

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Thursday, March 1, 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: Superintendent Ouellette, Assistant Superintendents Cullinan and Sequeira, Chief Operating Officer Paul Guidone, Director of Personnel Ron Frost, and Education Liaison Mary Ann Marold.

1. SILENT PRAYER

President Stango called the meeting to order at 6:40 p.m. with a moment of silence.

STANGO: Before we start our silent prayer, again, this is becoming a habit and I hate to see this because we're losing a lot of good people. But I want to draw attention again this evening to a past former teacher. In our prayer this evening I ask that you remember Mr. Frank Granato who recently passed away. Frank was a longtime teacher and coach in Waterbury and he was also my cousin. He taught at Walsh School, Wilby High School, Kennedy High School. He was a well-respected and model teacher for our district. Frank was well-known by many in the Waterbury community. He was a true gentleman who treated all his students as he would treat his own large family. We remember his service tonight.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

John Theriault 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 (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 Sweeney, it was voted unanimously to receive and place on file the following communications:

1. Email communication dated February 15, 2012 from Athena Wagner regarding Black History Month.
2. Communication received February 16, 2012 from Paul D'Angelo regarding a K – 3 Reading Program.
3. Copy of communication dated January 27, 2012, and received February 16, 2012, from April Kennedy to Dr. Ouellette regarding her child.
4. Copy of communication dated February 1, 2012, and received February 16, 2012, from April Kennedy and Forrest Little to Mrs. Marold regarding their child.
5. Copy of communication dated February 22, 2012 from Civil Service certifying Eileen Dalton for the position of Office Aide.

STANGO: All in favor, all opposed, motion carries. Communications received and placed on file.

5. APPROVAL OF MINUTES

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to approve the minutes of the Committee Meeting of December 8, 2011, Rescheduled Regular Meeting of December 15, 2011, Committee Meeting of January 12, 2012, Regular Meeting of January 19, 2012, Committee Meeting of January 26, 2012, and Regular Meeting of February 2, 2012.

STANGO: All in favor, opposed, motion carries.

6. PUBLIC ADDRESSES THE BOARD:

Upon a motion by Commissioner Hayes and duly seconded by Commissioner Sweeney, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:44 p.m.

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

John Theriault, 40 Brackenridge Drive, had the following comments: President Stango, Superintendent, Board of Education members, Dr. Sequeira, Anne Marie Cullinan, and the general public, I'm here this evening, I had a letter all written that I was gonna read to you but I thought it would be too much of a Monday morning quarterback speech and pontificating to you and I don't think you need that. But I did want to bring your attention to, I have been following the CMT scores very carefully over the years with all due diligence and this is really not the Board of Ed's report card except, it's not the current Board of Ed members report card but somewhat of the people that were a part of this Board during the last year when the CMT's and the CAPT's were given. And the little report I put in front of you is really a report that reflects the number of students that are at proficiency with regard to the particular scores on the CMT's and the CAPT's. We have about 27 schools, and there are 20 schools on this list, that have scores that are below the 50th percentile. Now I don't mean the actual scores, what this really means is, for instance, if you see a school with a 25 percentile, that means 25 percent of the kids are at proficiency and 75 are not. If you see a 40 for instance, the first figure, 40 percent of the kids are passing and 50 percent are not. I find these, when I put these to paper I found it very, very disturbing to see the number of schools and the number of grades in these schools that, the particular student bodies are not reaching 50 percent or above. It's very concerning and it's very alarming to me, it's very alarming to see a score, for instance, one of these schools is at a 15.4 percent. Eighty-five percent of the kids in this particular grade and school are not reading to proficiency. I find that uncognizable, I find that abominable, and I accept some responsibility for it because I was on the Board at the time when this test was given. But I do want to bring your attention to it. And the other thing I want to bring your attention to is there was an article in the paper recently regarding the District Improvement Plan. Now the District Improvement Plan calls for a five percent increase over a three year period. But the five percent is not predicated on 100 percent, the five percent is actually predicated on the base score. So the five percent would be predicated on the base score, so if a school got a score of 30 percent, they would only have to get a 1.5 increase in that year, 1.5 in the next, 1.5 next, for a total 4.5 percent increase over a three year period. I think the Superintendent will step up to the plate. I know Mayor O'Leary will step up to the plate. And I know this Board will step up to the plate and demand accountability and reform.

