

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Monday, June 28, 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 Superintendents Cullinan and 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 6:48 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 Sweeney, it was voted unanimously to receive and place on file the following communications:

1. Communication dated June 14, 2010 from Mayor Jarjura regarding the graduation schedule.
2. Copy of communication dated June 16, 2010 from Janet Ciarleglio, Driggs School Based Health Center, submitting the 2009-10 Year End Report for the Driggs School Based Health Center.
3. Copy of communication dated June 18, 2010 from Roseann Wright regarding Washington School.
4. Copy of communication dated June 18, 2010 from Civil Service certifying Diurca Tomasella for the position of Elementary School Supervising Vice Principal.
5. Copy of e-mail communication dated June 22, 2010 from Karen Harvey to President Hayes requesting a Special Meeting.
6. Thank you card received June 22, 2010 from the Waterbury Special Olympics.
7. Submission of article from Commissioner Theriault from the Waterbury Republican-American June 24, 2010 edition entitled "Board member says lead problem in schools serious".

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 6:52 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.

Jimmie Sanders, 120 Hillside Avenue, had the following comments: I prepared for each and every one of you earlier a package. I hope that you all have it. What is inside this package, if you will follow with me, I'll read what is there. The top sheet says "enclosed for your information is a copy of the original typed application letter by Jonathan Edward Reed. Mr. Reed was 29 years of age at the time of the writing of this letter." And the letter reads as such: "Box 492, Tuskegee Institute, Alabama, on May the 13th 1935. Dear Sirs, I am hereby making application for a position as instructor in your summer school. I am five feet, nine inches tall, I weigh 150 pounds and I am in

excellent health. I graduated in 1929 with honors from Amherst College, Amherst, Massachusetts with a degree of Bachelor of Arts. I majored in Mathematics and Physics and won a prize in Calculus in my sophomore year. The breadth, depth, and scope of my training has fitted me to teach effectively and successfully courses in the classical as well as the scientific field.” He further writes “I have seven years of Latin, two years of Greek, two years of Italian, two years of German, plus the standard courses of English, Philosophy, Psychology, and French. I am now employed at Tuskegee Institute as an instructor in Physics. I have been here for the past three years. Previously I taught at the State Agricultural and Mechanical College of South Carolina at Orangeburg as a Professor of Physics, Mathematics, English and Philosophy. During my two years of experience there and at Greensboro, North Carolina, I have successfully taught College Physics, Mathematics (through Calculus), English, Logic, etc., etc. I have been Chairman of the Debating Committee, Chairman of the Department of Philosophy, Head of the Department of Physics, and Acting Head of the Department of Mathematics. In 1931 I made out the list of equipment for and fitted up the Physics laboratory of the Agricultural and Technical College of North Carolina at Greensboro so that they might receive a higher rating. I have taught successfully in summer school, night extension school, and the Charleston Extension School. I shall be pleased to furnish you the finest of references upon request. I am, very truly yours.” And I thank you.

Ted Van Dereedt, 146 Bradley Avenue, had the following comments: The reason why I am here tonight is for safety of students in our schools and our teachers. I used to work for the City of Waterbury, I was in the HVAC department, and I used to work at all of the schools also. I’ve just been, I had a knee replacement so I’ve been out a couple of months and I was discharged. Now it’s about, like I said, the safety of the students and the teachers of the schools. You hired a guy named David Langdon; this name is familiar with a few people here that heard about him before. You’re supposed to have, to get the job, have to be on journeyman level, three years experience HVAC department, skilled tradesman, completed a standard high school course; or equivalent combination of experience and training that provides the required knowledge, skills, and abilities. You should also have a valid CT S-2 license to work at this job. So he said he did, nobody ever followed up on it. So anyways he worked for the City of Waterbury, he went on a job at Crosby High School, there was a gas leak, when he left, he figured he fixed the job. No he didn’t; it was worse. They evacuated the school, the fire department was there, police department, gas company, and Herb Greengas. A plumber happened to be in the school, he fixed the job. So I questioned this. I was threatened by Herb Greengas and George Sacchi to back off or I better get the union to back me up or they’re gonna come after me. I got 42 years in this trade and you got this greenhorn who knows nothing. Anyways, we’re all thinking that he has the license and he has the experience. So anyways they made him a foreman, that’s great, he almost blows up a school. Now you people also heard on the TV and the newspaper about the Middletown explosion, these six guys that were killed, some of them were good friends of mine; they were out of my old local, Plumbers and Pipefitters Local 777. So when that gas leak was on in Crosby and if one of them boilers ignited, you would have had one heck of an explosion. But anyways, so that was let go. So now this same person goes to West Side Middle School, goes to work on an electrical panel, breaker panel, he’s not an electrician, he has no license. He blew the two panels up. Now he’s lucky he didn’t get killed. Electricians had to fix it, it cost the City of Waterbury \$17,000 from what I heard, still got swept under the rug, Herb Greengas did nothing

about it, Herb or George. Now I went to the Mayor, Steve Gambini, Joe Geary, and then it got tossed to Ron Frost. He says I'm gonna follow up on this investigation and I will give you a copy of my report. I never got the copy. When this guy got caught, this David Langdon, that he had no license, there's a memo that was sent from Herb Greengas to George Sacchi. Here's what you need, experience, to get the job. You people can have this because I got a lot of copies. I talked to the State Licensing Bureau and I talked to the Consumer Protection, and they've already said to me you know this guy has a liability to the town of Waterbury, get yourself a lawyer. This guy's gonna hurt somebody; he's already had strike two, he's already proved himself to everybody. I feel that he should be gone ASAP.

James Monroe, 250 Wood Street, had the following comments: I've passed out a little flyer here of Reverend Reed, I hope you all read it, he was very influential in my coming to Waterbury and I'm 100% for the school to be named after him and I will continue to come and support that.

