

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Monday, September 13, 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 (left at 7:52), Chief Operating Officer Paul Guidone, Director of Personnel Ron Frost, School Business Administrator Paul Mazzaccaro, Attorney Maurice Mosley, and Education Liaison Mary Ann Marold (left at 8:10).

MEETING CALLED TO ORDER

President Hayes called the meeting to order at 6:32 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: Present.

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. Communication dated August 14, 2010 from Thomas Ciarlo regarding the naming of the Jonathan Reed School's library in honor of his brother Corado "Babe" Ciarlo.
2. Copy of editorial from the Waterbury Republican-American dated August 29, 2010 submitted by Commissioner Theriault entitled "Outside Consultant Needed to Conduct School Investigation".
3. Copy of article from the Waterbury Republican-American dated August 31, 2010 submitted by Commissioner Theriault entitled "Group: Performance gap of state students is largest in the nation".
4. Copy of communication dated September 2, 2010 from Civil Service certifying Kyle Garcia for the position of Library Page.
5. Copy of communication dated September 2, 2010 from Civil Service certifying Kaitlyn Cocchiola for the position of Paraprofessional.
6. Copy of communications dated September 2, 2010 from Civil Service certifying Linda Generali, Patricia Marrone, Dianna Ramadei, Frances Conway, and Diane Santopietro for the position of Food Service Helper.
7. Communication received September 2, 2010 from Fire Chief Michael Maglione providing annual fire inspection reports.
8. Copy of editorial from the Waterbury Republican-American dated September 4, 2010 submitted by Commissioner Theriault entitled "Corruption limits board's choices".
9. Copy of article from the Waterbury Republican-American dated September 6, 2010 submitted by Commissioner Theriault entitled "Study: Fewer black males graduating".
10. Copy of article from the Waterbury Republican-American dated September 9, 2010 submitted by Commissioner Theriault entitled "Maintenance cure: outside".
11. Copy of article from the Waterbury Republican-American dated September 10, 2010 submitted by Commissioner Theriault entitled "Saved by the Web".
12. Copy of editorial from the Waterbury Republican-American dated September 10, 2010 submitted by Commissioner Theriault entitled "Can't close gaps without parents".

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

PUBLIC ADDRESSES THE BOARD:

Upon a motion by Commissioner D'Angelo 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 6:36 p.m.

HAYES: Motion made and seconded. All in favor, opposed. 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: Today when I called in to WATR, Mr. Michael Jarjura, Mayor Michael Jarjura stated he is meeting with Mayors in the State, as he always does, four times a year, and they are discussing future fiscal plans. Well, he said Mayor DeStefano in New Haven stated he's going to outsource janitorial services within the school department to save the taxpayers money. Right now, recent budget calls for in New Haven 15 million for janitorial staff but outsourcing he is looking at 8 million dollars for those services, so saving taxpayer dollars of 7 million for the city. My question is why we cannot learn from this example and do the exact same here. Outsource for janitorial staff and save us the taxpayers millions on top of millions on top of millions. Outsourcing seems to be the right and common sense thing to do, so please look into it and please do it. I also want to mention something on a personal note, and as Athena Wagner said last week, this is nothing against the Board because I know you're trying your absolute best, but I was told in college there's no such word as try, just do your best or don't bother. When it comes to my daughter's special education, the Supervisor, and I will not mention his name, basically today took her health log, diabetic health log and changed it, not with parent communication, not with parent knowledge or knowhow, and not with team members within PPT, Parent and Placement Team's knowhow, involvement, or anything. We have a PPT on September 21, 2010, that's when this should have been discussed, that's when this should have gone forth. I know the Federal attorneys right now are out monitoring from the U. S. Department of Education Office of Civil Rights, but even them, Michael Joyce, today, told me you have PPT, you talk to all team members, you discuss, you talk about, you communicate, communication is key. You do not go forth being a supervisor and do it yourself; you are not the only team member. You're not the only person in charge, and I don't know why he thinks he is. Again, not okay with me, my daughter is the only one hurting here, this is nothing personal, I just want my daughter to get a good quality education. If any of you got to view the State Department of Education's speech where I had three minutes, to speak they got it. Mary Jean . . . came to my attention, Terri DeFrancis came to my attention – these are attorneys. Attorney Ellen Taylor came to my attention. Believe it or not, they got it, they told me to go to my local folks, explain it to them. I said "been there, done that, they're not listening; they don't seem to care because nothing much is happening". Jason is still doing what Jason has been doing - six months of education at West Side Middle School, two complaints, two coming back with negligence, Waterbury special ed not doing what they need to do to make sure it gets done correctly with my daughter. Monitoring by two Federal attorneys. Again, we have three from the past, two from the

present, and three at the State Department. How many attorneys does it take to screw in a light bulb within the Special Education Department? Seriously, I think one too many. Thank you.