Mayor Neil O'Leary had the following comments: I just wanted to call your attention to this article in today's paper about this young lady at Kennedy High School who's a senior named Angela Carr. Angela is in the SOAR Program, she's 17 years old, as I said she's a senior and she recently won a statewide speaking contest. And I thought, we hear so many different things about our school district from time to time and it's nice to be able to acknowledge those students in the district who go above and beyond. And certainly by being a member of a SOAR, it's above and beyond, but by winning this prestigious award, I just wanted to acknowledge it publically. I will be inviting Ms. Carr down to my office to give her a proclamation on her accomplishment and I will be letting you know and inviting you as well.

I also wanted to tell you about an experience I had at the Palace Theater, I think it's about two weeks ago now. I was asked to go to the Palace Theater and "shake the bucket", if you will, for the Campership Fund the night that they hosted *Shrek*. I believe it was two weeks ago, I don't know, the time just goes by now, I'm in a blur, and I was out there shaking the bucket and there was a young lady who came up to me, she was about 10 years old and she was digging through her pocketbook and she kept digging through her pocketbook and digging through her pocketbook and she was trying so desperately to find some money and she finally did and she pulled out a dollar bill and she put it in my bucket. My first reaction was to take the dollar bill and give her 10 back but I was so struck with her determination to make sure she donated and I wanted to see if she understood what she was donating to so I said to her, I said "do you know where this money is going?" and she said "to the poor kids". I said "do you know what the Campership Fund is?" and she said "yes, I do" and she said "I want to go to that camp someday", talking about Camp Mataucha in Watertown. And I asked her what her name was and her name was Neisha and I said where do you go to school and she said Bucks Hill School. So I have one favor to ask of you, Dr. Ouellette, I don't know how many Neisha's there are at Bucks Hill School but I would like, I think she's around ten, she's this beautiful little girl and her hair was in pigtails that night so I'd like to find out who she is and go to the school, maybe with you Dr. Ouellette, and acknowledge her generosity and her care for those less fortunate. So I thank you all for being here tonight, I hope you have a wonderful evening, your Agenda looks rather short. I was very impressed with the speech from Commissioner Theriault when he sat next to me over there; tonight's speech was about 30 minutes shorter than normal. I hope you all have a great night. Thank you.

Sherry Lounsbury, 66 Revere Street, had the following comments: I'm a mother of four. I have two children currently enrolled in the Waterbury Public Schools and my oldest daughter, Jocelyn, now attends a New Haven Magnet School. While I appreciate what Waterbury is endeavoring to do to make their school system better, I also believe that our children should be allowed the opportunity to attend other magnet schools that are offered to them. However, we're here tonight because Waterbury Public Schools does not participate with the New Haven Magnet Schools when it comes to transportation. Whereas, we've been able to work out to bring her to a bus stop in Naugatuck, I feel like a lot of other families are discouraged when they see that their child could not be transported from Waterbury to their New Haven Magnet School of choice and I think as parents we should be able to allow our children to go to schools where they're going to be happy, where they're gonna get a good education and enjoy their education. So we're coming before you just hoping that you will review your policies on participating with the New Haven Magnet Schools. We did address a letter to the Board of Ed in January. I'd like for my daughter, Jocelyn, to speak as to why going to a New Haven Magnet School has benefited her.

Jocelyn had the following comments: Going to a New Haven Magnet School, Hyde specifically, is very beneficial to my academic career. I say this because the school focuses on the health sciences and sports medicine. I want to make a living in the medical field so attending this school gives me a head start in my career and more knowledge in the field. Transportation shouldn't be something I should have to be concerned about and I would like it if it could be figured out for us to have a bus stop closer. Thank you.

Candace Eggleston, 78 Hidden Pond Road, had the following comments: My daughter also attends the Hyde Leadership Academy and she actually was a student at the Waterbury Arts Magnet School. So we had the opportunity to participate in the magnet school in the City from sixth to ninth grade and we did the change for the choice in the education, my daughter is a great basketball player and enjoys it. At Hyde Leadership they have a smaller setting, it does focus on the leadership part in the education and she's just flourished this year. She does have a few words that she'd like also to say.

Mia Eggleston, 78 Hidden Pond Road, had the following comments: I'm a sophomore at Hyde Leadership. And the reason why I wanted to go to a regional magnet school in New Haven is because it has better opportunities for me. I attended Waterbury Arts Magnet School and I went from sixth to ninth grade. The education was good there and I was satisfied but the school didn't have any sports and that's why I'd rather go to a school that had sports. I enjoy everything about Hyde Leadership and there's classes like Biomedical Science that I participate in and team building activities with all the students. This year in this school I have realized I have leadership abilities. As a student who lives in Waterbury, I'm asking you to participate with the regional magnet schools in New Haven which would allow me to receive transportation to and from school. I thank you for the opportunity to speak.

