

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Monday, November 15, 2010 at 6:30 p.m.

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

PRESENT: President Hayes, Commissioners Harvey, O'Leary, Sweeney, Theriault, and White.

ABSENT: Commissioners D'Angelo, Flaherty-Merritt, Morales, and Stango.

ALSO PRESENT: Superintendent Snead, Assistant Superintendent Sequeira, Chief Operating Officer Paul Guidone, Director of Personnel Ron Frost, School Business Administrator Paul Mazzaccaro, Attorney Maurice Mosley, and Education Liaison Mary Ann Marold.

MEETING CALLED TO ORDER

President Hayes called the meeting to order at 6:35 p.m. with a moment of silence and a prayer and Superintendent Snead led everyone in the Pledge of Allegiance to the Flag.

ROLL CALL

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

HARVEY: Here

CLERK: Commissioner Morales. (absent) Commissioner O'Leary.

O'LEARY: Here.

CLERK: Commissioner Stango. (absent) Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Theriault.

THERIAULT: Here.

CLERK: Commissioner White.

WHITE: Here.

CLERK: President Hayes.

HAYES: Here.

COMMUNICATIONS:

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

1. Copy of communication dated October 29, 2010 from Civil Service certifying Danielle Gasparri for the position of Paraprofessional.

2. Copy of communication dated November 3, 2010 from Civil Service certifying Margaruite Pesce for the position of Elementary School Teaching vice Principal at Wallace Middle School.
3. Copy of editorial from the November 10, 2010 Waterbury Republican-American entitled "Waterbury Teachers Union Seems Out of Touch with Reality", submitted by Commissioner Theriault.
4. Copy of article from the November 10, 2010 Waterbury Republican-American entitled "Carrington Shapes Up Before the End", submitted by Commissioner Theriault.

HAYES: Motion made and seconded. All in favor, opposed.

PUBLIC ADDRESSES THE BOARD:

Upon a motion by Commissioner O'Leary and duly seconded by Commissioner Harvey, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:37 p.m.

HAYES: 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. We just have one speaker. If there's anyone else wishing to address the Board, please come and sign up at this time.

Mrs. Hill had the following comments: I'm here tonight, and I hope I get five minutes; I have some positive news to bring our City. Finally, a child who's been bullied since kindergarten, it has literally stopped. The principal has taken the bull by the horns. Other schools need to follow this principal's lead, if they're not following it. There is not a day that goes by that my phone does not stop ringing about the bullying on HLN, on CNN, whatever channel it may be. I think, in Waterbury, we do a great job trying to educate our children and that is my belief. I would ask, because I know that there's been bullying programs in our schools, there's also been other departments in the schools, working with the children. If you think a child that is being bullied is going to raise their hand in any given school to say that's me, that isn't gonna happen. But I am so thankful for so many people, the Board especially, Mr. Snead, a couple of people at Central Office who knew that if this child had one more incident regardless of the consequences of keeping that child out of school, that's what this parent was going to do for this child, not only this child because I have been known to speak up for bullying, other parents are reaching out to me, it's very hard for them to make these meetings if they've got two or three children or the children has homework. As they get older it's more and more homework. I would ask that this Board, because I currently do not have the district-wide policy book for bullying, if somebody could get me that I certainly would appreciate that, but please focus on it, not matter if we're gonna open a charter school in Waterbury, our public schools, tonight I'm sitting watching the news, the phone rings, an elementary school out of district, big city like ours, is having a major meeting over the bullying. We don't want that in Waterbury, we can stop it working together. Principals