Shelia Lee Calhoun, had the following comments: I'm here to speak to you tonight about the changes that are being proposed to the superintendent of schools qualification list. Now I understand that you're taking the Ph.D. off of the qualifications. If you are taking the Ph.D. off and you plan to hire someone who has the qualifications and the abilities and skills needed to do the job, I have no problem with it. However, I'm sure most of you are aware that there are rumors that abound about what is going to be happening with regard to the position of superintendent of schools. I also have an issue with the fact that the pay for the existing superintendent of schools, I believe the paper was quoted as saying \$146,000 and now you're supposed to be going up about \$200,000. This, at a time, when we have asked that the budget be capped within limits because we didn't want to see our taxes go up. But by the same token I heard someone say that you can't get anybody good for less than \$200,000. What kind of statement is that to make about your existing Superintendent of Schools and where you plan to go . . . you lower the standards and you increase the pay, something seems to be out of whack with that situation. Whenever I stand up here I realize you're donating your time to some extent to be on the Board of Education but at the same time I believe that you asked for these positions and I expect as any taxpayer who knows that their taxes go towards education, as well. I also expect that you take into consideration the needs of the children. The children in the City of Waterbury have been continuously underserved; the majority of the children in the Waterbury School System are minority students. Their needs are different from a suburban community of different size. And I keep saying that our children need to read. There was a program that was cut this year and it was helping the children transfer from, make the transition from kindergarten to first grade. I was a volunteer with that program. That program was cut but it was touted at a meeting where the State Commission that was appointed by the Governor came to Waterbury as one of the innovative programs here in the City of Waterbury. Well if it was touted as innovative, why did you cut it? Why did the person who was supposed to be in charge of that program tout that program in front of people as if it was the most wonderful thing on earth and then you cut it and children are now not able to make that transition from kindergarten to first grade. What's going to happen with those children if they couldn't manage in the system before, they can't manage now. Nothing has changed over the summer, the needs are still there. I implore all of you to look at what it is you're about, you represent a standard to the community, to our children. I do believe, from what I've seen this past year, that you're falling significantly short of the standards that you, yourself, have set. Thank you very much.

Athena Wagner, 1558 Highland Avenue, had the following comments: I was told when I come down here, even by some of my peers, to calm down. I was told not be so rough when I come down here. Education is a very serious issue for me and I'm here to let you know, and anybody else that thinks I should calm down, it's not gonna happen. I'm upset, I don't like it, it is not benefiting the children, the children are not being put first when it comes to their education, and there's too many games being played. Now I've listened to, at various Board meetings, the blame going to parents. Now by all means, I do not say that parents should not be involved, they absolutely should and they need to. But on the same token, I've listened to it discussed about discipline for

the students, behavior for the students. The students are the beneficiaries of the education system; they're the smallest part of the problem of the entire system. And when you talk about their behaviors, aren't you the example as the adults? What examples do you set for the children on ethics? What examples do you set for the children on work ethics or moral ethics when you allow people to lie, steal, punch in when they're not at work, and the list goes on. I don't have to name them all; it's been one scandal after another in the newspaper. And they're allowed to keep their jobs or it's just fluffed over, what example do you set? Sheila talked about the standards; are those the standards that you want to set for the children and then you expect better from them? Who's being held accountable here? Who really cares? You can say you care for the camera but your actions speak louder than words. And from what I've seen, your actions, for some of you, not all of you, for some . . . you don't really care, you're just going through the motions. When, when, when, is the nonsense going to stop and educate these children? Thank you.

Mrs. Hill had the following comments: I'm here to address the attendance policy. I am told that this Board passed a policy where only excused absences for illnesses are chronic, which means the child would have to be in the hospital. If your child has a flu with a doctor's note why would you send your child to school and why would that not be an excused absence? I would like some answers.