LOUNSBURY: We just want to say thank you and, once again, we appreciate your consideration to participate in it. It really does make a difference for families. Thank you.

STANGO: Thank you for coming.

Upon a motion by Commissioner Hayes and duly seconded by Commissioner Sweeney, it was voted unanimously to return to the regular order of business at 6:57 p.m.

STANGO: So moved.

7. SUPERINTENDENT'S REPORT:

Dr. Ouellette read and distributed the following report:

The State Legislature held two Public Hearings last week on Governor Malloy's education reform proposals. According to reports, Education Commissioner Pryor explained to legislators Wednesday that it would not be in the best interests of children to delay any of the education reforms. Previously, representatives from the State's two teachers unions, CEA and AFT, had argued in favor of delaying some reforms until the State's new teacher evaluation system had been adopted.

This week, Governor Malloy announced that he will take his messages on education reform to voters across the state, beginning with a forum tonight in Hartford. This initial discussion will be followed up with events in West Hartford on March 6th, New Haven on March 13th, Windham on March 14th, and in New London on a date still to be determined. Additional dates and locations will likely be added. We will seek assistance from Mayor O'Leary to have the Governor present in Waterbury.

The federal government granted the State of Connecticut extra time to prepare an education waiver request for No Child Left Behind. That deadline was extended to February 28, 2012. The State Board of Education has endorsed the waiver request and will post it on the State's website at www.ct.gov/sde. Parts of the application are available, including parts one, two and three. The federal government granted waivers to ten states earlier this month, including Massachusetts and New Jersey.

I have been invited to present at a meeting of the Parents Supporting Education Excellence group on Monday, March 5th. Many topics on education including the school district's organizational structure and school reform will be discussed.

Congressman Chris Murphy is planning to conduct a forum on "Improving Connecticut's Classrooms By Reforming No Child Left Behind" on Tuesday, March 6th from 4:30 p.m. to 6:00 p.m. at Kennedy High School.

The Black History Month presentation and dinner for the students of the Bunker Hill State Department of Education after school program was postponed until Wednesday, March 7th. The students will display their projects from 6 to 6:30 p.m., with dinner to follow at 6:30 p.m.

We have received good news that the Connecticut Department of Transportation has placed our District on a short-list for a \$500,000 Safe Routes to Schools grant to improve sidewalks in the area of Gilmartin School. In order to receive funding, we will need to hold a public informational meeting on the project and submit a resolution from the governing body endorsing the project. A notice of the meeting, a report on the meeting and the resolution must be received by the Department Of Transportation's Safe Routes to Schools Coordinator within three months.

We have experienced only one weather closing since the October storm. It is reasonable to announce that parents and staff may now proceed with plans for the Spring recess in April. The last day of school is now projected to be June 19th. This would leave sufficient accommodation should we experience any further inclement weather in March. Hopefully not. Staff will be informed of this notice tomorrow and the announcement will also be placed on our website. Respectfully submitted.

STANGO: Thank you Superintendent Ouellette. You're a very optimistic person to think that we are finished with the weather and I'd like to tell that to my plow man. Vice President Harvey.

HARVEY: Dr. Ouellette, on March 5, where will that be?

SUPERINTENDENT: That will be. I don't have the official notification. I can email it to you, apologies.

HARVEY: And there is the Black History Month presentation, where is that?

SUPERINTENDENT: That's at Bunker Hill.

HAYES: Just a quick thank you to Dr. Ouellette. You came in with a storm but once you got in here, everything seemed to calm down. You've done a great job with that.

OUELLETTE: It's just the woman's touch.

STANGO: She has a calming effect on everyone. Any others?

8. PRESIDENT'S COMMENTS:

STANGO: Today marks three months since the Board began its new adventure. Three months ago on December 1st we swore in a new mayor who serves as the ex-officio chairman of this Board, a new president of the Board, a new vice president, three new members, and new roles for returning members. Also, just prior to December 1st we welcomed our new Superintendent, Dr. Ouellette, to the district. We were on a role.

Three months have gone by. It's just three months, but three months is one quarter of the year. In some cases it's one-eighth of our term. What have we done? Where are we going? What can we point to?

We needed a period of adjustment, a getting to knowing you time. We had that. The Board had a retreat along with the Superintendent. We discussed directions and goals, and procedures.

The Board and Superintendent are working well together. Dr. Ouellette is becoming well acclimated to all the schools in our district. We have kept the lines of communications open and some of us have taken her up on her invitation to meet with her and exchange views and ideas one on one. We have done that and are now poised to move forward with plans and directions for our district.