should not fear reporting it because it's so and so's child. Teachers should not have the fear of reporting it to the principal because it's so and so's child. I just want to thank all the people that have tolerated me since kindergarten, including this Board, and thank you for stopping this child from being bullied, finally. Just to let you know this particular child that was bullied, on the CMT scores, and I think this is good news for the City so please bear with me, the scores jumped, in particular mathematics, the growth in a particular grade 56 points despite of being bullied every day last school year. Reading vertical scale score results, 64% growth on a child that was bullied. I don't have, understand the rest of the graph, what I'm trying to get to here tonight is we often have parents or advocates here saying the scores are low, all we need to do is just motivate our children, adults, me, the Board, teachers, aunts, uncles, neighbors, and these children can do it. We need to have Mr. Snead, and I'm sorry Mr. Snead, continue to say at your meetings, if you can achieve it and believe, however that goes, get it in every school before you retire, leave these children and teachers and principals something to remember that they can do it. If this child was able to do it, and it was more than bullying, every child can do it. And I really, really cannot thank this Board enough and hopefully, if anybody's watching, talk to your children, if they're picking on somebody, tell them to stop it. If they witness it report it, if they're being bullied report it to the administrators. If that doesn't work, get a hold of Central Office or attend the Board of Ed meetings, find out where they are. Get involved to help our schools be a lot safer.

Upon a motion by Commissioner Harvey and duly seconded by Commissioner O'Leary it was voted unanimously to return to the regular order of business at 6:44 p.m.

HAYES: Motion made and seconded. All in favor.

SUPERINTENDENT'S REPORT: Dr. Snead read and distributed the following report:

Submission of first marking period grades was extended until this afternoon at 3 pm due to a problem with the computer system last week.

Crosby High School students will be competing in a regional robotics competition later this week at Auburn University. The team placed fifth at a recent competition at Southern Connecticut State University. The team won first place for a "Team Exhibits and Interview" category.

Last week New Haven Public Schools announced a new program with Yale University that will provide scholarships for New Haven Public School students who maintain a certain grade point average throughout their school career. The program is being funded by Yale. A Waterbury reporter is now interviewing people in Waterbury to determine interest here for a similar program.

Commissioner Theriault's latest DVD on school conditions ran this past weekend on Channel 96. It included video taken this past spring and within the past few weeks at Barnard, Washington and Generali. On the video, Commissioner Theriault explains that a lot of progress has been made in addressing concerns he raised earlier this year.

Waterbury Republican American sportswriter Joe Palladino had an article in today's newspaper about former Crosby High School football player Tony Ortiz. Sub-titled

"Where Are They Now?" the article notes that Mr. Ortiz is now a project manager for Bank of America in Dallas, Texas.

The CEA will be hosting two focus groups in Waterbury over the next few weeks on public perception and support of education. The first focus group, for community leaders, will be held tomorrow morning from 9 to 11:15 at the Courtyard by Marriott. The second focus group, for parents, will be held Wednesday, November 30, from 4:30 to 7 pm. In order to allow for a free and open discussion from the PUBLIC'S PERSPECTIVE, both focus groups are limited to invitation only and will not include education department staff. We will have a few staff there as observers. The CEA is planning on creating a series of radio advertisements on public education in Connecticut following these focus groups and others conducted in Bridgeport. Part of the discussion may center on CommPACT schools and other reform efforts in Connecticut.

We will be holding our annual Supplemental Education Services Expo this Thursday evening from 6 to 8 at the Waterbury Arts Magnet School. Parents whose children are eligible to receive free tutoring services under this program should have received an invitation to this event and an application. This year's eligible schools are: Barnard, Brooklyn, Bunker Hill, Bucks Hill, Carrington, Chase, Crosby, Driggs, Enlightenment Program, Kennedy, North End, Sprague, State Street School, Tinker, Wallace, Walsh, West Side, Wilby, Wilson. Parents who attend the Expo will have an opportunity to learn more about the SES program and to speak with service providers. We will not be providing transportation for any of the programs. Completed applications are due back by December 3, 2010.

The Shakesperience Theater will be performing the Jungle Book tomorrow at Kingsbury School in Waterbury (220 Columbia Boulevard, 203 574-8172). During this play the actors do a lot of signing for the hearing impaired, and they are bringing with them the Executive Director of the National Theater of the Deaf as a special guest. The performance begins at 9 am.