Also I'm here tonight, we're at the beginning of a new school year, it's a little bit better than last year, there's one child in this district that some of you Board members know very well indirectly. That child attended school last year over 175 days, if not more. To my knowledge, out of a staff member's name in a meeting that child whether they had a home packed lunch or a school served lunch never ate lunch in the building. Now there are members in this room that sometimes heard my child in the background on the phone so some of it, as you know, I've addressed bullying at these meetings, how is that not emotional abuse and neglect when staff members could see this child as not eating one ounce of lunch, that is deplorable. That child has been removed from that school, things seem a little bit better, thank God for that. Already though I'm here tonight to please, help the parents help the children that have to deal with bullies at school. Now we can call them accidental injuries, we don't have cameras in the lunch rooms, we don't have cameras outside at the playgrounds, the parents are not there babysitting their children unless that's what this Board and the schools would like, I'm sure there would be plenty of parents that would like to keep these injuries down. Unfortunately, one of these children that has been bullied since kindergarten, last week, by pediatrician's orders, head injury. Because a parent was not at the school and we don't know how long the child could have been unconscious, whether it was 30 seconds, 20 seconds, a minute, two minutes, any head injury to a child usually requires medical attention with lax information. That child was up until 1:00 in the morning because they had to go out of town to get the medical attention because local hospitals could not attend to that service needed. Not to say that we don't have good hospitals in our City, we definitely do, but then again if that child had been late for school the next day, the note was for the time they left the hospital, that would have been unexcused tardy. This is something parents are trying to avoid. There are also parents in this district that would ask you to please put these staff members on board, when they see another child doing it, do it. Also there was an injury on the school bus, which the tape is still available, accidental or not, the same child was hit in the eye. Now we're only a couple of weeks...

THERIAULT: Excuse me, President Hayes, point of order. Out of respect for the rest of the speakers, and Mrs. Hill, and I do respect you Mrs. Hill, I think we need to cut you off..,

HILL: Please address the bullying, please.

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to return to the regular order of business at 6:51 p.m.

HAYES: Motion made and seconded. All in favor. Next on our Agenda, you have on the Agenda a third Executive Session, we won't be entering into that this evening but I would like a motion to first go into Executive Session to discuss matters involving strategy and negotiations pertaining to a pending action and/or claim regarding the arbitration of a grievance filed by or on behalf of Michael Angurio. Then we'll proceed to another Executive Session to discuss matters involving the appointment, employment, performance, evaluation, or dismissal of Terrence Lott. And subsequent to that, we'll then go into a discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.

D'ANGELO: **So moved (6:52 p.m.).**

SWEENEY: **Second.**

HAYES: Motion made and seconded. All in favor, opposed. We'll meet in the Media Center.

Present were: President Hayes, Commissioners D'Angelo, Flaherty-Merritt, Harvey, Morales, O'Leary, Stango, Sweeney, Theriault, and White. Also present were Attorney Craig Sullivan (left at 8:32 p.m.), Attorney Tom McDonough (left at 8:32 p.m.), Dr. Snead (from 8:35 p.m. until 9:20 p.m.), Paul Guidone (from 8:35 p.m. until 9:20 p.m.), and Ron Frost (from 8:15 p.m. until 9:20 p.m.). No votes were taken.

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to return to the regular order of business at 9:20 p.m.

HAYES: Motion is made and seconded. All in favor, opposed. Now we get onto the Superintendent's Report.

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

President Obama will deliver his second annual Back to School speech tomorrow, Tuesday, September 14, at Julia R Masterman Middle-High School in Philadelphia, PA at 1:00 PM. The Back to School Speech is an opportunity for the President to speak directly to students across the country. Last year, President Obama encouraged students to study hard, stay in school, and take responsibility for their education.

I began meeting with the principals today for discussions on monitoring school progress. Meetings are scheduled for the next few weeks.

There was a nice article in the paper today regarding Bucks Hill Pre-K Annex getting national accreditation. The process took three years and Bucks Hill received a score of 98.3 out of a passing score of 75 to 100. Congratulations to all who contributed.

Washington School is conducting a fundraising event at the McDonald's located on Union Street on Tuesday evening, September 14, 2010 between the hours of 4-7 p.m. A portion of the proceeds will go to the school. Teachers and other staff will be on hand to take food orders from customers.

The District Improvement Plan Executive Management Team will be meeting on Wednesday this week to discuss ongoing implementation of our plan as well as the status of the state's monitoring report.

The Gilmartin Dedication Ceremony will be held this Sunday, September 19, 2010 from 2 to 4 pm at the school.

