

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ REGULAR MEETING*

Monday, November 1, 2010 at 6:30 p.m.

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

***PRESENT:*** President Hayes, Commissioners D'Angelo, Flaherty-Merritt, Harvey, Morales, O'Leary, Stango, Sweeney, Theriault, and White.

***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 6:31 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.

D'ANGELO: Yes.

CLERK: Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: Present.

CLERK: Commissioner Harvey.

HARVEY: Here

CLERK: Commissioner Morales.

MORALES: Here.

CLERK: Commissioner O'Leary.

O'LEARY: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: 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 D'Angelo, it was voted unanimously to receive and place on file the following communications:**

1. Copy of communication dated October 19, 2010 from Donna Vignali, WTA President, to Michael Yamin, Kennedy High School Principal, regarding Project Opening Doors.
2. Copy of communication dated October 25, 2010 from Civil Service to Wanda Pabor certifying her for the position of Paraprofessional.
3. Copy of communication dated October 26, 2010 from Monroe Webster, President, Greater Waterbury Branch of the NAACP to Mayor Michael Jarjura requesting additional information about particular schools.
4. Copy of communication dated October 27, 2010 from Civil Service to Heather Zima certifying her for the position of Paraprofessional.

HAYES: Motion made and seconded. All in favor.

The following students received recognition from the State Department of Education and the Board of Education for achieving "advanced level" in all four categories on the 2010 Connecticut Academic Performance Test:

|                        |      |
|------------------------|------|
| Alexandra Bray Delgado | WAMS |
| Ina Lico               | KHS  |
| Denisse Manzueta       | KHS  |
| Stephanie Medina       | KHS  |

**PUBLIC ADDRESSES THE BOARD:**

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner O'Leary, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:39 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.

**Lisa Lessard, 905 Pearl Lake Road, had the following comments:** I just want to take a moment, and I hope it's not part of my speech, because it's gonna take some time. I wasn't here last week, I was at the Board of Aldermen, but I just want to say that I went to the Woodrow Wilson open house and there's one word that came to mind – phenomenal. The parking lot was full, the two side streets were full, whatever that school did to get the parents there was awesome and I totally put thumbs up. I was at one of the tables, Connecticut Parent Power, collaboration between the parents, the

children, the teachers, was the best. So whatever they're doing I think you should ask for all the schools within the City because it was very impressive.

Now to the reason why I came. Waterbury Republican newspaper, Union Leaders Punish PAL. Waterbury WTA, we all know what's going on with that, so I won't read it from the article. Now if you ask me, a homeowner and yes a taxpayer, this is insane of any union to be acting as such. I don't believe it's the teachers within the union within the City, I believe it's the President of the WTA. The Board of Aldermen during their ad-hoc committee needs to take a hard look at the unions here in the City of Connecticut, Waterbury unions in my opinion need to be revamped, relooked at, and overhauled for the better interest of that of this City and the unions that deal within. WTA rallies local Board of Education not to ask but to demand the stimulus dollars to put towards raises and now rallying teachers of 200 plus did not work to get their demand across of raises so they turned around and retaliated towards PAL, Police Activity League, because Neil O'Leary votes against their raises and wants a charter school. Are you kidding me? Scare tactics and retaliation towards that of each and every child in the City is what I call this . . . charter schools is a huge parent involvement and do not like unions, do away with unions. Why do you think the WTA doesn't want a charter school, they could say bye to their unions if this works out for the City and all of the children, especially becomes popular and becomes a district school trend. You, the local school board Commissioners, give into the raises for the teachers, it will only show the WTA that retaliations, threats, and demands are how they go about getting what they want and how they do things. That is setting a dangerous precedent for the rest of the City's unions to follow in. Be careful, this decision here is going to cost the City more than you can ever imagine. You give into their raise demand for every union will notice and do the same city-wide and you will just watch the spiraling affect. Please, the teachers might deserve the raises, they feel, but believe it or not, seriously, in these tough economic times, I want to agree with the Mayor, and too, I agree with Paul Guidone, we do not need it right now, they're lucky to have jobs in the first place, thank you.

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business at 6:43 p.m.**

HAYES: Motion made and seconded. All in favor.

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

Sports columnist Joe Palladino's column in today's Waterbury Republican American is about the new Wilby High Unified Sports soccer team. Mr. Palladino was very complimentary of the program, which pairs eight special needs team members with four volunteer student-athletes who serve as training partners. The Wilby team will be playing a game this Thursday in Rocky Hill.