School Governance Councils were mandated by the School Reform Law that was passed in May of this year. The State Department of Education is holding a series of workshops on the School Governance Councils Law for the general public around the state. Although Waterbury has a year to establish the School Governance Councils, in an effort to stay abreast of the latest developments and have as much information as possible on the Councils, the Commissioner's point person for the establishment of the Councils, Judy Carson, will be briefing Central Office staff and me on Thursday December 2 at 11 a.m. All commissioners are invited to attend.

HAYES: Is anyone wishing to remove anything from the Consent Calendar?

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

8. CONSENT CALENDAR

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the Consent Calendar, Items 8.1 through 8.10, as listed:

- 8.1 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of a Construction Contract with Gar-San Corporation for construction of a TV studio (phase II) at Rotella Magnet School.
- 8.2 With the approval of the Committee on Health & Safety, the Superintendent of Schools recommends endorsement of StayWell Health Center's pursuing of state/federal monies for implementation of on-site school sports physicals.
- 8.3 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the job specifications for, and new position of, Project Coordinator for the Enhancing Literacy Through School Libraries Grant.
- 8.4 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of the High School Honors Environmental Science Curriculum.
- 8.5 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of modifications to the High School Health, Physical Education, and Wellness Curriculum.
- 8.6 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval the World Languages Curriculum/Level I.
- 8.7 With the approval of the Committee on School Activities, the Superintendent of Schools recommends approve the use of school facilities by school organizations and/or City departments, as listed.
- 8.8 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.
- 8.9 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to J. Brady, WAMS High School, and four chaperones to take 50 students to New York, NY from December 16 through 17, 2010 to visit the Skyscraper Museum and Empire State Building.
- 8.10 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to E. Chamberlain, CHS, and one chaperone to take 20 students to Auburn, Alabama from November 18 to November 22, 2010 to attend a Robotics' Competition at Auburn University.

HAYES: Motion is made and seconded. All in favor, opposed.

10. COMMITTEE OF THE WHOLE

- 10.1 **Upon a motion by Commissioner White and duly seconded by Commissioner Harvey, it was voted, *yet the motion failed by roll call vote*, that the amended motion which was tabled by the Board of Education on October 4, 2010 approving a 1.5% bonus for teachers for school year 2010/2011, excluding top-step employees that are getting a raise in the first year of the contract, and postponed on October 25, 2010, be approved.**

SWEENEY: President Hayes, the question has been researched again as to whether or not this requires a reopener of the teachers' contract and the position of those people who advise is that that contract would have to be reopened in order to discuss this bonus. So I think at this point in time we just need to vote it and get it off the table.

THERIAULT: Inasmuch as I wanted the public to know that we have researched this item with regard to the Corporation Counsel and several Board members have felt somewhat of a conflict of interest regarding having various children or relatives within the system and it has been determined that we can in fact vote, that it's not a major conflict of interest because it's the teachers as a whole, not the individual family members. So I did want to clarify that issue for the public. So when they hear me vote tonight they'll know why.

O'LEARY: Did Vice President White read that the Superintendent's recommending that raise be approved? Did I hear that right?

SUPERINTENDENT: That's the way all the items are read whether I approve it or not approve it, all the items are read that way.

HAYES: Anyone else. Roll call please.

ROLL CALL VOTE ON MOTION TO APPROVE #10.1

Nays: Commissioners Harvey, O'Leary, Sweeney, Theriault, White, and
President Hayes - 6

CLERK: Motion fails zero to six.

11. COMMITTEE ON SCHOOL PERSONNEL

11.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted by roll call vote, to approve the elimination of two (2) Secretary II positions for the Supervisor of Grant's Office to be replaced by one (1) Accountant II position (referred to Committee on 10/25/10).

HAYES: Motion is made and seconded. Any discussion?