In three months this Board has, I have a laundry list here just so the public knows that we do something other than sit here and socialize. In three months the Board has:

- approved grants, such as the OdysseyWare and Safe Routes to Schools
- approved companies and organizations to provide services for our kids
- approved job specs for positions in the HR department
- approved job specs for new principals
- approved the position and specs for School Inspector
- approved hiring Strength and Conditioning Coaches
- approved Bullying, Medication, and Allergy policies
- approved leaves of absence, resignations, and retirements
- approved union contract agreements
- approved property acquisitions for building projects
- approved asbestos abatement projects
- approved the next phases for building projects
- approved lines for the new Reed School district
- approved budget request to mayor
- approved use of our school buildings
- approved field trips

That's a list of things that we have done. We have attended Board Committee meetings, we have attended civic meetings and events, and we have visited schools. We are taking part in and providing input into the Mayor's Blight Initiative.

The Rules and Regs committee is working to bring our Policies and Regulations and By-Laws manual up-to-date.

The Building Committee is monitoring and planning our current and future building projects.

The Ad-hoc Committee on School Reform is working on school reform issues and the Legislative Committee is up to date on the pending educational laws proposed for our schools. Over 80 of our students will be attending the CAFE Day on the Hill in two weeks and they will hear the Governor and they will meet our elected officials and take a tour of the Capitol.

I know that we are all committed to the success of our students. We must discuss further and often how this will be accomplished. The Governor has many new initiatives coming for review. We, as a Board, must discuss these so we know the direction we will take. As we go forward, we must have more discussions on improving student achievement and improving teaching and learning in our district. We will point to these discussions three months from now and plans stemming from those discussions.

While doing all of this, we must monitor our own progress as a Board. We must set our own goals and directions. In light of this, I would like to schedule another retreat for some time in the Spring, so that we may address these issues.

We, as a Board, must not become frustrated. We must not let personal issues or interests come in the way of our progress. We must not be accusatory, we must work together to develop a positive relation between us and the public perception of what we do.

We ask our public speakers to refrain from slanderous and defamatory remarks when addressing the Board. They should expect no less from this Board in our remarks to each other.

And now for the Consent Calendar. Is there anyone who wishes to remove anything from the Consent Calendar?

President Stango proceeded to read the list of Consent Calendar items.

9. CONSENT CALENDAR

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to approve the Consent Calendar, Items 9.1 through 9.10, as listed:

- 9.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the reappointment of Nancy Vaughan as the

Department of Education's representative to the Greater Waterbury Cable Council.

- 9.2 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the Educational Specifications for the Bucks Hill School Asbestos Abatement Project, as attached.
- 9.3 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the Educational Specifications for the Bunker Hill School Asbestos Abatement Project, as attached.
- 9.4 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of Amendment Number One (1) to an Agreement with Ikon Office Solutions, Inc., to provide copy machine purchase, installation, supplies, and maintenance.
- 9.5 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of the course listing for the OdysseyWare Online Learning Program, as attached.
- 9.6 With the approval of the Committee on Health and Safety, the Superintendent of Schools recommends approval of a Professional Services Agreement with StayWell Health Care, Inc., to provide on-site sports physicals for Waterbury Schools.
- 9.7 With the approval of the Committee on School Activities, the Superintendent of Schools recommends approval of the use of school facilities by school organizations and/or City departments, as listed.
- 9.8 With the approval of the Committee on School Activities, the Superintendent of Schools recommends approval of the use of school facilities by outside organizations and/or waiver requests, as listed.
- 9.9 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to N. Augelli, CHS Basketball Coach, and two chaperones to take 17 students to Boston, MA on March 4, 2012 to attend a professional basketball game.
- 9.10 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to D. Ring, KHS, and three chaperones to take 35 students to New York, NY on March 9, 2012 to participate in "The Substitute").

STANGO: All in favor, all opposed, motion carries unanimously.

10. ITEMS REMOVED FROM CONSENT

There were no items removed from the Consent Calendar.

11. COMMITTEE ON FINANCE

11.1 Upon a motion by Commissioner Van Stone and duly seconded by Commissioner Sweeney, it was voted unanimously to approve Agreements with the following for special education programs for children, as listed.