I met with a group of Dutch Educators including several Superintendents from the Netherlands at WAMS today. They came to Waterbury to learn how we implemented inclusion. I told them we accomplished this by changing the infrastructure of the district, providing professional development to all staff, returning students with disabilities to their neighborhood schools, new curriculum options, and by closing some self-contained

classes and opening up co-taught classes in every school. They also observed co-taught classes at our middle schools today. I also gave credit to Mrs. Anne Marie Cullinan for her leadership in this effort.

Last Thursday, Kingsbury School was among those honored at the Ponte Club by the Waterbury Neighborhood Council. Kingsbury received an Education Award. Principal Pamela Baim and Vice Principal Dena Mortensen were on hand to receive it.

There will be no school for students tomorrow. It is a professional development day for teachers. Wednesday marks the end of the first marking period.

Our District Improvement Plan Executive Management team will be meeting with our state Department of Education consultants on Wednesday. This is part of the ongoing monitoring process.

There will be a presentation and discussion on cyberbullying for parents on Wednesday evening at 6 pm at the Mattatuck Museum. Dinner is included, but parents must register with their school to attend. No children are allowed. There will be free bus transportation from Carrington, Walsh, Washington, and Wilson Schools. The event is being organized by the 21st Century After School program, Forefathers Community Organization, and the Waterbury Police Department.

**PRESIDENT'S COMMENTS:** For me, briefly, I'd just like to add my congratulations to the Wilby High Unified Sports Soccer team. I know Mr. Stephen Baldwin, the new Athletic Director there, and he's got some big shoes to fill but it sounds like he's getting off and running. Mr. Gorman, I would also ask that you encourage our other Athletic Directors to look into something like this, and the Principals.

Anyone want to remove anything from the Consent Calendar? These are all items to approve.

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

## **9. CONSENT CALENDAR**

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Harvey, it was voted unanimously to approve the Consent Calendar, Items 9.1 through 9.4, as listed:**

- 9.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval for the Waterbury Public Schools to participate in a pilot program with New Opportunities, Inc. entitled "Partnership to Promote Fatherhood".
- 9.2 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of an Agreement with Waterbury Youth Service System, Inc. to provide services as outlined in the 2010-11 Youth Service Bureau Grant.

- 9.3 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.
- 9.4 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.

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

## **11. COMMITTEE ON GRIEVANCES**

- 11.1 Upon a motion by Commissioner Flaherty-Merritt and duly seconded by Commissioner O’Leary, it was voted unanimously that WTA Grievance 10-11-01 be denied.**

HAYES: Motion made and seconded. Is there any discussion? Hearing none again, a yes vote will be for denial. All in favor, opposed.

- 11.2 Upon a motion by Commissioner Flaherty-Merritt and duly seconded by Commissioner D’Angelo, it was voted unanimously that WTA Grievance 10-11-03 be denied.**

HAYES: Motion made and seconded. Any discussion? Hearing none – all in favor, opposed.

## **12. SUPERINTENDENT’S NOTIFICATION TO THE BOARD**

**Upon a motion by Commissioner D’Angelo and duly seconded by Commissioner O’Leary, it was voted unanimously to receive and place on file items 12.1 through 12.14, Superintendent’s Notification to the Board, as listed:**

- 12.1 Athletic appointments effective immediately:  
Caouette, Head Cheerleading Coach, CHS.  
Capobianco-Garibaldi, Laurie – Assistant Cheerleading Coach, CHS.  
Dodd, Charles – Assistant Football Coach, CHS.  
Martinez, Emmanuel – Assistant Volleyball Coach, WHS.
- 12.2 Athletic resignations effective immediately:  
Paparello-Piotrowski, Karen – Assistant Swim Coach, WSMS.  
Russo, Joseph – Head Swim Coach, WMS.
- 12.3 Appointments (Civil Service):  
Pesce, Marguerite – TVP, Wallace Middle School, effective immediately.
- 12.4 Extra-curricular appointments effective immediately:  
Coelho, Dana – Yearbook Advisor, Enlightenment School.  
Coelho, Dana – Student Council Advisor, Enlightenment School.