The next thing I would like to inform you is that I am Chairman of Labor for the NAACP and I've been working with various community agencies trying to get people on the school jobs. When I first took this endeavor on I met with some 15 people, they gave me the runaround and I had the pleasure of meeting with Dr. Snead and he brought the same 15 people to the table and we had a very good meeting. Very sad to report to you as of today one school is almost completed and we still have not hired any people from the list that I submitted to him. The list that I submitted to him, as was stated at the Board of the Aldermen meeting, some of the guys may have gray hair but they're professional people, they can do the job. Some of them, or most of them, were in the union before so it shouldn't be any problem. It's sad to say no one has been hired. We're getting ready to start another school, Monroe Webster has been appointed President of the Liaison Committee, hopefully we'll meet and straighten out a lot of things. One thing I'd like to bring to your attention is there's a 30% set-a-side for residents. Well the union eats that up. I'm hoping that in the future that we can cut that in half so some people from the community can get jobs and the games will stop being played. I would also like to have the opportunity to meet with the building trades committee because there's so many other things that I would like to discuss. Thank you very much.

Lawrence V. DePillo, 11 Steuben Street, had the following comments: I'm here this evening on your agenda item 8.6 which is request approval of non-union salary adjustments for grant and general fund. First of all according to what I'm being told a majority, if not all, of the individuals involved here have received consecutive raises the past four years. I'd like to let you know that the contract individuals, that the Board of Aldermen has control over, that none of those individuals received salary increases this year; they all gave back their increases. In addition to that, the administrators, what was negotiated, not necessarily by me, I thought it was not stringent enough, but the administrators have agreed to give back six months of their salary increase. Their increases will start in December of this year, not in July, and they will also take one vacation day and give that back to the City as well, that's for the administrators. So I don't know whether these general fund people fall under the category of department head or administrators, but at the very least something needs to be given back, if not all, of potential raises. As far as grant people go, I don't understand why a grants person is getting any kind of a raise. Grants are normally for a term and when that term is up if

it's going to be renewed then at the time of the renewal is the time to decide whether or not a grant position should have an increase or whether a grant position is going to be offered at the same rate and an individual, or individuals, can either take the job or refuse the job. So I don't understand why grant people are getting raises, especially some of these positions, at least a couple that I know of, have been in effect for less than six months. We have people out there hurting, the foreclosures in this City have doubled, people are losing, not only losing their homes but there's been no raises for people on social security who have to pay the taxes. So I'm not in favor of any of these raises and certainly not the grant positions, that should be, again, decided when the grant is up for renewal or on a, and if it's five years it's five years, if it's three years, it's three years. That's when the salary should be determined.

Now the other issue I have here with the Board of Education is you have a 155 million dollar budget as voted on by the Board of Aldermen in 2009/10 and coming up in 2010/2011, but your budget is actually 245 million dollars, and I think it's about time the citizens of Waterbury were told exactly what your budget is. Not only that, but they need to be told everybody who's working off the books. Ninety million dollars' worth of grants' people working off the books. So I would appreciate it if you'd be honest with the citizens of Waterbury and give them the full breakdown of your budget. Thank you very much.

Jimmie Griffin, 40 Dikeman Street, had the following comments: Last week I came before this Board and before I came before the Board I took a little survey of the community to make sure that when we came before the Board and presented you with one name, which is Revered Reed, that that name would be the name that this Board considered. In the past this Board has never, to my knowledge, had an ad-hoc committee to name a school. I say why now, if you're gonna have an ad-hoc committee why not have people from the community sit on that ad-hoc committee if you're concerned about names being set forth because I can't see any other names being submitted at this particular time and I would like to see you move forward on this and let's go forward. There's other issues that this Board of Education should be more concerned about especially when you're talking about the naming of a school when you got 80 percent to 90 percent of your students that are African American or Latinos and you're worried about whose gonna be naming a school. I think we need to move forward, get this out of the way, let us concentrate of getting the grades of our children up, and other issues, because it's a no-brainer that this school should be named after Reverend Reed. There's a community consensus that was given last week, the community came out, the community spoke, the community is behind the naming of the school and I don't see any other thing for you to do but just name the school. Why would you go to an ad-hoc committee, why now? It bothers me. It really bothers me when we get our community to come out to the Board of Education to get a school named and they show in mass and you tell me you got to get an ad-hoc committee together because of some pet peeve that somebody might have on the Board. Because that's all it is, we've made a decision in the community as far as I'm concerned that the school should be named and we want the school named now, not later. Thank you.

HAYES: There's a speaker here which I don't believe he's here. The last speaker is Monroe Webster.

Monroe Webster, 25 Crown Street, had the following comments: I just want to make you aware of I guess the pulling together of the Liaison Committee, I've been informed, not officially, indirectly at least, that I have been named the Chairman of this Liaison Committee. I just want to read to you just a little bit of the purpose of this Committee as stated in the Good Jobs Ordinance. It says that the "Liaison Committee established by the Board of Aldermen to review the administrator's reports, monitor compliance with the provisions of this ordinance, and make recommendations to the administrator and the Board of Aldermen regarding enforcement. The Committee shall convene monthly in a space open to the public and the Committee shall be comprised of" and it goes onto to talk about the various committee members. Those committee members have been chosen, they represent, Joyce Petteway, Board of Aldermen; Cicero Booker, Alderman; Cathy Awwad from Workforce Development; Jeff Cugno, O & G Contractor; Jeff Murrow, John Hunter, which are part of the union; Reverend Maner Tyson who represents a church; Ray Sullivan who represents the Good Jobs Coalition; James Monroe who represents the community leader; and Reverend Thomas Mallory who represents the Human Rights Commission. The issue that we have been I guess concerned, disturbed with for a while, is the hiring of local residents, Waterbury residents. And Waterbury Development Corporation has put out a number, put out reports that talk about, that look at the goals and show us a representation of how closely the goals are being met. And if you look at the reports, if you look at the numbers it appears that the goals are being met according to the information that is being gathered by WDC. The only area that is a little deficient is in the area of apprentices, the goal is 25% and a little deficient there. The concern was mentioned by James Monroe is that even though Waterbury residents are being hired, these are Waterbury residents that are part of the union, and yes we know it's a PLA, it's a union contract, Waterbury residents are being chosen, those that are sitting on the bench have to be called from the bench, we also have a number of people that are Waterbury residents that are qualified that are willing to join the union but are looking for an opportunity to be called and that seems to be the problem, people that are not currently in the union but are qualified to work that are willing to join the union if they call up. So that's part of, and a lot of what will happen in terms of what the Liaison Committee's gonna be doing, in trying to identify and see what we could do to get some of these people hired. Short of that, the next thing would be for us to look at the Good Jobs Ordinance itself and see how we might be able to change that too, so we can include more of the Waterbury residents that are not currently part of the union. Thank you.