Nancy Vaughan has been elected Northeast Region Vice President for the National School Public Relations Association. The region includes Connecticut, Delaware, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, New Brunswick, Newfoundland, Nova Scotia, Eastern Ontario, Prince Edward Island and Quebec.

The Laurel Hills Complex experienced a burglary last night. Both Wilby High School and North End Middle School have reported items stolen, mostly electronic equipment. Police are investigating.

PRESIDENT'S COMMENTS: With regard to the self-evaluation, we had asked Carrie to look for dates. Let us know tonight if the 20th would be okay with everybody, October 20, whoever hasn't responded. Once we settle on a date, then we'll have a discussion at a Workshop as to whether or not we'll do it in Executive Session.

Now onto the Consent Calendar. Is there anyone wishing to remove anything from the Consent Calendar?

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 9.14, as listed:

- 9.1 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the ED042/Phase 4 for the Duggan School Project (State Project #151-0252 RNV/E).

- 9.2 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the ED042/Phase 2 for the Wilby High School Science Room Renovation Project (State Project #151-0274 A).
- 9.3 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the ED042/Phase 3 for the Wilby High School Science Room Renovation Project (State Project #151-0274 A).
- 9.4 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the ED049R for the Waterbury Career Academy (State Project #151-0276).
- 9.5 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of the formation of a Building Committee for the purpose of carrying out the "Wendell Cross School Elevator Project". Such Committee to be made up of Mary White, Paul D'Angelo, Jose Morales, Neil O'Leary, and Ann Sweeney.
- 9.6 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of the preparation of schematic drawings and outline specifications for the purpose of carrying out the "Wendell Cross School Elevator Project".
- 9.7 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval to file a grant application for the purpose of carrying out the "Wendell Cross School Elevator Project".
- 9.8 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of the formation of a Building Committee for the purpose of carrying out the "Bucks Hill School Elevator Project". Such Committee to be made up of Mary White, Paul D'Angelo, Jose Morales, Neil O'Leary, and Ann Sweeney.
- 9.9 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of the preparation of schematic drawings and outline specifications for the purpose of carrying out the "Bucks Hill School Elevator Project".
- 9.10 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval to file a grant application for the purpose of carrying out the "Bucks Hill School Elevator Project".
- 9.11 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.
- 9.12 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.

- 9.13 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to the Kiwanis Club of Waterbury to hold their annual Snack Sale during the period of October 12 through 22, 2010, subject to review by the Director of Food Service.
- 9.14 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to SFC Rowland, CHS, and one chaperone to take 20 students to West Springfield, MA on Wednesday, September 22, 2010 to march at the Big E on Connecticut Day.

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

11. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Flaherty-Merritt, it was voted, by roll call vote yet the motion failed, to receive and place on file items 11.1 through 11.5, Superintendent's Notification to the Board, as listed:

11.1 Teacher new hires:

NAME	SCHOOL	POSITION	STEP		EFFECTIVE
Dey, Peter J.	Gilmartin	Gr. 6 Reading	MA	1	8/25/10
Gray, Patricia	WAMS	Dance	MA+15	4	8/25/10
Iannucci, Donald	KHS	Physics	BA+15	1	8/25/10
Knecht, Joel	KHS	Music	BA	2	8/25/10
McKinney, Irene	NEMS	Gr. 6 Reading	BA+15	1	8/25/10
Oliver, Eugene	WSMS	Speech	6TH+15	12	8/25/10
Outlaw, Ashley	CHS	Science	BA	1	8/25/10
Petersen, Marjorie	Sprague	Library Media	6th+15	7	8/25/10
Ramos, Omayra	CHS	Spanish	BA+15	1	8/25/10
Rivera, Jessica	Brooklyn	K	MA+15	1	8/25/10
Samela, Joseph M.	WSMS	Tech Ed	6TH+15	6	8/25/10
Serafine, Dana	WMS	Math	BA+15	1	8/25/10
Stolfi, Christina M.	WSMS	English/La	MA	1	8/25/10
Thomas, Janine	WSMS	Science	MA	6	8/25/10
Thompson, Asia	CHS	Special Ed	6TH	2	8/25/10
Varian, Lisa	State Street	Special Ed	6TH+15	1	8/25/10
Villar, Yenny	Chase	Bilingual Gr. 2	BA+15	1	8/25/10
Zappone, Evette	WHS	Title I Literacy	6TH+15	9	8/25/10

11.2 Retirements:

Vicario, James – Vice Principal, Wilby High School, effective 06/30/11.