- 12.5 Grant funded appointments effective immediately:  
 DiCarlo, Amy – Instructional Tutor, RMS, 10 months per year, 18 hours per week @ \$30.00 per hour, no benefits.  
 Padua, Felicita – Pre-k Bus Drive, ECEP, funded by the 2011/2011 ARRA funds, 10 months per year, 35 hours per week, salary and benefits according to SEIU Agreement.  
 Rinaldi, Nancy – Payroll Clerk, Adult Education, 12 months per year, benefits and salary according to the SEIU Agreement.

- 12.6 21<sup>st</sup> Century After School Program – Walsh School appointments:  
 Teachers: Daniello, Kara Davino, Jenna  
 Substitutes: Battisti, Hilary Dematteis, Jennifer

- 12.7 TPTA appointments:  
 Administrator: Brian Goggin

- 12.8 WAMS After School Program appointments, salary according to individual's contract, effective immediately:  
 Glass, Rosalyn – 8 hours/week Manning, Dana – 8 hours/week  
 McGrath, Elizabeth – 8 hours/week Maxson, Holly – 4 hours/week

- 12.9 Enlightenment School's After School Program appointments:  
 Foster, Denise – Parent Liaison, 4.5 hours per week, salary according to contract.

- 12.10 Teacher new hires:

| NAME            | SCHOOL             | POSITION             | STEP    | EFFECTIVE |
|-----------------|--------------------|----------------------|---------|-----------|
| Walsh, Kelly    | Sprague            | Library Media        | MA+15/1 | 11/15/10  |
| Zukowski, Diane | Wilson/Bunker Hill | Literacy Facilitator | MA/3    | 11/03/10  |
| Otto, Alison    | Walsh              | Title I Reading      | MA/2    | 11/03/10  |

- 12.11 Academic Achievements:

| Last Name | First Name | From           | To             | College                   |
|-----------|------------|----------------|----------------|---------------------------|
| Barbati   | Donna      | BA+15, Step 7  | MA, Step 7     | Central CT Univ.          |
| Barbiero  | Lois       | BA+15, Step 9  | MA, Step 9     | Univ. of Bridg.           |
| Barbosa   | Raquel     | BA+15, 2       | MA+15, Step 2  | Southern CT Univ.         |
| Basile    | David      | MA+15, Step 2  | 6th yr, Step 2 | Bridg. & Western CT Univ. |
| Bonnett   | Derek      | MA, Step 6     | MA+15, Step 6  | Wesleyan & N. Engl. Univ. |
| Borges    | Laura      | MA+15, Step 3  | 6th yr, Step 3 | Univ. of Bridg.           |
| Brady     | Joseph     | MA+15, Step 2  | 6th yr, Step 2 | Wesleyan Univ. & UCONN    |
| Cardella  | Rachel     | BA, Step 1     | BA+15, Step 1  | Southern CT Univ.         |
| Cianfagna | Traci      | MA, Step 2     | MA+15, Step 2  | Bridg., N. Engl. Univ.    |
| Connolly  | Susan Anna | MA, Step 5     | 6th+15, Step 5 | Southern CT Univ.         |
| Coords    | Elizabeth  | BA+15, Step 2  | MA, Step 2     | Southern CT Univ.         |
| Copeland  | Julie      | BA+15, Step 3  | MA, Step 3     | Central CT Univ.          |
| Cumbo     | Elena      | BA+15, Step 3  | MA, Step 3     | N. Engl. Univ.            |
| Deer      | Patricia   | 6th yr, Step 6 | 6th+15, Step 6 | S. Heart Univ.            |