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

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

SUPERINTENDENT'S REPORT: I just want to clear up one issue, when I had that meeting that you spoke of with 15 individuals; I made it very clear at that time that those individuals needed to join the union.

Dr. Snead read and distributed the following report:

Next week we will be meeting with a team from the State Department of Education to formally present progress on our District Improvement Plan. The state has provided us

with specific instructions on how to go about doing this. In addition to presenting information on adult steps and student progress on a district level, we have asked some of our schools to meet with SDE officials at this time to demonstrate how the school improvement plans reflect the district improvement plan. Specifically, they will need to show how the school goals and strategies align with the district improvement plan. In addition to the above information, the district will also be providing the State with reports from each of their subcommittees.

Education Department staff met with representatives of O & G last week to go over the schedule for the opening of Gilmartin School. The school building is currently undergoing a final cleaning. Paving will start this week. Furniture will begin getting delivered in July. It is anticipated that the building will be “substantially completed” by late July and that the Certificate of Occupancy will be issued sometime around July 30. The building will be open for teachers to come in and start setting up rooms sometime in mid-August. There will be a training for staff offered around that time so that they become familiar with the new phones and the building itself before school starts. We are anticipating a ribbon-cutting ceremony on the first day of school, but we will hold the official dedication of the school a few weeks later to allow students to get settled in beforehand.

Our district has offered several professional development sessions in the past few weeks.

- On June 17, all school administrators attended a workshop on common formative assessments with Larry Ainsworth, from the Leading and Learning Center. This session was offered by CALI as part of mandatory training for priority school districts. The principals and supervisors were asked to bring with them two sets of Common Formative Assessments (pre and post for each) created by teachers as a result of data team work, minutes from the data team meetings where those CFA’s were discussed/created, and minutes from a recent grade level/content area meeting
- On June 18 and June 22, school administrators attended full day sessions related to teacher evaluations. This was parts two and three of a three part workshop on evaluation offered through The Connecticut Principal’s Center of the Connecticut Association of Schools. The three sessions together offered information on how teacher evaluation may be linked to curriculum, how it relates to the Professional Development of Teachers, and the possible legal implications behind writing Teacher Evaluations.
- Nancy Vaughan presented two sessions of the National School Public Relations Association’s “Unleashing Sensational Service” to school office staff on June 16 and 17. All schools and central office sent secretaries and other clerical staff to one or the other session. In addition to learning techniques to help provide a welcoming atmosphere for parents and other visitors both in person and on the phone, participants learned tips to deal with “difficult” customers. A feedback session allowed for school and district staff to discuss ways their jobs could be made a little easier, such as additional training in Lawson, identifying staff that may be available to assist in translations of other languages or sign language, and information on how parents can learn English with available free services.

Our entire custodial staff participated in a green cleaning training session conducted by the State Health Department last week as part of our Tools for Schools initiative.

PRESIDENT'S COMMENTS: I just want to briefly respond to the process we're gonna use with the naming of our school. It was mentioned that somehow an ad-hoc committee was thrown together; the fact of the matter is that ad-hoc committee has been in place for awhile. And in response to members of the community coming forward, we asked that the Ad-hoc Committee get together, come up with the criteria. The plan is to invite, there are other names that have been submitted over the past year or so, some even went back further, and what we'll do is invite everyone who has submitted a name to come to our Workshop on July 26 with the intent of then putting on the Agenda for August 2 the naming of that school. That's the plan. I did discuss it with Commissioner Harvey and, just my belief that even Reverend Reed might not be as comfortable with having his name simply put forward without having the opportunity for others to have their presentations as well. So that will happen at our July 26 meeting. Again, anyone who has submitted a name will be invited to give a little more background if they'd like and then we will put on the Agenda for our August 2 meeting the naming of that school.

Now we will go to our Consent Calendar. Is there anyone wishing to remove anything from the Consent Calendar?

D'ANGELO: Item 8.6 please.

HAYES: Anyone else? *President Hayes proceeded to read the Consent Calendar items.*

8. CONSENT CALENDAR

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Stango, it was voted unanimously to approve the Consent Calendar, Items 8.1 through 8.5 and 8.7 through 8.10, as listed:

- 8.1 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of an Other Professional Services Agreement with New England Systems, Inc., to provide Data Warehouse Software.
- 8.2 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply to the following foundations for partial funding to support student activities detailed in the District Rewards Matrix:

George A. & Grace L. Long Foundation	Linford & Mildred White Foundation
Thomaston Savings Bank	Swindells Charitable Foundation
Elizabeth Carse Foundation	Olga Sipolin Children's Fund
CVS Caremark	
- 8.3 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply for the US Department of Education's "Full-Service Community Schools Program Grant".
- 8.4 With the approval of the Committee on Grants, the Superintendent of Schools recommends permission be granted to Angela Razza, Bucks Hill SVP, to apply for the Thomaston Savings Bank Foundation Grant for grade level recess equipment.

- 8.5 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply for the 2010-2011 Family Resource Center Program Continuation/Extension Grant for Wilson School.
- 8.7 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of a Construction Contract with Gold Seal Roofing & Sheetmetal, Inc. for Driggs Elementary School Roof Replacement and Repairs – State Project #151-0281RR.
- 8.8 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of a Maintenance Services Agreement with Honeywell International, Inc. to provide building automation services for the Education Department.
- 8.9 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.
- 8.10 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 made and seconded. All in favor, opposed.

9. ITEMS REMOVED FROM CONSENT

HARVEY: Ladies and gentlemen, with the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the non-union salary adjustments (grant and general fund) effective July 1, 2010, as attached, **SO MOVED.**

SWEENEY: **Second.**

HARVEY: Motion made and seconded. Under discussion, Commissioner D'Angelo.

D'ANGELO: Mr. President, I'd like to make a **motion at this time that we split the motion into Item 8.6, dealing with the general fund, and Item 8.6a, dealing with the grant positions, SO MOVED.**

HARVEY: **Second.**

HAYES: We have a motion and a second. Are we all clear on what those are? Any discussion? Hearing none – all in favor, opposed, we will deal with Item 8.6.