Ed Bd. Placement/Educational Reasons/Non-residential/Residential

<u>SCHOOL</u>	<u>INITIALS</u>	<u>TOTAL</u>	
ACES Day Facility	RSM	\$63,332.00	
	JH	\$51,764.00	
	JB	\$58,390.00	
	JF	\$50,408.00	
	AB	\$53,402.00	
	DB	\$51,764.00	
	BH	\$71,764.00	
	SR	\$51,764.00	
	JR	\$11,145.20	
	CB	\$ 3,546.20	
	SY	\$ 4,306.10	
	PM	\$15,840.30	
	JA	\$33,295.36	\$520,721.16
American School for the Deaf	ZB	\$42,236.30	
	JV	\$113,365.00	
	CC	\$39,153.17	
	NG	\$67,098.83	
	MQ	\$43,843.00	\$305,696.30
Benhaven	PL	\$103,500.00	
	KM	\$124,200.00	\$227,700.00
CT Center for Child Development (CCCD)	MJ	\$97,500.00	\$97,500.00
Gengras Center @ St. Joseph College	DD	\$85,150.00	
	AM	\$54,250.00	\$139,400.00
St. Vincents Special Needs	KB	\$89,610.00	
	NK	\$89,610.00	
	EV	\$89,610.00	\$268,830.00
Wheeler Clinic, Inc.	RN	\$48,654.00	
	KR	\$55,279.00	
	CS	\$48,654.00	
	JT	\$89,029.00	
	CC	\$48,654.00	\$290,270.00
Specialized Education of CT, INC DBA "High Road Schools of CT"	JA	\$ 47,354.00	
	TG	\$ 41,641.10	

EG	\$ 43,326.00	
BK	\$ 52,888.39	
AR	\$ 48,224.39	
TM	\$ 48,224.39	
JM	\$ 43,326.00	
KP	\$ 43,326.00	
HS	\$ 52,888.39	
KWW	\$ 43,326.00	
EH	\$ 80,932.19	
JW	\$ 47,938.39	\$593,395.24

GRAND TOTAL

\$2,443,512.70

STANGO: Any discussion? Commissioner Sweeney.

SWEENEY: I just want to note, for the record, and for the knowledge of the general public. We have before us 2.4 million dollars in contracts for outside placements. One point four million of that, of those placements, are not eligible for State reimbursement under the Excess Cost Grant. The Excess Cost Grant, which is the State's contribution to special education, we have to meet 4.5 times our standard student expenditure before the State grant kicks in and pays a portion of the excess beyond the 4.5. So here in Waterbury, for this particular set of contracts, and this is not all of our out placements, these are only the contracts that are either not in force or are up for renewal. We have other contracts, and I believe Mr. Guidone you said that the budget was nine million for this past year, all inclusive outside placements. Not all of those are eligible for that State excess cost reimbursement and that has to do with that 4.5 times the cost of what we put out for our standard students, standard education students. Of that excess cost, our share is still \$700,000. So the State is actually out of this 2.4 million gonna give us back about \$300,000. This is a huge burden on districts; a huge burden on urban districts and the State needs to step up and pick up a bigger share of this. Special education students deserve for the State to at least approach that 50% of their share of education for these students and we need that relief. This comes before the State every single year in various forms to drop that 4.5 to something a little more reasonable – maybe two times, maybe two and a half times, so that we get some relief for this. Mrs. Cullinan, if you have a minute, I have a question that I didn't get to ask you last week. In your opinion, on this list, I happen to value your opinion, on this list if we were to do a reasonable renovation of Barnard, is there a portion of this list of students that we can return to this district and educate here?

CULLINAN: Some of them no, like for instance the Southington Vo-Ag Program; we don't have a vo-ag program so we have to send our students to Southington. But some of the other programs we probably could if we were able to provide the kind of staffing that we would need to really run a program in district. Many of these students have very high needs – medical needs, emotional/behavioral needs, so we'd have to really make sure that the programs would be supported.

SWEENEY: So if we were to renovate Barnard with appropriate spaces both for students and for staff, we would have the opportunity to return some of these schools to the district?

CULLINAN: Right.

SWEENEY: So two prong, we need to get the State to step up and do their share but we also really need to seriously look at that renovation at Barnard because there's a cost savings to be achieved there but it's also, in my opinion, has got to be better for any student to be closer to home. Thank you.

STANGO: Are there any other questions? All in favor, all opposed, motion carries unanimous.

12. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

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

12.1 Grant funded appointments:

Camp, Judith – Paraprofessional, Walsh Schools Before/After School Program, salary according to contract.

Deitz, Theresa – Elementary Instructional Tutor, 10 months, 18 hours p/week @ \$31.00 per hour, no benefits.

Franklin, Deborah – Substitute Paraprofessional, Walsh Schools Before/After School Program, salary according to contract.