HARVEY: I just want to briefly report that this was, this item was referred to the Personnel Committee. We met with the Supervisor of Grants and we asked for a little bit more information on what she was proposing. And we were able to look at two organizational charts, one which represented the current status and then the proposed. The proposed organizational chart eliminated two secretarial positions and included the accountant II position, which actually represents a reduction in that department. There is a desperate need for an accountant in the Grants Office and the responsibilities would be that. The Personnel Committee, based on the information that was presented to us, let me just mention one other thing, the salary would be \$716.80 per week, benefits provided by SEIU grant agreement, and it would be paid for by a grant so if grant money ran out the position would be eliminated. So the Personnel Committee recommends approval of this position as proposed.

HAYES: Anyone else? I have to abstain from this one.

ROLL CALL VOTE ON MOTION TO APPROVE ITEM #11.1:

Yeas: Commissioners Harvey, O’Leary, Sweeney, and White – 4
Nays: Commissioner Theriault – 1
Abstentions: President Hayes – 1

CLERK: Four, one, one – motion passes.

12. SUPERINTENDENT’S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, with Commissioner Theriault “abstaining” on Item 12.8, to receive and place on file items 12.1 through 12.11, Superintendent’s Notification to the Board, as listed:

- 12.1 Athletic appointments effective immediately:
Connors, Richard – Assistant Football Coach, CHS.
Moffo, Danielle – Assistant Girls’ Basketball Coach, WHS.
- 12.2 Athletic resignations effective immediately:
Paradis, Sara – JV Girls’ Basketball Coach, CHS.
Paulsen, Carri-Ann, Swim Coach, CHS.
- 12.3 Extra-curricular appointments effective immediately:
Coelho, Dana – School Newspaper Advisor, ½ time, Enlightenment School.
Rund, Thomas – School Newspaper Advisor, ½ time, Enlightenment School.
- 12.4 Grant funded appointments effective immediately:
Brown, Samuel – High School Math Instructional Tutor (former substitute teacher), WAMS, maximum of 19.5 hours per week, 10 months, \$30 per hour, no benefits.
- 12.5 Extended School Hours (ESH) Program Appointments, salary according to individual’s contract:

SCHOOL	NAME	ASSIGNMENT
Barnard	Brittingham, Michele	Teacher
	Dunn, Elaine	Clerical
	Finkenzeller, Frances	Teacher
	Giuffre, Maureen	Teacher
	Johnston, Christine	Substitute
	St. Pierre, Theodora	Aide
Brooklyn	Davis, Amy	Secretary
	Lyons, Jean	Teacher
	McCoulough, Nancy	Teacher
	Moffo, Rosemarie	Paraprofessional
	Mullen, Vicki	Paraprofessional
Driggs	Albizu, Cindy	Teacher
	Blake, Zita	Teacher
	Eagen, Elizabeth	Substitute
	Green, Lynn	Teacher