Item 8.6

HARVEY: Ladies and gentlemen, with the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the non-union salary adjustments/general fund, effective July 1, 2010, as attached, **SO MOVED.**

D'ANGELO: **Second.**

HAYES: Motion has been made and seconded. Under discussion.

O'LEARY: Mr. President, just for the Board's instruction and for the public that are here, you might recall that during the numerous Finance Committee meetings we had we did talk about these non-union salary adjustments, general fund positions, specifically they are the Chief Operating Officer, the two Assistant Superintendents, the Director of Personnel, Legal Counsel, and Educational Liaison person. And we decided that we were gonna cut their raises in half and they decided that they were going to give back two furlough days. So we decided as a committee of the whole that that was what we were gonna recommend and that's what we ultimately voted on. So I just wanted to make sure that everyone here was clear on what we're doing here. We've already talked about this but I just want to refresh your memories.

D'ANGELO: Just for one further clarification. These people came to us prior to any discussion and offered to forego their raises in total.

HAYES: Anyone else? Hearing no further discussion – all in favor, opposed.

THERIAULT: Nay.

SWEENEY: Nay.

HAYES: We have two Commissioners, Sweeney and Theriault, eight in favor, two against.

Item 8.6a

HARVEY: Ladies and gentlemen, with the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the non-union salary adjustments/grant funded, effective July 1, 2010, as attached. Respectfully submitted and **SO MOVED.**

SWEENEY: **Second.**

HAYES: Motion is made and seconded. Under discussion – Commissioner D'Angelo.

D'ANGELO: Mr. President, at this time I'd like to offer that we make **a motion to table Item 8.6a for further discussion at our next Workshop. SO MOVED.**

O'LEARY: **Second.**

HAYES: Motion made to table.

D'ANGELO: I just think with some of the things that have come to light in some of the discussion from the public, I just think we should have more discussion at the Workshop and then vote.

HARVEY: Commissioner D'Angelo, what do we need to discuss?

D'ANGELO: I don't know if that's an appropriate discussion under the motion to table.

HAYES: The motion to table is not really for discussion.

D'ANGELO: If you want me to I'll give my reason.

HARVEY: I would like to know what I'm voting on.

D'ANGELO: I just think in light of the current economic conditions, with what's going on in the public, these were kind of given to us, with no offense to anyone, at kind of the last minute and I would like to know who got raises, how often, before I approve it, that's all.

HARVEY: Okay.

HAYES: All in favor of the motion to table.

ROLL CALL VOTE TO TABLE ITEM 8.6a:

Yeas: Commissioners D'Angelo, Flaherty-Merritt, Harvey, Morales, O'Leary, Stango, Theriault and President Hayes – 8.

Nays: Commissioners Sweeney and White – 2.

HAYES: Now the next time we will be discussing this will be at our Workshop on July 26. Next item on the Agenda is Item 10.

10. COMMITTEE ON GRANTS

10.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve of the 2010-2011 Family Resource Center Program Continuation Grant application for Chase School.

HAYES: Motion is made and seconded. Under discussion. Anybody in particular asked to have this not on Consent?

CLERK: It was added.

HAYES: This is the same as the Wilson one. Any discussion? Hearing none – all in favor, opposed, motion passed unanimously.

11. AD-HOC COMMITTEE ON NAMING OF SCHOOL FACILITIES

Item 11.1

WHITE: Ladies and gentlemen, with the approval of the Ad-hoc Committee on Naming of School Facilities, the Superintendent of Schools recommends approval of the new policy Naming of School Buildings, **SO MOVED.**

SWEENEY: **Second.**

HAYES: Motion has been made and seconded. Under discussion, Commissioner D'Angelo.

D'ANGELO: Through you Mr. President to the Chairman, just some general questions I have as I'm reading through this. It says "naming of school buildings" and then it says "a school building is an individual building owned, operated, controlled, or governed by the Waterbury School District and its Board". I'm thinking it should be a school building is an individual either school building or owned, operated, or controlled AND governed because we have buildings that are not schools but they are governed by our Board of Ed and we have schools that are not owned by the City that we lease. So I think we either need, just for housekeeping, a school building is an individual school building owned, operated, controlled AND, not OR, governed by the Board. Because later on, under "criteria", it says "buildings may be named". I think we just need to be consistent throughout. It's either school buildings or it's buildings.

HAYES: If you don't mind, the way I read it it says "school building" and then it says "individual building owned, controlled, or governed by". I don't know, I think that maybe clarifies it a little bit.

SWEENEY: The rationale was to make sure that we covered our leased buildings, that's the rationale for the wording. It says "or" because it may be owned by us or it may just be governed by us.

HARVEY: Two things, I see we removed renaming but I think I requested that renaming be placed somewhere as a note that it would be under a separate policy and I don't see that on this copy.

SWEENEY: I think that we agreed to make that statement that there would be a separate policy but you can't, it's not relevant to this policy, we can't put it on this policy.

HARVEY: I thought that's what we agreed to though.

SWEENEY: I believe the final word was that we make that statement, that we would address the renaming of schools under a separate policy.

HARVEY: I was in the same meeting and I thought that we agreed to put something on this policy.

SWEENEY: I heard that we agreed that we would make the statement.

HARVEY: Obviously we were in the same meeting but we heard something different.

THERIAULT: We'll play back the tape.

HARVEY: Okay, I'd like that to be addressed. Number two, when does this policy go into effect?

SWEENEY: I was going to ask that we add an effective date of August 3.

HARVEY: So when we add that date we are voting, so in other words we don't have a policy when we vote on August 2?

HAYES: Why is that, just for my understanding, somebody?

HARVEY: So if we don't then why are we delaying the vote of the naming of the school? If that's the case then we should vote on the naming of the school tonight, as I requested.

SWEENEY: Because we have other names that are not here for submission.

HARVEY: But we don't have a policy right now. We're voting August 3 to put this policy in effect, if that is indeed the case, then we can vote on the naming of the school tonight.

HAYES: Can somebody please explain why we're doing August 3, I can't figure it out.

HARVEY: You just stated that the policy would not be effective until August 3. If that is indeed the case we can vote on the school tonight, the naming of the school tonight.

SWEENEY: If you want to add it to the Agenda and if you can get two-thirds.

HARVEY: I think I requested it to be a special meeting, in correspondence there from me, requesting a special meeting to vote on it tonight.