|               |            |                 |                 |   |
|---------------|------------|-----------------|-----------------|---|
| Densmore      | Amy        | MA+15, Step 3   | 6th yr, Step 3  | S. Heart Univ.                          |
| DePillo       | Debra      | 6th yr, Step 3  | 6th+15, Step 3  | Univ. of Bridg.                         |
| Dionne        | Suzanne    | 6th yr, Step 11 | 6th+15, Step 11 | Southern & N. Engl. Univ.               |
| Dudginski     | Charlene   | BA+15, Step 2   | MA, Step 2      | Southern CT Univ.                       |
| Dwyer         | Catherine  | MA, Step 10     | MA+15, Step 10  | Central CT Univ.                        |
| Fac           | Elizabeth  | BA, Step 2      | BA+15, Step 2   | Walden Univ.                            |
| Fleming       | Sonya      | BA, Step 7      | MA, Step 7      | Central CT Univ.                        |
| Forman        | Paula      | 6th yr, Step 3  | 6th+15, Step 3  | Univ. of Bridg.                         |
| Frenis        | Janet      | MA, Step 7      | MA+15, Step 7   | Central, England & Walden U             |
| Gagne-Grosso  | Melissa    | 6th yr, Step 3  | 6th+15, Step 3  | Walden Univ.                            |
| Gagnon        | Jos        | BA, Step 3      | BA+15, Step 3   | Walden Univ.                            |
| Gay           | Rebecca    | MA, Step 3      | MA+15, Step 3   | Southern CT Univ.                       |
| Giroux        | Michele    | BA, Step 3      | BA+15, Step 3   | Central CT Univ.                        |
| Graboski      | Melissa    | MA, Step 3      | 6th yr, Step 3  | Univ. of Bridg.                         |
| Griffin       | Meghan     | MA+15, Step 5   | 6th yr, Step 5  | Univ. of Phoenix & N. Engl.             |
| Gugliotti     | Melissa D. | MA+15, Step 7   | 6th yr, Step 7  | Univ. of Bridg.                         |
| Guisti        | Kate       | BA, Step 3      | BA+15, Step 3   | Central CT Univ.                        |
| Hansen        | Laura      | BA, Step 2      | MA, Step 2      | Eastern CT Univ.                        |
| Harrison      | Rebecca    | BA, Step 2      | BA+15, Step 2   | Southern CT Univ.                       |
| Hutchings     | Joanne     | BA+15, Step 2   | MA, Step 2      | Fairfield Univ.                         |
| Iverson       | Cazzie     | MA, Step 7      | 6th+15, Step 7  | Ohio State & Bridg. Univ.               |
| Jasiulevicius | Margaret   | BA, Step 7      | MA, Step 7      | Southern CT Univ.                       |
| Kalnins       | Siobhan M. | MA, Step 1      | MA+15, Step 1   | Pace & Southern Univ.<br>(eff. 8/25/10) |
| Kaplanka      | Jennifer   | MA, Step 2      | MA+15, Step 2   | Southern CT Univ.                       |
| Koestner      | Amanda     | BA+15, Step 2   | MA+15, Step 2   | Southern CT Univ.                       |
| Levasseur     | Armand     | MA, Step 4      | MA+15, Step 4   | N. Engl. & Hartford Univ.               |
| Likorama      | Robert     | MA, Step 2      | MA+15, Step 2   | Southern CT Univ.                       |
| Linskey       | Tara       | BA+15, Step 4   | MA, Step 4      | Univ. of Bridg.                         |
| Mastroianni   | Nicole     | BA, Step 3      | BA+15, Step 3   | N. Engl. Univ.                          |
| McKinney      | Irene      | BA+15, Step 1   | MA, Step 1      | Southern CT Univ.<br>(eff. 8/25/10)     |
| Mendez        | Molly      | BA, Step 2      | BA+15, Step 2   | Central CT Univ.                        |
| Misset        | Aimee      | BA, Step 3      | BA+15, Step 3   | Post Univ.                              |
| Moore         | Christina  | 6th yr, Step 2  | 6th+15, Step 2  | Southern CT Univ.                       |
| Mottillo      | Sabrina    | 6th yr, Step 3  | 6th+15, Step 3  | S. Heart Univ.                          |
| Napolitano    | Kathleen   | MA, Step 3      | 6th yr, Step 3  | Central CT & Bridg. Univ.               |
| Parisi        | Melissa    | MA+15, Step 3   | 6th yr, Step 3  | Central CT & N. Engl. Univ.             |
| Parks         | Elizabeth  | MA, Step 3      | MA+15, Step 3   | Central CT Univ.                        |
| Perez         | Aurea      | MA+15, Step 6   | 6th yr, Step 6  | N. Engl. & Bridg. Univ.                 |
| Pesce         | Jennifer   | MA, Step 2      | MA+15, Step 2   | Univ. of Bridg.                         |
| Pesce         | Maria N.   | MA+15, Step 3   | 6th yr, Step 3  | Univ. of Bridg.                         |
| Peterson      | Jamie      | BA, Step 4      | MA, Step 4      | Walden Univ.                            |
| Petruzzi      | Amy        | MA, Step 2      | MA+15, Step 2   | Univ. of Bridg.                         |
| Phostole      | Sean       | MA+15, Step 8   | 6th yr, Step 8  | Southern & S. Heart Univ.               |