	Griffin, Karen	Teacher
	Healy, Heather	Substitute
	Kuncas, Justine	Teacher
	LaFrance, Andrea	Substitute
	Rivera, Evelyn	Clerical
	Sconziano, Jessica	Substitute
	Sheetz, Lucia	Teacher
	Treichel, Ashley	Substitute
Generali	Barbieri, Nikki	Substitute
	Boisvert, Amy	Teacher
	Dwyer, Jennifer	Teacher
	Dyer, Stefanie	Teacher
	Gagain, Lenore	Substitute
	Gonillo, Mark	Teacher
	Manning, Amy	Teacher
	Medina, Robyn	Teacher
	Mendoza, Tania	Secretary
	Miller, Terri	Substitute
	Stamp, Kathy	Administrator
Gilmartin	Battistrada, Terri	Teacher
	Dye, Peter	Teacher
	Foster, Shernett	Teacher
	Groski, Megan	Teacher
	Kijak, Kristine	Teacher
	Luzio, Eugenia	Paraprofessional
	Meaney, Trish	Teacher
	Morais, Teresa	Teacher
	Nunez, Kathleen	Teacher
	O'Donnel, Jackie	Paraprofessional
	Quatrano, Diane	Teacher
	Rinaldi, Janice	Secretary
	Russo, Brenda	Paraprofessional
	Tapper, Jeanette	Teacher
	Trudeau, Lorraine	Teacher
Hopeville	Brandes, Alicia	Teacher
	Brooks, Kelly	Substitute
	Callahan, Michelle	Substitute
	Giampetruzzi, Daniela	Teacher
	Garcia, Nilsa	Teacher
	Grasso, Courtney	Teacher
	Guerrera, Christine	Teacher
	Kaplanka, Jennifer	Teacher
	Koestner, Amanda	Teacher
	Labbe, Martha	Substitute
	Paternostro, Gina	Teacher
	Perugini, Margaret	Substitute
	Smith, Richard	Substitute
	Torres, Felicia	Aide
Kingsbury	Capaldo, Christine	Substitute
	Dean, Nicole	Administrator
	DiBella, Lee	Teacher
	Feeney, Eric	Teacher
	Galanti, Laura	Substitute
	Greene, Dave	Substitute
	Guedelha, Norma	Clerical
Regan	Benson, Tina	Paraprofessional
	Gaudiosi-Angurio, Karen	Teacher
	Ouellette, Michelle	Paraprofessional

	Petruzzi, Amy	Teacher
	Stribling, Denise	Clerical
	Zittell, Melissa	Paraprofessional
Walsh	Polletta, Tina	Teacher
	Connolly, Susan	Teacher
	Kitney, Dawn	Secretary
	Moore, Christina	Teacher
	Yaffe, Ken	Teacher
Washington	Ferrare, Patricia	Teacher
	Fields-Whyte, Jamie	Paraprofessional
	Lanouette, Jay	Teacher
	Whyte, Jaime	Clerical
Wilson	Boehm, Kristen	Teacher
	Henry, Robin	Admin./Teacher
	Orsatti, Donna	Clerical
	Reho, Jessica	Paraprofessional
	Tenor, Tanya	Teacher

- 12.6 Teacher new hires:
White, Edward – CHS Math, MA/1, effective 10/04/10.
- 12.7 Academic Achievements:
Brown, Susan – from MA/Step 3 to MA+15/Step 3, University of Phoenix.
- 12.8 Adult Education appointments:
Baker, Bryan - Science Teacher, 20 hours p/week @ \$30.00 p/hr.
- 12.9 Resignations:
Robalino, Alexandra – Grade 2 Bilingual, Chase School, effective 11/05/10.
Weber, Henry – ROTC Teacher, WHS, effective 10/29/10.
- 12.10 Retirements:
Nappi, Charles R. – Building Principal, WSMS, effective June 30, 2011.
Naugle, John – Physics Teacher, WAMS, effective June 30, 2011.
- 12.11 Leave of absence requests:
Decicco, Elizabeth – Chase Literacy Facilitator, requesting an unpaid child rearing leave of absence until 02/18/11.
Luchinia, Jodi – Hopeville Grade 1, requesting an unpaid child rearing leave of absence until 01/31/11.
O'Rourke, Maria – Carrington Grade 5, requesting an unpaid child rearing leave of absence until 12/23/10.

THERIAULT: I'd like to recuse myself on Item 12.8 please.

HAYES: So noted. Motion made and seconded. All in favor, opposed. Any unfinished business of our preceding meeting only? Any other unfinished business?