SWEENEY: It requires a letter signed by three.

HAYES: What happened in the back room? This seems like something we could have resolved; now we got an August 3 date.

SWEENEY: An August 2 date for the vote for the North End School. We did not want to delay it by tying that to this criteria that we have here because that would extend that date out.

HAYES: Okay. So by accepting this this evening we're not going to prevent us by voting on August 2?

SWEENEY: Correct.

HARVEY: Then my question, through you Mr. President, if that is the case and the we're not gonna vote tonight then we can do it via a special meeting on the 26th. If that's the case, if all you need is three names, we can vote on the 26th then.

HAYES: Can I just again, I'm going to restate that the plan we laid out is a reasonable plan. I don't know what happened in the back room. The fact of the matter is we have other people that have submitted names; at the very least we should give ourselves a week to consider those other names. I think it would only be fair to Reverend Reed as well that we're not just trying to jam it through, let him be up to the competition. If that's

who you want to support. You have a week to have people come in, give the rationale, if they choose to, to come in on the 26th and then August 2 we vote on it. I just think we're getting caught up in a lot of stuff for no reason.

HARVEY: I understand but you know I'm just gonna go back to this and I'm trying to do this calmly. This neighborhood has waited for a long period of time for the naming of this school. They have been diligent, they have been tenacious, they have been patient. And what I see, you say you don't see why we don't allow others to voice their opinion, but this neighborhood has patiently come down here, followed procedures, the procedures that we have in place, that being to petition us and they've done it, consistently, at night. They have other things to do, you have Reverend Green, Reverend Perry, halted their bible study to come down here to speak before us, and the reward for that is wait. And I think the community, if we don't have any procedures in place; past practice has been that we vote on it. We have waited too long to vote on this. So I am requesting, if I need to put that in writing, that we vote on this on the 26th. We allow people to come and speak and we vote.

SWEENEY: President Hayes, point of order, the resolution on the table is the policy 7003 and that's what we should be focusing on.

HAYES: Yes. Let's keep our discussion to that please. So just to be clear, Commissioner D'Angelo, if we mention a school building in the first line, if we put under criteria "school buildings may be named", would like reconcile your concerns.

D'ANGELO: President Hayes, no changes need to be made for my purposes. My only question is, we can name a maintenance building, maybe it should be buildings instead of school buildings because we can name a maintenance building. It's not a deal breaker to me. I really don't care either way.

HAYES: I think for clarity it might be a good idea to mention school buildings throughout. We mention "or govern" because there might be a building that we don't own. We did name St. Joseph's School to another school and we don't own it. I think maybe adding, just under "criteria" – "school buildings may be named for a deceased person". That's just to keep it in line with the rest of the language, that seems to make sense to me.

D'ANGELO: What triggers, I'm a little confused, I know obviously if we're building a new school then we're gonna announce that we need a name for a new school, but what could trigger the ad-hoc committee to be put in place. I mean can someone just send a letter saying they want North End Middle School changed to "X, Y, Z" middle school and that letter would automatically trigger the committee into meeting?

SWEENEY: That would be a rename.

HARVEY: So are we gonna put "renaming" on this policy?

HAYES: My understanding is this policy is for naming the school. It will be a different policy for renaming.

WHITE: There are two meetings scheduled in July to clarify the renaming.

HAYES: I'd like to have that clarified. If we start saying we're gonna start renaming all our schools, we're gonna get ourselves into real craziness. At least naming of new schools is good; if we're gonna start renaming schools...

D'ANGELO: We can just make a motion that we're not currently renaming schools and that would solve the problem.

WHITE: And that will work.

HAYES: I believe what's in front of us now is naming of school buildings. Renaming had been considered but it's crossed out on the copy that I have. Is there any further discussion?

O'LEARY: I just need a clarification myself now because I'm more confused than I was when I walked through the doors this evening, especially when we weren't invited to participate in the Committee meeting, but that's another issue. So if I don't vote in favor of this mumbo jumbo bureaucratic mess I won't be jeopardizing the vote for the naming of the new school on July 26 or August 2?

HAYES: That's my understanding.

O'LEARY: Then I won't be voting for this non-participating mumbo jumbo garbage. Thank you.

D'ANGELO: So either way if this fails we're still voting next week.

HAYES: We're voting on the second. And the 26th of July everyone who has submitted a name will have the opportunity to make their case. The Board will then have a week to hear and vet it as we like to do on so many things for a week and then we'll vote on August 2. There is some misunderstanding. Carrie is not only letting people know that we're having the discussion on the 26th but we're inviting those who did submit them to come and make their case, have the opportunity to make their case as well.

D'ANGELO: My last comment is then in light of what Commissioner O'Leary said, in light of the way this is made notes on, I'm gonna vote too. It has no relevance, it won't change anything that's gonna happen with the naming of this first school; we're not gonna have another school to be named for at least months and months; maybe a year or two. So we got time to get this buttoned up.

HAYES: Just, if you don't mind, a comment, but if a bunch of people come down and say they want to name the new high school what are we gonna do? That's why we're trying to just get this done.

O'LEARY: I understand that, and I have no problem with your logic sir, but we were all at a Building Committee tonight and then this Naming School Committee meeting came and we were told that we weren't on the Committee and we weren't to participate. And not only that, but for the first time since I've been on this Board, which has only been a year, we weren't even allowed a handout of the material that you people, or the people on the Naming Committee, were going to be talking about tonight. As a matter of fact

Commissioner D'Angelo tried to look at a copy of it and was promptly told by the Chairperson, Vice President White, that that was not for him to view. So I won't be voting for it and I don't think anyone else should be. I thought we should do things as a Committee of the Whole, that's the way we do most things.

SWEENEY: Move the question.

HAYES: Roll call please.

ROLL CALL VOTE:

Yeas: Commissioners Flaherty-Merritt, Stango, Sweeney, White, and President Hayes – 5

Nays: Commissioners D'Angelo, Harvey, Morales, O'Leary, and Theriault - 5

HAYES: Five, five – motion fails.

12. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted, with Commissioner White "abstaining" and Commissioner Theriault "abstaining" on Item 12.4, to receive and place on file items 12.1 through 12.10, as listed:

12.1 Athletic appointments:

Armstrong, Tracy – JV Soccer Coach, CHS, effective immediately.