Gillette, Dale – Pre-k Substitute Classroom Aide, ECEP, \$9.75 per hour, non-union/no benefits.

Leo, Sara – Elementary Instructional Tutor, 10 months, 18 hours p/week @ \$31.00 per hour, no benefits.

Long, Patrick – Elementary Instructional Tutor, 10 months, 18 hours p/week @ \$31.00 per hour, no benefits.

Philoche, Serge – Paraprofessional, Walsh Schools Before/After School Program, salary according to contract.

Shaw-Sinclair, Jeanette – Pre-k Substitute Classroom Aide, ECEP, \$9.75 per hour, non-union/no benefits.

12.2 Teacher new hires:

Canney, Brian – WHS Business, MA/Step 1, effective 01/11/12.

12.3 Resignations:

Washington, Janeen – Grade 4, Walsh School, effective 02/09/12.

12.4 Retirements:

Arroyo-Russo, Betsey M. – TESOL grades K-5, Washington School, eff. 06/30/12.

Beatty, Joan – Special Education, Rotella Magnet School, effective 06/30/12.

Belval, Christine – Special Education grades K/1, Carrington School, eff. 06/30/12.

Bergin, Claudia J – Title I, Sprague School, effective 06/30/12.

Boccardi, Christine – Grade 4, Tinker School, effective 06/30/12.

Brunnock, Catherine – Kindergarten, Gilmartin School, effective 06/30/12.

Gonzalez, Amelia – Bilingual grade 1, Carrington School, effective 01/30/13.

Kolek, Ricardo – Tech Ed, WAMS, effective 06/30/12.

Makarewicz, Karen – Special Educ. grades 4/5, Carrington School, eff. 06/30/12.
Mooneyham, Carol – Grade 2, Tinker School, effective 09/01/12.
Synott, Jane – Math Resource, Maloney School, effective 06/30/12.

12.5 Adult Education appointments:

Pelletier, Laurie A. – Bookroom Aide, \$12.00 p/hour, 30 hours per week.

STANGO: All in favor, all opposed. Any Unfinished Business of Proceeding Meeting Only? Any Other Unfinished, New, and Miscellaneous Business? Vice President Harvey.

HARVEY: Thank you. Just a few things. First, point of personal privilege, I want to thank the, and I told him I was gonna do this, Wise Owls of Walsh, the Wise Owls of Walsh for their presentation this morning. There were five young ladies, very articulate, presented me with an award and the whole school participated and I want to thank them for that. It was, just humbled me, I think the best awards are the ones that come from the students.

I also would like to congratulate all of our students that participated in the Black History Jeopardy Contest this past Tuesday. The winner of the contest was from, it was Team Zion from Zion Baptist Church. And, hopefully, we can present them with certificates at our following regular meeting.

President Stango, I think, and after I read this, perhaps we should probably put as an item on our next Workshop, or whenever you feel is appropriate, FOI rules and regulations so that, just kind of as a review for some of us and just for the newer Commissioners so they understand what the rules are. And the reason why I'm making that request is there was a memo that I sent out, and Carrie sent it out, and then it was returned by Commissioner Van Stone. So I'll just read this real quick. The memo that I sent "Charles and all - just a reminder, The Black History Jeopardy Contest will be held tonight starting at 5:30 p.m. at the Mattatuck Museum. I would like the Board of Education to present certificates to members of the winning team at our Board of Education Meeting on March 1st. In addition, Michele Saunders (a student from WAMS) has been asked to read an essay she wrote to her peers regarding education (timed at 5 minutes in duration). It is my understanding that Michele may be invited to Washington, D.C. to read her essay." I then noted "Carrie, I will provide the names of the members of the team on Wednesday. Please share this message with the rest of the Board of Education". So Carrie did that and Commissioner Van Stone responded back – "sadly, I have another commitment tonight and won't be able to attend. Seems like a great event. Was this put on by the Department of Education? If so, great. If not, do we, as a general practice, give out certificates to outside organizations that we have no real part of? It seems like a nice gesture, but could we run the risk of having a floodgate of groups wanting certificates, which would cost money we don't really have. And possibly worse, we could then have to start picking and choosing which outside groups we recognize and which we don't. If we don't do this already, I would wonder if we could be setting a precedent we don't really need. Would it not be more appropriate for whoever is sponsoring the event to be bestowing certificates? Or am I overthinking this?" My response was "Good morning Jason, this event is part of the celebration for Black History Month. Every BOE Commissioner received a calendar of events in their packets. Our students (in the Waterbury School District) compete in this event. It is

sponsored by Granville Academy and the YMCA. Our students study very hard for this event. Lastly, we (as a Board) should reward our students every opportunity we get. Hopefully, I have addressed your concerns. If you have any additional concerns regarding this event, we can discuss your concerns at our next regular meeting.” I just want to say that first of all, we’re not giving the certificates to the outside organizations; we’re giving the certificates to our students here in the Waterbury Public School System. We should, any opportunity we get regardless of what our students, if we are aware of this, we should award our students for any achievement, if we are aware of it, that we can. Now if there is disagreement with this then perhaps we should put this on our next Workshop agenda. Otherwise, I would like to present the winners, the students of the team, who competed, our students from our district, to present them with this certificate, as planned. Thank you.