O'LEARY: I have two points, I'll make them brief cause we might have a record breaking brief meeting this evening. You notice Paul D'Angelo isn't here. I had the occasion, President Hayes, to have a meeting through a friend of mine who's friends with some people down in New Haven, last Wednesday, and the meeting was with the

Assistant Superintendent of Schools, a fellow by the name of Garth Harries, as well as the President and Vice President of New Haven's teachers' union. And I was fortunate enough to have a friend of mine who's friends with them put it together and it was an informal meeting to talk about education reform as they see it in New Haven, and more specifically, the formation of the New Haven Plan. And after spending several hours with these people, I have to say it was a pretty educational experience for me. And I asked Mr. Harries who is in charge of putting together the New Haven plan, from the management side with the teachers' union, if he would be willing to come up and talk to us about what brought them to where they are currently, how they got there, and the pluses and minuses of the whole concept. And he stated that he would be very willing to come up and in talking with Commissioner Sweeney tonight and Mr. Guidone, I realize that on November 29, Mr. Guidone put it on the Agenda in place of the Building Committee meeting, so on November 29 at 5 o'clock, I'm asking for permission from you, Mr. President, to invite Mr. Harries up here to address us and kind of educate us as to the New Haven Plan, as he sees it and the successes, it's a brand new plan, as you all know, but the successes and maybe even some failures already so that we can kind of look in the direction in the way other districts are looking for different ideas and improve education as a while.

HAYES: I'd be in favor of extending that invitation. I know Commissioner Sweeney has been working on this, is there anyone else maybe you think also should be there?

SWEENEY: I had requested to Carrie already that the Mayor be invited to attend and participate and Joan Hartley who's also expressed a wish to participate and I have a call into her as well.

O'LEARY: And second on my agenda, I don't know if any of you have had the opportunity to read your e-mails late this afternoon, Mr. Bryan Baker put out an email...

CLERK: There's a hard copy handed out.

O'LEARY: Okay. He spoke of his feelings about the discussion at the last Workshop in regards to his position at the Adult Education Center as a science teacher. And you know, from the tone of his letter, he was disappointed that it became somewhat of a discussion that he felt was centered around politics. I just have a point I'd like to make and, I don't know Mr. Baker for that matter but, or his mom, but the point I'd like to make is this, I went through this a little bit myself and I was a little bit surprised back in July. You know my son Patrick, like Mr. Baker and many others who are children of Commissioners and the political people or elected officials in this town, chose to pursue a career in teaching. So they go to school, they get their Bachelor's Degree, many cases they get their Master's Degree. For my son's position he had to take a Civil Service examination and then an interview and then be hired. The position has been from the newspaper that we need to get away from this perception of nepotism, cronyism, and favoritism. Quite frankly, I agree with the newspaper in many regards that we've earned that perception from the general public and from the newspaper editorial staff. However, the point I'd like to make is this, the only way we can continue to make this City vibrant is if our children will choose to come back here and live and work here. And if our children are taking the steps to educate themselves and become qualified for these positions, you know I can relate to Mr. Baker's position that it seems to be unfair. This City needs these young people to come here and work. Now I can't

speaking for Mr. Baker but I can speak for my son who could leave this district tomorrow and make more money in another district but he chooses to stay here because this is his home. And I'm particularly proud of that. And I think that all of us should be particularly proud of our children who are going off to be educated to come back and give back to the City. So I wasn't going to say anything back in July because I just thought that, I didn't want to bring even more attention to the situation but, you know the fact is, I don't think we should be penalizing our children and turning them away because of a perception that exists, fairly or not, so my point is, is that if they choose to be educated and qualified for these positions, I encourage all the children of Waterbury to come back and give back. And that's my say for this evening. Thank you.

HARVEY: President Hayes, I just want to, I know we typically don't respond to things that are brought up by the general public when they come and address us, but I just wanted to mention, because I know we had talked about it in the past on cyberbullying and I just want to just put the speaker's mind at ease that we are looking into this bullying, cyberbullying, there's a meeting that's set up I think later on this month to talk about bullying and cyberbullying and we're looking to present a program where the teachers will be educated as well as the students. So just know that we are working on this and time is of the essence on this subject. So just know that we are working on it and we will report to the public whatever our findings are and what we plan to do in the schools. Thank you.

HAYES: Thank you. Commissioner Theriault.