12.2 Appointments:

Tomasella, Diurca – Supervising Vice Principal, Driggs School, effective 08/10/10.

12.3 Grant funded appointments:

Bell, Thomas F. IV – Accountant II, Educational Grants, SEIU union position, 12 months per year, 35 hours per week, \$716.80 p/week, effective immediately.

12.4 21st Century Community Learning Center Summer Enrichment Program appointments:

Wallace Middle School Summer Program, Cohort 5, July 6 – 29, 2010:

Teachers:

Pogodzienski, Marcy

Boutote, Ericka

Hammond, Cynthia

Sidella, David

Blasavage, Michael

Hansen, Laura (science substitute)

Walnut-Orange-Walsh (WOW) Neighborhood Center Summer Program, Cohort 5, August 2 – August 19, 2010

Teachers:

Flemming, Jahana

Theriault, Michael

Science and Literature at the Mattatuck Museum Summer Program, Barnard School, Tinker School, Sprague School, Cohort 7/Project #1, August 2 – 19, 2010:

Teachers:

Parker, Darryl - Lead Teacher

Strileckis, Branden

Vega, Betzaida

Aviles, Zuheill

12.5 21st Century Community Learning Center 2010/2011 Program Appointments:

Cohort 5/Wallace Middle School

Teachers: Pogodzienski, Marcy, Lead Teacher
Boutote, Ericka Hammond, Cynthia
Sidella, David Blasavage, Michael
Hansen, Laura (science substitute)

Cohort 5/Walnut-Orange-Walsh (WOW)

Flemming, Jahana - teacher

Cohort 5/North End Recreation Center:

Parker, Darryl - teacher

Cohort 7/Project #1/Wilson/Washington School

Wilson Teachers:

Canady, Chakisha - Lead Teacher O'Neal, Monica - Lead Teacher
Vega, Betzaida Mendez, Molly Aviles, Zuheill Perrelli, Andrea

Washington Teachers:

Kramarz, Lori, Lead Teacher
Lombardo, Allysa Gabriel, Lisa

Cohort 7/Project #2/Sprague School/Chase Park House

Sprague Teachers - Martinez, Kristina, Lead Teacher Russo, Christine

Chase Park House Teachers - Strleckis, Branden, Lead Teacher Gay, Rebecca

Cohort 8/Project #2/Downtown Academies:

Connecticut Junior Republic:

Arroyo, Richard Bonnet, Derrick

Waterbury Youth Services Teacher: Boatright, Trevira
YMCA: Frost, Marcy
Mattatuck Museum George, AnnMarie
Clark, Michael

Cohort 8/Project #3

Walsh School:

Foy, Talisha, Lead Teacher Ciuffo, Stephanie
Requejo, Hillary

Carrington School:

Piccirillo, Joanne, Lead Teacher O'Rourke, Maria
Gomola, Michael

12.6 State Department of Education After School Grant appointments:

Bunker Hill:

Gwiazdoski, Andrew, Lead Teacher Cruess, Steven Salvador, Vanessa

Driggs:

Ruffin, Mardelle, Lead Teacher Brady, Charlotte Connolly, Mauralee

12.7 Maloney Magnet School's Summer School appointments, four days per week, four hours per day, salary according to individual's contract:

NAME	POSITION
Cullen Donna	Administrator (replacing Susie Da Silva)
Febles, Marie	Teacher (replacing Susana Dali-Parker)
Gropi, Susan	Teacher
Cremins, Barbara	Teacher
Cancro, Dana	Substitute Teacher
Primus, Marge	Paraprofessional (replacing Talisha DeGroate)
Bovat, Susan	Paraprofessional

- 12.8 High School Summer School appointments, **subject to student enrollment**, salary according to individual's contract:
Cybart-Persenaire, Alena – Administrator
- 12.9 Extended School Year Appointments, 16 days, salary according to individual's contract:
Piloche, Serge, Paraprofessional (to replace Rozeta Koxha who declined position).
- 12.10 SOAR to Success Summer School appointments, salary according to individual's contract:
Lisa Swanson, Bucks Hill Grade 4 (replacing Christina Guerra).
Deanna Marra, Bucks Hill Grade 1 (replacing Feigie Radner).

HAYES: Motion is made and seconded. All in favor, opposed, Vice President White "abstaining".

THERIAULT: Excuse me President Hayes; I would like to recuse myself on Item 12.4 please.

HAYES: Now we move to unfinished business of the preceding meeting only.

HARVEY: I must state that, folks out there we're gonna name this school on North Main Street and I apologize . . .

FLAHERTY-MERRITT: President Hayes, that wasn't on the Agenda for the last meeting.

HARVEY: I believe I have the floor.

FLAHERTY-MERRITT: That's out of order.

HARVEY: I believe I have the floor and I believe that...

HAYES: Commissioner Harvey, she made a good point because this wasn't business of our preceding meeting; I'll recognize you under other unfinished business.

HARVEY: Okay, then I have something else then.

HAYES: Does anyone have any unfinished business of our preceding meeting only?

HARVEY: I'll wait for new business.

HAYES: Under other unfinished. Commissioner Harvey.

HARVEY: We had a speaker that addressed us in regards to the Liaison Committee and I know that in the past, Commissioner O'Leary, we said that we wanted to meet as well with the Liaison Committee. So whenever that meeting is set please make sure myself and Commissioner O'Leary are part of that. That's it.

HAYES: Just clarification on that, that's a liaison to, Paul, I'm not sure...

GUIDONE: Jeff Cugno tried to explain, there are a number of committees, this particular Liaison Committee is the one that is required, established through the Good Jobs Ordinance. The Good Jobs Ordinance defines this Committee, defines who should sit on it by various categories of people, that's the one that's just been now formed. I think we had agreed once that was formed and had its first meeting we would let all Board members know when that meeting was gonna take place but there hasn't been one to my knowledge.

HAYES: So Commissioner Harvey, we will all be notified when that meeting is scheduled.

HARVEY: Okay. It's just that at this meeting, if I may, we had a question on good faith effort and I believe from that meeting that myself and Commissioner O'Leary volunteered to meet with the Committee. I have no problems with the whole Board being invited but that's what the source, that's the reason why Commissioner O'Leary and myself, we volunteered for it.