STANGO: Thank you Vice President Harvey. Rest assured that we will go forward with those presentations because that’s what we said we would do and we have precedence of last year. But I do think that it is a good idea to put on an agenda item to discuss guidelines and just what constitutes awards and when they should be presented and who should be receiving. So we will look at that. Are there any other, Commissioner Van Stone.

VAN STONE: Thank you Mr. President, through you, there’s actually one more email that I sent back today which was getting to your point that I don’t necessarily have a problem with giving certificates, I have a problem with the process in which this happened and that process was there was no process. One Commissioner out of 10 decided we were giving certificates and told the other nine of us congratulations; we’re giving certificates and directed the Clerk of the Board to come up with those certificates. I don’t think that is proper, I think the kids who participated in this event deserve to be recognized, my problem was the process in which we went about doing it. And in my email I said if there was some part of the Workshop last week after I left, I had to leave a little early, if it was discussed, I withdrew any concern I had. But I don’t think that happened. So unless I’m mistaken, unless there was some consensus reached at the last Workshop, I’m not too sure if it’s appropriate for one Commissioner out of 10 to be saying that this Board, as a whole, will do anything.

STANGO: Thank you Commissioner Van Stone. Any other remarks, questions?

HAYES: It’s on a different subject.

STANGO: One second Mr. Hayes, I want to finish this subject first if that’s okay.

HARVEY: We will have this discussion for the Workshop but we’re elected officials, we’re Commissioners on the Board and you know, to me, if a Commissioner wants this Board to give an award, we should just go along with it to give that opportunity to the students. We will discuss this further but it’s just disheartening, right now, that we’re saying that we have to, first of all if a Commissioner attends an event and feels that a student or students should be awarded; to me we should just go along with it. But we’ll talk about it a little bit more. Thank you.

STANGO: Now Commissioner Hayes.

HAYES: Just briefly, I didn't want to pull it off the Consent Calendar, but I just wanted to thank our Committee on Health and Safety for finally getting approval for our kids, from the StayWell Health Clinic, to get athletic physicals on-site because, historically, it hasn't really been a level playing field because we're playing with students from parochial schools and the surrounding towns and basically their kids all have an opportunity to at least try out because they get a physical. We have many kids who were not able to do that over the years, I've heard many kids tell me, I've seen kids out other places and asked them why they didn't and it's simply because they couldn't afford it or by the time they remembered it they couldn't schedule it because the clinics were so booked up. So I just want to thank them and our Health & Safety Committee who have worked on this for a long time. But I think it's gonna be really beneficial to our district and our students.

STANGO: Thank you Commissioner Hayes. Commissioner Brown.

BROWN: Along the same line, I was gonna thank not only the Health & Safety people who worked on the issue but also the StayWell Clinic who is doing this pro-bono. And I think that it really shows their commitment to the community and the health of our students and also the Department of Public Health who is also allowing the use of their mobile van. So it really was a partnership and collaboration and I think it really leveraged the resources we have in Waterbury and it really came out to a good end. So I want to thank StayWell, thanks.

STANGO: Thank you Commissioner Brown. Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: Through the President, I'm actually looking for clarification. About a month ago at Rotella School we had a discussion regarding Hopeville School and their scores. It was my understanding, and maybe it was mine alone, that we weren't going to pursue looking further into those scores. I'm looking for your direction of whether we want to evaluate those scores further or if we want to go through the Superintendent to see what her opinion is whether it's worth wild to pursue this at the committee level or not. So if you could help guide me.

STANGO: Sure. Superintendent.