THERIAULT: I would like to speak to the same topic with regard to Commissioner Harvey. Recently I attended a workshop down at ACES – Area Cooperative Educational Services. The workshop consisted of about 45 minutes of very, very important information regarding the use of the Internet, bullying, and saying various things on the Internet and teachers communicating with students and various uses of Facebook and MySpace and so forth. And I think the general public and the people watching this, including the kids, both elementary, middle and high schools and college kids, and even as adults, everything that we put on the Internet is on the Internet and it stays out there as if it were in space, suspended in space. So if you happen to be going for the CEO job of a company that's gonna pay you three or four million dollars and they go back on your record and look at your Facebook ad and your MySpace advertisements, they might be surprised and you might lose the job. So I think it behooves everyone to be extremely careful in terms of what you say even to other Board members in a moment of haste or a moment of anger. I think it's always better to take the high road and sleep on it for 24 hours before you respond. Not that I always take my own advice, because I don't. But that being said, I think everyone should be extremely cautious in the use of this new innovative tool. It can be a tremendous asset to humans, like ourselves, but it can have many, many setbacks and many, many flaws that can follow us around forever. And plus, it can damage people's reputation, damage their egos, damage their self-esteem. And there are all kinds of ways that you can use these cellphones and various devices to snoop on people. And that's illegal. The only time you can record somebody is if you tell them you're being recorded, otherwise you know it's a voyeur. So I think I've said enough with regard to this but I found that recently, as the gentlemen explained at the workshop, a teacher had a picture put on Facebook, she was vacationing in Europe someplace, she had a pirate's hat on and a beer mug and it said "drunken pirate" underneath her picture and she was fired. She

appealed and she did not win the appeal on something as simple as that. So I think everyone out there that's using Facebook as a means of communication and a means of bullying and a means of doing this and that ought to keep it to the facts and keep it for the tool it was designed to be, a communication medium, like a phone. Thank you.

HAYES: Is there anything else.

THERIAULT: I have one more. On another topic, I have commenced with my video tours of the schools and I have found, at this point in time I have done eight tours and I'm happy to say that six out of the eight tours have resulted in my limited expertise in terms of rating. I rated several of the schools at 40% and I am happy to say that six of them are now at 95%. You can literally eat off the floors. In six of the schools there is practically no chipped or peeling paint or discoloration or discolored tiles. Areas in the kitchen have been cleaned up, bathroom stalls have been replaced, it's just a phenomenal, phenomenal site to behold, especially at Washington School that has these tremendous ornate tin ceilings all over the building and when you saw the paint coming off the walls in the lunchrooms and tin ceilings and the nurses room, literally all over the building, and the walls a mess and so forth, you don't see any of that now. So I am completely elated and actually kind of mystified that we weren't able to do this prior to my videos. But we got the job done and I particularly want to thank O & G for the loaning of John Cross and George D'Agostino for the, to say they gave me 100% cooperation is an understatement; they gave me a thousand percent cooperation. Now they're still working on some areas, in particular Driggs School which is getting a new roof and they tell me they have a punch list and they're going to go into Driggs School and they're gonna fix up Driggs School just like the other ones. Walsh School also has some issues, plenty of issues, and we really need to get into Walsh School and clean that school up. These are two schools – Walsh and Driggs that hold approximately 600 to 700 kids per school. They get a lot of wear and tear but I think we owe it to our student body and I'm very elated and very excited to see the glory of some of these 100 year old schools coming back to the point that the students, the staff, the kids, the faculty, the parents deserve. So I hope as I go on with the tours, I have started putting them on Channel 96, I'm gonna try to put them on every Sunday, if not Sunday – Saturday, from 10 o'clock in the morning until 10 o'clock at night. First I do the show, the video I did six months ago and then I do the new tour. I don't expect it to take as long as it did previously; it took me 210 hours to do the tours. But I do want to compliment all the people involved, including you Dr. Snead, and all the painters, carpenters, maintenance people, thank you, thank you, thank you, from the bottom of all of our hearts for doing such a good job. I think they deserve a pat on the back this time.

ADJOURNMENT

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to adjourn at 7:14 p.m.

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