D'ANGELO: Mr. President, we had a, and I may be off base here and you and others can correct me, we had a speaker tonight that made some very harsh accusations about some people, some present employees, several present employees that are gonna be at work tomorrow and they're very serious, in my estimation, allegations that probably need to be checked out on a bunch of different levels. But in light of that, and in light of the fact that he said this in open session and mentioned names, that we probably wouldn't have mentioned in open session, I'm wondering if we need to have an emergency executive session tonight with Dr. Snead and Paul Guidone to talk about some of the things that the individual brought up tonight.

GUIDONE: You can't do that without notifying the people being discussed. I would tell you that those allegations were brought forth to Ron Frost, he did an investigation, and there's a written report on the investigation of those items which we'd be happy to get out to the Board.

HAYES: Is that what we received this evening Carrie?

CLERK: No, he just distributed the Civil Service job specs and a memo from 2008 regarding a license.

D'ANGELO: Before we let this go tonight, okay, (tape ended) is that true? And I only say that because I don't want to wait another week.

GUIDONE: No.

D'ANGELO: No, it's not true?

GUIDONE: Right.

O'LEARY: At the very least, I don't know what's true and what's not true, but we have a process in place now to investigate all of these issues, you recall very well, and not only have we asked Mr. Guidone and Mr. Frost to investigate, but we also have two police officers that have been assigned to this inspector investigation. I would, at the very least, recommend that these officers are asked by Mr. Guidone, tomorrow, to interview this speaker tonight to see what exactly he's talking about.

GUIDONE: Of course.

O'LEARY: Thank you.

HAYES: Does anyone want a copy of that report that was on record?

GUIDONE: We'll send a report out.

HAYES: Anything else under unfinished, new, or miscellaneous business?
Commissioner Stango.

STANGO: Thank you President Hayes, just a few words, I was going to look into contacting Bob Radar of CABA and I want to report that I did and that he is willing to come and he is looking forward to coming, except he cannot come to our next meeting in July. So I suggest, he suggests that we have a meeting, put him on the agenda for September, sometime in September, and also we will, by suggestion, add Mr. Abare-Brown and Ron Frost for discussion on Superintendent search conditions.

HAYES: Waiting till September will put this out a couple of months. Why don't we just do it on our August 2 meeting, invite him as a...

STANGO: He won't be here, that's the trouble.

HAYES: I thought you said he couldn't come to the July one.

STANGO: Two weeks, July 26, two weeks from then.

HAYES: Why don't we just check his availability, we'll check with Peter Abare Brown, and maybe we could schedule something in particular just for that because I don't want to wait two months. We want to try to keep this moving. The intent was to try to keep it up for discussion at every meeting. If he's not available, we can schedule a meeting just for that discussion.

STANGO: It's hard in the summer.

HAYES: The other thing is, too, I think we started with the Superintendent's evaluation, we owe him one by September, we would like to add to our July 26 agenda a brief get

together. Will we all be there? Just to set the schedule so we could get his evaluation out in a timely fashion this time.

THERIAULT: No proxy votes, right?

HAYES: July 26, we're all gonna be here, we'll do it. I want to try it at the first meeting where all 10 of us are gonna be here.

D'ANGELO: President Hayes, I have one more question for Paul before we adjourn this item. Paul, the gentlemen tonight that he questioned, the employee who he said did not have a license. Did he have a license when he was hired?

GUIDONE: Not the proper one.

D'ANGELO: He was hired by our department without the proper license?

GUIDONE: He was hired through Civil Service without the proper license.

THERIAULT: Did he have a take-home exam?

GUIDONE: I don't know.

D'ANGELO: He was hired through Civil Service without the proper license and he worked 14 months without the proper license?

GUIDONE: I'm not sure of the time. He has the license now.

D'ANGELO: Paul, no disrespect, I have a real problem with this President Hayes. I have a real problem that we have an employee that was hired without the proper ingredients to be hired and with all due respect to Paul and Ron and Dr. Snead, we're gonna wait another week, or another two weeks, until we have a meeting when the people can come to us with a report. You know what, with all due respect to them, it's unacceptable. It's unacceptable that someone's hired in this department through Civil Service or by us with the improper credentials and it's more unacceptable that after we find out about it, after it crosses our desk, we're gonna wait another two weeks or three weeks for a report and then we're probably not gonna do very much about it anyway. And I'm sorry, it's just wrong, it's wrong for the taxpayers and it's wrong for the other employees that do what they're supposed to do.

SWEENEY: I think we're edging on due process here and we need to...

D'ANGELO: Due process; we just got the admission of what was done.

O'LEARY: President Hayes, not to put you on the hot seat anymore there, not the intent of the question at all, but the speaker brought up two incidents – one at Crosby High School where he claimed there was people's lives in danger and one at West Side Middle School where he says an electrical panel was blown up. When those incidents happened, did this person have the proper license when he was performing the duties of that position at the time that these incidents happened where he claims people were put in harm's way?

GUIDONE: I don't recall the specific dates and the actual gaining of the license, Chief.

O'LEARY: Okay.

GUIDONE: That would likely be in the report.

O'LEARY: I'm truly bothered by that. Well, I don't know what's going on here, something's going on here, but I'll look forward to the police officers investigating it, that's for darn sure.

HAYES: The report was written by Mr. Frost, right?

GUIDONE: Yes.

HAYES: Maybe he can answer those questions at least as to what was in the report. We can talk to the report, not necessarily about the circumstances and all that because then we're getting into...

GUIDONE: We can talk to the report; I think Ron has more recollection of the details. I read the report at the time but if he has more recollection on the specific answers that's fine.

THERIAULT: Not to go into too much preview of Executive Session but did this gentleman work on anybody's home with regard to...

HAYES: We're talking to the report.

THERIAULT: That's as far as I'm gonna go. I'm not gonna make a statement that he did, I'm just gonna ask the question – did he? So as part of this investigation let's find that out too because that could be pertinent to what's going on here and why somebody cast a blind eye one time and opens one eye another time. That's all I'm saying.

HAYES: Again, there's two issues. I think we already agreed that there's gonna be an investigation, it's gonna be passed to the police. Right now we're talking about a report that's on record with a specific allegation about licensing. What was in that report regarding the licensing?