SUPERINTENDENT: Actually, my opinion still rests with the last, my position last time, that I think we need to move forward. There's some aggressive targets with regards to students' performance and we need to look at some of the initiatives the Commissioner and the Governor has presented in their school reform proposals and it is my understanding that we have done an extensive job in putting in protocols and procedures and work closely with the State Department of Education to, for test security with the CMT's and the CAPT tests and I'm looking forward to moving forward and presenting within the next, hopefully two months, the school reform plan for the Waterbury Public Schools. So at this time I feel that it's excessive to ask the human resource piece to this to review any district assessments and benchmark assessments in the past and try to glean information with it. I'm, given the results that Mr. Theriault presented this evening, we need to move forward and raise those scores and not go backwards to analyze whether or not district assessments were valid or not. I'm very confident and very pleased with the leadership at Hopeville and with the staff efforts and I'm looking forward to initiative school reform in the Waterbury Public Schools. I had

perhaps posed a question to Dr. Sequeira to gain clarification, perhaps we could bring it to Curriculum Committee to gain a clarification but I'm glad the Commissioner brought it up this evening; perhaps we don't need to move to Committee so thanks.

STANGO: Is that fine with you Commissioner?

FLAHERTY-MERRITT: That's fine with me. Maybe just a consensus from the Board on what they feel because I know, there's another Commissioner wishing to speak on it.

STANGO: Commissioner Van Stone.

VAN STONE: Thank you Mr. President, through you. While I can agree with the idea that we need to move forward and we can only change things going forward, at that meeting at Rotella I had expressed some concerns, kind of looking for us to do our own audit of how, for a lack of better term, we missed it. I'm not interested in going back and attempting to punish teachers or anything like that, my concern is that we missed this once and if we can't go back and determine why we missed it, we run the risk of potentially missing it again. If we don't learn from our mistakes, we're potentially doomed to repeat them. So I don't want to go back to the classroom level but I would like to, at least, understand from the Central Office level how once the State got here they were able to find these irregularities and problems but we didn't on our own watch. I don't know if that's necessarily, maybe I didn't shape it well enough the first time.

SUPERINTENDENT: That clarifies it better.

VAN STONE: I'm more worried that, I'm eager to move forward, but I don't want to drop the ball again and I think we owe it to the taxpayers, the parents, and the kids to let them know we're not going to drop the ball again.

SUPERINTENDENT: I will look at this from a Central Office perspective and you'd like report out to the full Board. I'll have Dr. Sequeira begin work on that. That clarifies it and we can look at closing the achievement gap within our schools and move forward. Thank you.

STANGO: Any other, Commissioner Sweeney.

SWEENEY: I just want to comment on the grant for the Safe Routes to Schools program and I want to congratulate all those people that worked so hard on that – Louise Allen Brown, Anne Marie Cullinan, Dr. Burzler and his staff, the Director from the YMCA whose name escapes me at the moment, our City Engineer who spent much time there, Kathy McNamara who's the Grants Coordinator for the City, and I know there are probably several other people who were in and out of those meetings. That Committee worked on that, not just during the school year but most of that work took place during the summer at times when people could have been doing other things and they were there giving of their time, their expertise, and their energy. I'm so grateful that it paid off because they are all so well deserving of this. It's a great win for Waterbury and I look forward to doing it again for Reed and for Duggan and for Carrington. We have a lot of work to do.

STANGO: Commissioner Hayes.

HAYES: For the record, I guess through you for Commissioner Van Stone, I'm not sure that you made the right statement saying that we dropped the ball with those test scores, that it was the State that picked up on those. It was, in fact, our Central Office that picked up on those initially and called in the State, just for clarification. The process that allowed us to get with those scores being the way they are is something that certainly I know Dr. Ouellette has looked into and I look forward to her tightening up things. I know when we had a presentation the last time we weren't all that satisfied with what information had been put forth at that point but I was assured that things are going to be a little bit tighter the next time. But I do believe that we did everything as we should of regarding the State guidelines and the State, itself, has to tighten up those guidelines and I recommended that we recommend to them what we came up with but Dr. Ouellette thought maybe ...

OUELLETTE: We have a very long list, I assure you Commissioner.

ADJOURNMENT

Upon a motion by Commissioner Hayes and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to adjourn at 7:34 p.m. into Executive Session for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee, strategy/negotiations with respect to collective bargain, AND evaluation of the Superintendent of Schools.

Present: President Stango, Commissioners Brown, D'Amelio, Flaherty-Merritt, Harkins, Harvey, Hayes, Sweeney, and Van Stone. Also Present: Dr. Ouellette (left at 8:25 p.m.), Dr. Sequeira (left at 8:25 p.m.), Mrs. Cullinan (left at 8:25 p.m.), Mr. Guidone (left at 8:25 p.m.), and Mr. Frost (left at 8:25 p.m.). The Executive Session ended at 9:00 p.m. with no votes taken.

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