11.3 Resignations:

Bebrin, Kelly – Kindergarten Teacher, Brooklyn School, eff. 08/20/10.

DeVito, Larry – Parent Liaison, KHS, effective 08/23/10.

Donato, John – Math Teacher, WHS, effective 08/19/10.

Haggard Chamberlain, Sybil – Math Teacher, WHS, effective 08/31/10.
Soja, Ursula – Title I Literacy, Hopeville School, effective 08/19/10.

11.4 21st Century Learning Center, Carrington School, Cohort VIII/Project #3, appointments, effective immediately:

Carl Brault (replacing Maria O'Rourke).

Joseph Gagnon (additional teacher to meet SDE attendance goal).

11.5 Grant funded appointments:

Clinton, Elizabeth – High School Math Instructional Tutor, WHS, \$30 per hour, maximum of 15 hours per week, 10 months per year, no benefits.

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

THERIAULT: Roll call vote please.

ROLL CALL VOTE:

Yeas: Commissioners Flaherty-Merritt, Harvey, Morales, White, and President Hayes - 5

Nays: Commissioners D'Angelo, O'Leary, Stango, Sweeney, and Theriault - 5

CLERK: Five, five.

HAYES: Motion doesn't impact anything but for the record it's five, five. Now we move onto unfinished business of the preceding meeting only.

D'ANGELO: At the last meeting you brought up, I thought, an excellent point in the K through three reading in regards to the gates. And, as you know, I agree with you on the importance of reading at an early age, I'm wondering if, following up on your lead, maybe the Curriculum Committee can meet and at least start discussing what we can do, if anything, to implement some new programs or new procedures to insure that when students are leaving the third grade they're at least reading at third grade level. So I don't know, I just didn't want your idea to die on the vine.

HAYES: We can take it to the Curriculum Committee, but I think the issue is really about, it seems like we found that the Literacy Academy has some great responses and I know we've talked before about how some have been reluctant to do it and, apparently, there are still some rumblings out there, there are some schools that have been requested to do it and still aren't doing it. Dr. Snead, are there any schools that have been resistant to this? Has Dr. Sequeira been able to impose these on all these schools? What are we doing with regard to the Literacy Academies and, in particular, how it's going to help us enforce those gates at third grade in particular?

SNEAD: Well, I can tell you this, the schools that we identified in need will not have the opportunity to resist it. I haven't heard of any schools who have come out and said that they don't want it; none of the principals have expressed that.

HAYES: How many schools are there?

SNEAD: Every school that has not achieved AYP.

HAYES: That sounds good to me. Can we have a monthly report on that and I think part of that discussion is how we're gonna work on these gates that we've heard about for so long and then we didn't hear about for a while and now, again, we're hearing that although it's not age appropriate any longer, the question then is how come we can't teach a kid to read at a third grade level after five or six years? That's a whole other issue we need to have resolved.

THERIAULT: I wish to kind of concur with Commissioner D'Angelo and other members on this Board that have expressed a sincere interest in using those top schools as sort of a boiler plate or sort of a role model, so to speak, as to where those principals and those failing schools can go to reinitiate their effort and copy or imitate those plans in the very same way, maybe taking bits and pieces from those top five schools, to improve their own schools. I think it's imperative that this be arranged at the earliest convenience of the top schools, and those schools that are at the bottom, so that we can start to build a plan and start a boiler plate in place so that we can improve the test scores at both the top five schools and at least the top, I don't expect all of the principals to go running all around, but at least the bottom five need to get a good kick in the bootstraps or lower and start improving. So I think that's very important.

HAYES: It's important to stress, too, that we all feel the same way. It's not just like somebody's idea; I think we've all told them that that's what we want to do. We've been frustrated by the reluctance in the past and I think we've all said that we don't want this to continue that ...

THERIAULT: It's just that I don't like to speak for everyone because someone may not feel the same as I, but I'm glad to hear you say that, President Hayes.

HAYES: I had said it previously but apparently you weren't listening when I said it.

THERIAULT: I'm listening now.

HAYES: And I listened to you, a lot, too. Anything else under unfinished business of the preceding meeting only? Okay, how about other unfinished, new, and/or miscellaneous business? Commissioner D'Angelo.

