet". I hate to say it but they want another "Meet and Greet". We'll try to get one before the winter hits because it's very interesting around the winter time. Anyway, the parents, the community, just loved the fact that you would come into their community and spend time with them. And they're very appreciative. I just wanted to thank you for doing that.

Next, I don't know if Mr. Gambini is still here, but he reminded me of something I wanted to recommend, and I guess I'll have to wait for this, but I recall asking or saying or stating that we needed to change our public speaking time from three minutes to five so that it would be consistent with the Board of Aldermen. So I would propose that, that we look at that at least, so that our taxpayers, parents, etc. have enough time to address the Board. Thank you.

STANGO: Thank you, Vice President Harvey. Any other discussion? Yes, Commissioner Sweeney.

SWEENEY: I want . . . and I hope you all took the time to read the letter from Representative Noujaim and D'Amelio. I first of all want to thank the Legislative Committee who worked very hard, did a lot of studying, there was a lot of material to go through, SB24, to come up with some recommendations to bring to their Board and to ask for their support for those going forward to our legislators so they would have the information we felt they needed to make a sound decision on SB24. I think you can see from that letter that we certainly achieved our goal. This is the way that Committee should work. They knew going in before they hit that floor exactly where we stood on that issue and they advocated for us. So I want to extend my thanks to our State delegation as a whole, but in particular, Representative Noujaim and Representative D'Amelio, for giving us that feedback because it's very critical that we get that kind of feedback. They heard us, they took our message to Hartford, and they advocated for us and we are very grateful for the work that they do up there each and every day. I just wanted to mention that.

STANGO: Thank you Commissioner Sweeney. Any other further comments under New and Unfinished Business?

ADJOURNMENT

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Van Stone, 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 were: President Stango, Commissioners Brown, D'Amelio, Flaherty-Merritt, Harkins, Harvey, Hayes, Sweeney, and Van Stone. Also present were Dr. Ouellette and Paul Guidone. The Executive Session ended at 8:28 p.m. with no votes taken.

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