FROST: As Paul said, the interpretation of the Civil Service unit was that the license that he reported was the acceptable license. So at the time of hire Civil Service had concluded that he had the proper license. Subsequent to that then it was identified that that was not the case. In between he obtained the proper licensing. I don't remember the dates. And the report on the Crosby incident, when I concluded the report and talked to all of the individuals that the gentleman named, the individual that he complained about tonight did not create the problem with the boiler at Crosby High School. And so the Fire Department was called, Connecticut Gas was called, and it was determined that the malfunction was due to another cause. As far as the panel exploding at West Side Middle School, again I talked with all of the individuals that I had the names of and the problem was inside the control panel, there was a malfunction that was touched off when

the individual shut the breaker off to determine if there was a problem. So that individual did not cause either situation, it is clearly identified in the report that I filed.

HAYES: So he wasn't working on that as a licensed electrician...

FROST: No.

HAYES: He simply, according to your report, because that's all we're talking about is the report.

FROST: That is correct.

D'ANGELO: Mr. Frost, one question, when our office, your office, my office, Central Office, first learned that he did not have the proper credentials, by that point when he learned that did he already have the credentials?

FROST: Yes.

D'ANGELO: So once you found out about it the water was already, he had already had it?

FROST: Yes.

MORALES: My question is that so he lied on the application?

FROST: No, he put down, he responded to the question on the application the license that he had, he did not lie. He put down the licenses that he had. Civil Service, when they went through the process, quite honestly as I understand it, I have to look at the report this was months ago, at that point determined that it was the proper license. Subsequent to that it was determined that he did not have it. In between when all this came to us he had the proper licensing.

MORALES: Proper license means it was issued by the State of Connecticut?

FROST: Yes.

O'LEARY: I've been more confused tonight than I've been in a long time. I'm gonna just think about all this and keep my mouth shut, thank you.

THERIAULT: So, in other words, if I applied for the Superintendent of the City of Waterbury and I put down that I had my doctorate and subsequently they said okay you're hired as the Superintendent now you're Superintendent Theriault, and then they found out well, you really didn't have your doctorate and that's required, they're gonna let me keep my job, right?

FROST: Commissioner, I can't answer that question, that's a Civil Service question and I can't answer that.

THERIAULT: I'm just making an analogy, a very brief one, you know. We fired people in the past for lying or telling half-truths, we didn't fire them for stealing we fired them for

lying, I'm not gonna get into that. But, you know, I think there's more to this than meets the eye, and I'm not saying that anybody did anything right or wrong, but I think this needs much further adjudication, much further investigation, because I'm really not happy. Once again we have Civil Service saying yes we can, no we can't, yes we can. You know they're kind of on the wire on things. Why didn't they pick this up? If you have to have the proper certification, you have to have the proper certification. What's the big deal here, you don't have to be a rocket scientist. They have a job spec that says what certification is required. Okay, maybe he put down a certification; maybe he didn't put that one down, maybe they didn't pick it up. But as far as I'm concerned it is what it is, the job description says what it is. You've got to have that, you shouldn't even apply if you don't have it and you shouldn't get it six months later or even two days later and say it's okay, you know. That's my point.

HAYES: I guess in that report we'd like to see what the posting was for Civil Service for that position, what the requirements were. Because, if in fact, I know where Commissioner Theriault is going with that, but if someone fills out an application and gives his licenses and whoever looks at that application and feels that those are sufficient to perform the duties, I don't know if the person is being dishonest if he's telling what it is. But I don't have the job description in front of us, I don't know whether it lists specific licenses that this person didn't have when they applied, so we need more information on that. I'd like that as well, to see what the job description was and a timeline.

D'ANGELO: When we found out, when Civil Service found out, the dates, the memos, everything that the gentleman spoke about.

THERIAULT: Check the overtime too.

HAYES: Just for the record, I think the gentleman did say that he's been terminated. There was other stuff. Is he currently an employee?

FROST: He was separated from employment due to medical incapacity by the City, by Civil Service, that's my understanding.

HAYES: Anything else under unfinished, new, or miscellaneous business?
Commissioner Theriault.

THERIAULT: It is my way to keep track of these attendance figures which I have been doing very diligently since I got on the Board with the help of Will Zhuta and Paul Guidone and many others. And once again I am happy to say that we actually have reduced our absenteeism. The total absenteeism in 2009, well anyways, it was substantially less than the previous year. I have to average them all together with regard to the tardies and the unexcused days divided by, the tardies divided by three, with the unexcused absences. But that being said, in the light of having the H1N1, the Swine Flu, present in our society for the past two years, to have these figures come in the way they have I think is a fine, fine, inditement of great work on the part of our administrators, our teachers, our students, and our parents in getting these kids to school and getting them to get the job done and I applaud everyone for their outstanding effort. To see these kind of figures come in at a time when we were faced with some severe, severe epidemics with regard to the flu, is a strong testament of the

hard work and tenacity of our students, administrators, teachers, and parents. And thank you to all of them and let's go after it next year and even do a better job. Thank you.

HAYES: The only thing I'd say, Commissioner Theriault, that I looked at, is the tardies at one of the schools for some reason went up a lot. I wonder what the rationale, or what the reasoning was for that because tardies appear to still be a problem for us.

THERIAULT: I did see that, President Hayes, I did see a rise in tardies. I also did see a strong rise in excused absences and a slight reduction in other areas. Actually I calculated it out and did do some math work on it and I'm gonna do this report over and put it into my boiler plate report and I'll send it to all the Board members so they can see what schools are doing well and which ones are not doing well. But to come in in 2010 with an average daily absence of 13.3 from 2009 - 13.4, even though it's just a tenth of a point, we're talking about thousands and thousands of absences. In fact I would say, venture to say that we're probably back up closer to 30% in our overall reduction over a five year, six year period in terms of our overall unexcused absences within the City and I think that's extremely significant.

HAYES: I agree, I think our absenteeism rate is probably much better than other city's schools and is probably is doing as well as, or not as well as other school districts, whether they're urban or not. Anyone else?

SUPERINTENDENT: I think the slight increase in excused absences was due in large part to the letter that I sent home to the parents asking them to keep their children home during the height of that flu virus epidemic. And they did but they sent in the proper documentation that allowed us to excuse their absences.

ADJOURNMENT

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner White, it was voted unanimously to adjourn at 8:09 p.m.

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