D'ANGELO: Under new business, for the edification of the audience, if there's anyone out there, I voted no on the Superintendent's Notification to the Board because there's a couple positions on there that we're hiring that are at very high steps. One of them, I think is seven and one is nine and one is 12. And we've given away the authority of this Board to hire certified staff to the Superintendent and we've chosen over the years not to take that control back for fears that it would not, could add patronage or politics into the process. Having said that, I think some of these step levels that we're hiring some of these new people at is an insult, a great insult to the people that we have working in this district for a long time that are, in some cases, nowhere near as close to those step levels. So having said that, **I'd like to make a motion at this to add an item to our Agenda and the motion to add would be the following: the Waterbury Board of Education instructs the Superintendent of Schools not to hire any certified staff at a level of step four or higher without prior Board of Education approval.**

FLAHERTY-MERRITT: **Second.**

HAYES: That was a motion to add that has been made and seconded. Roll call vote to make sure. Roll call vote please.

ROLL CALL VOTE ON MOTION TO ADD:

Yeas: Commissioners D'Angelo, Flaherty-Merritt, Harvey, Morales, O'Leary, Stango, Sweeney, Theriault, White, and President Hayes - 10

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously, by roll call vote, to approve that the Waterbury Board of Education hereby instructs the Superintendent of Schools not to hire any certified staff at a level of step four or higher without prior Board of Education approval.

HAYES: Motion is made and seconded. Under discussion.

STANGO: This is a discussion on the motion and also a little bit of a throwback to the previous vote that we did on the Superintendent's Notification. For clarification, this practice, as far as I understand, has been going on a couple of years, three or four years perhaps. Professional staff leave our school district to work in another district and then work in that district for two or three years and then reapply to come back to Waterbury. In doing so, when they come back to Waterbury, take with them their accumulated steps that they made from the district that they went to. So when this person comes back to Waterbury, is hired through Waterbury, he could be working side-by-side with a colleague that he graduated college with who was making the same amount when they worked together, now that person has come back with accumulated steps and is making much more because our staff has been frozen, or with very little raises, for those few years. Now this has been the process, this is not anything to do with the individuals who are on that list. The individuals who are on that list probably, we have to assume, are qualified, good teachers or we would not have hired them, we have to assume that. So this is nothing to do with the individual, but is has everything to do with the process and that's why I hope that this process now rectifies some of that situation. Thank you.

THERIAULT: I'd like to speak to the process, also. I think that when teachers leave or even if they were in here and they left and they came back and even if they were outside of the system, but you see the people in Waterbury have the unique distinction of being part of the Oversight Board. In other words, having the heal of the Oversight Board on their head for five or six years and having them pinned down and frozen on step. So many of them are still steamed from that and many of them have already left the system and gone out to other districts and gotten 10 or 15 thousand dollar raises. Some have gone out and gotten a couple of steps and then gone to another place, gotten a couple of steps, and then come back to us, whether it be a shortage area or non-shortage area, that's up for debate, but there are all kinds of emergency permits if we really wanted a person, we could get that emergency permit in that shortage area for that person. See my point is this, these people that are getting six, seven, eight, nine, ten, twelve, you know they might be making as much as \$30,000 more than they would be otherwise, that doesn't seem like a great amount of money, but it's a difference

between \$40,000 and \$70,000 so \$30,000 over a 30 year period, with benefits, could be a million dollars. So I think that our instruction to the Superintendent is a very noble one inasmuch as we're not going to take over the hiring process, which I think we should, but I've already been defeated on that motion, so I'm not gonna go there, but to give him instruction and to pull in the bit and to pull in the reins, at the very least, is to say to the teachers we know where you're coming from. To hire these people at a higher salary than the people that they had already worked with, is a direct kick in the teeth to every member of our staff in the city of Waterbury – all of our teaching staff, all of our administrative staff, it's a direct insult. Thank you.