|                |         |               |                |                             |
|----------------|---------|---------------|----------------|-----------------------------|
| Polletta       | Tina    | MA+15, Step 2 | 6th yr, Step 2 | N. Engl. & Bridg. Univ.     |
| Raidhi         | Ariola  | MA, Step 2    | MA+15, Step 2  | Univ. of Bridg.             |
| Ramos          | Ana     | MA, Step 2    | MA+15, Step 2  | New Haven & Central Univ.   |
| Ruiz           | Orlando | BA, Step 2    | BA+15, Step 2  | Univ. of Bridg.             |
| Schain         | Lisa    | BA, Step 1    | BA+15, Step 1  | Southern CT Univ.           |
| Setton - Colon | Marcela | 6th, Step 4   | 6th+15, Step 4 | N. Engl.                    |
| Shocki         | Jeff    | BA, Step 2    | MA, Step 2     | Central CT Univ.            |
| Sieffert       | Melissa | MA, Step 2    | MA+15, Step 2  | New Haven & N. Engl. Univ.  |
| Stasaitis      | Heather | BA+15, Step 1 | MA, Step 1     | Univ. of Bridg.             |
| Swan           | Sandra  | MA+15, Step 4 | 6th yr, Step 4 | Cardinal & N. Engl. Univ.   |
| Tolman         | James   | BA+15, Step 3 | MA+15, Step 3  | Univ. of N. Engl. & Phoenix |
| Vassar         | Ryan    | BA, Step 3    | BA+15, Step 3  | N. Engl.                    |
| Wilson         | Maureen | MA+15, Step 3 | 6th yr, Step 3 | Univ. N. Engl. & Bridg.     |

12.12 Resignations:

Irizarry-Gordon, Jennifer – WMS Math, effective 10/29/10.

12.13 Retirements:

Bunker, Frank – WHS Technology Education Teacher, effective 01/03/11.

12.14 Adult Education appointments and rate increase effective immediately:

Norris, Jon – ESL Teacher, increase to \$30.00 per hour due to State Certification.  
Ouellette, Michele – Art Teacher, 20 hours per week @ \$30.00 per hour.

HAYES: Motion is made and seconded. All in favor, opposed. Unfinished business of the preceding meeting only? Seeing none, other unfinished business? Commissioner Harvey.

HARVEY: I just want to mention that the WOW Youth Council held its forum this past Thursday the 28<sup>th</sup> and Commissioner Sweeney, Stango, and myself were there along with other elected officials. We had some very challenging questions from the youth and there was an issue regarding Black History Month, which I have committed to meet with the Council, and then I will run their ideas by you. But it was a very, very good session; it was long, but nonetheless it's always good to hear from the youth.

HAYES: Anything else under unfinished? Commissioner Theriault.

THERIAULT: I attended the Neighborhood Council meeting where Kingsbury was awarded their award and also it was a very nice time and there was representation there from the Board. Thank you.

HAYES: Thank you. Any new business? Miscellaneous business?

WHITE: Under miscellaneous, President Hayes, this is the plaque we received at the Palace Theater presentation, the Bridge to Success.

HAYES: It reads "Bridge to Success, preparing Waterbury youth for life, a birth to 21 initiative, Waterbury Prevention Policy Board presents the 2010 Distinguished



Champion for Youth Award to the Waterbury Board of Education". Thank you very much.

WHITE: Commissioner O'Leary, Commissioner Sweeney and myself were there.

HAYES: They did say that it wouldn't have been possible without doing that survey. I know surveys always have problems here, but surveys can do good things.

THERIAULT: That was huge. It just wasn't the survey; it was a huge, huge undertaking. That Committee went through the entire town of every single service that was offered to our youth from birth to infinity. I mean it was just an absolutely phenomenal success. I was unable to continue with the Committee but that Committee did a yeoman's job with regard to the effort that they put in there. And every single one of them should be complimented.

HAYES: Yes, I agree.

### ***ADJOURNMENT***

**Upon a motion by Commissioner White and duly seconded by Commissioner D'Angelo, it was voted unanimously to adjourn at 6:53 p.m.**

ATTEST: \_\_\_\_\_  
Carrie A. Swain, Clerk  
*Board of Education*