O'LEARY: I echo Commissioner Theriault's feelings. I feel that the employees who stuck it out with us through the Oversight Board and took those freezes on their steps, and those freezes on those steps will impact them for virtually their entire careers, especially into retirement. And you know, I think a lot has to be said to recognize those people who stayed here, through those tough times, they didn't leave, others left, never came back, and now we're finding out that we're hiring people who left for a couple of years and came back and then the people, now in this particular case I guess, if I got this information correct, and I can only go by what was talked about earlier, that this employee who is being hired at step nine, have they stayed here with their fellow employees that were hired in the same year, a fellow employee working side-by-side is at step four. And my understanding is that is somewhere about a 23 or 24 thousand dollar pay differential. And quite frankly, I don't think it's fair to the employees who've stuck it out through the worst of times here and I think it's a lousy position really to put the newly hired employee in whose going to be working with these people who sacrificed and now are being paid enormously different pay scale. I think it's a loser for everyone. I think, especially for the district, we are in a budget crisis, I find it harder to believe that we couldn't hire an entry level employee at step one, two or three. It would be a significant reduction. And you know, I just think the whole thing is just a shame, to be honest with you, because the perception, it is just lousy to me. But, nonetheless, what I would like to propose, and I'm gonna support the motion, but I would also like to, through President Hayes, I would like to find out, President Hayes, I'd like to go through the last hiring cycle, every teacher that has been hired for this calendar year. And I'd like to get a list of every single person that's been hired above the entry level step and I would like to have whoever hired that person explain to this Board why that person was hired at the step they were hired on. And I sure as heck hope that it all makes sense at the end of the day.

HAYES: From last school year and the new hires for this year.

O'LEARY: The new hires for this year, let's start there.

HAYES: This is it right now, the list that's in front of us. So, we want more of a historical perspective of what was done prior to this.

O'LEARY: I think at the last meeting, the last Workshop, there was more employees that were hired. So since the school year ended, everyone that's been hired to come to work in the Waterbury School System starting this school year and let's look and see what they were hired at and why they were hired, they were hired at a rate higher than the entry level rate, I would like to know why and I would like to hear the explanations. Now I've heard that some people are hired at these higher steps because they're in

these shortage positions. I would just like to verify that. I would like to look at them individually and see if they're representing an area that is classified as a shortage position and that's why they were given a higher step. Because, quite frankly, the perception out there in the WTA is just the opposite. So I'd like to put it out there on the table, let's put a little transparency in the process, and let's see where we are.

HAYES: We'll get that information. Anyone else? Hearing no further discussion, the motion was made and seconded for the Board's approval on step four and above.

THERIAULT: Roll call vote please.

ROLL CALL VOTE ON MOTION:

Yeas: Commissioners D'Angelo, Flaherty-Merritt, Harvey, Morales, O'Leary, Stango, Sweeney, Theriault, White, and President Hayes – 10

HAYES: We're back to other unfinished, new, and miscellaneous business.

HARVEY: I just want to make sure at the next Workshop that we have the high school principals. Thank you.

HAYES: Yes.

D'ANGELO: Just a request, if I can, if at the next Workshop I think we're gonna discuss the superintendent's job specs, is that correct? Is it possible to do that early in that agenda in case there's members of the public, and there may not be, but in case there's members of the public that want to be there, they won't have to wait around until the very end for it?

HAYES: Typically something like that we do at the end because we don't have anybody waiting to speak to us. So if we put that at the beginning, people that we do invite will have to sit through that and that may be lengthy. Typically I'd keep that kind of stuff that just involves the Board to later on the Agenda. But when Carrie puts out the Agenda it does tell us about what time we're gonna be discussing it, so if there's anyone from the public that would want to see it they can check the Agenda for an approximate time. Very rarely do we start something earlier than what the time is.

HARVEY: Just so that the public knows, when are we planning the discussion on PLA versus non-PLA?

HAYES: The first discussion will be at our next Workshop, the 27th. Now, again, there was a request for some of us to attend, Commissioner Sweeney, you want to just be clear so everybody understands what it is.

SWEENEY: CUBE has gotten together with the superintendents and board members of the urban districts – Hartford, Bridgeport, New Haven, Waterbury was also invited, to come together and discuss issues and strategies that affect urban districts. That meeting will take place in the New Haven Board of Education offices on Thursday, starting at 6 p.m. to 8:30. You do have to let, either reply by yourselves, there was a notification in your packet with an email or phone number to call CUBE and let them

know that you would be there, or you can get that information to Carrie and Carrie will make that contact for you.

HAYES: Just so, we also got an email from Athena Wagner, there's something going on here locally, too, at the New Opportunities building.

SWEENEY: I think that one is 5 or 5:30 that starts.

HAYES: I know, as far as right now, Commissioner Sweeney, Stango, and myself are going to the one in New Haven. If anyone is interested in attending the one on Thursday, locally, they probably should contact Ms. Wagner.

ADJOURNMENT

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Stango, it was voted unanimously to adjourn at 9:47 p.m.

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