

## **WATERBURY BOARD OF EDUCATION**

*MINUTES ~ REGULAR MEETING*

Monday, April 12, 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, Chief Operating Officer Paul Guidone, School Business Administrator Paul Mazzaccaro, Education Liaison Mary Ann Marold, and School Inspector Herbert Greengas.

### **MEETING CALLED TO ORDER**

President Hayes called the meeting to order at 6:43 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. Report of the NEASC Visiting Committee for John F. Kennedy High School received March 26, 2010.
2. Copy of communication dated March 29, 2010 from ACLU regarding a student at Tinker School.
3. Summons dated March 25, 2010 from Attorney Irene P. Jacobs.
4. Copy of communication dated March 30, 2009 from Waterbury Development Corporation regarding sidewalks.
5. Copy of communications dated April 6, 2010 from Civil Service certifying Sharon Crosby, Viola Leonardo, Cassandra Cheatham, and Zade Kuci-Tela for the position of Paraprofessional.

HAYES: I hope I got the name close. Those are all the Communications. All in favor, opposed. Do we have a sign-up sheet? People signed up.

**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 at 6:43 p.m.**

HAYES: All speakers are encouraged to submit prepared written statements to the Commissioners. Comments shall be limited to a maximum of three minutes. The Chairman will disallow a speaker from continuing to speak if slanderous or defamatory remarks are made. There will be no responses this evening to any questions or concerns raised; they will be referred to the Administration for review and response. Did either of you ladies get Carrie's clock?

**Solomon Goodman, 585 Park Road, 8-1, had the following comments:** Good evening. My name is Solomon Goodman and I've been a City of Waterbury custodian for almost 22 years. And I want to begin by expressing how remorseful I am for my recent behavior. I owe the residents of the City of Waterbury, the Commissioners of the Board of Education, my colleagues, the teachers, and students of John F. Kennedy High School a tremendous apology. I cannot begin to show how sorry I am for the decisions I have made. I can only work harder for the good of the City and the school. I have been a hardworking employee over the last, almost 22 years, and I will work even harder to prove how committed and devoted I am to being a great employee. I thank you for your time and a second chance to prove how much I value the school system and those that work in it daily. I will begin immediately in contributing through my dedication to the building and the students we serve each day. Thank you again and I

will not disappoint anyone again in my loyalty, commitment, and honesty to the City. And once again, I am really sorry for the decisions that I've made. Thank you.

**Dani McEvoy, 784 Cooke Street, had the following comments:** As a resident here, having a child in the school system, many of the topics that seem to be discussed, as of late, are of critical concern to me. Incidents that have taken place effect my child and children that I don't even know that I care about very deeply. Something happened on Friday at my daughter's school that can be construed in many different ways. I think it's probably best that I just read something that I have here. Unfortunately, I don't have, like I said, something picked out. But Friday afternoon an interesting topic was brought up on the ride home from school. My daughter asked me if it was illegal to keep kids from recess. Apparently some children were noisy in the hall, so an impromptu decision against policy, which is the key here, was made to keep all the children from a free time period. They were told to sit and read instead and, from what I hear, it happens frequently. So I'd like the Board and the administrators to review the policies that are in place for the disciplinary actions and maybe enforce them a little more thoroughly and accurately. And not just the discipline, but the rewards. Later in that same day, my daughter was able to participate in a program that they have at her school that is a reward and what they were given was a choice, or lack of choice should I say, of buttered popcorn and the ability to watch a movie, which again, was another sitting activity, which as we all know physical activity is important. So pretty much that whole day they were forced to sit all day and watch a movie the was called "Guinea Pigs...Secret Agent Guinea Pigs-G Force" was the name of the movie, a movie about secret agent guinea pigs. And then my daughter said "it's supposed to be a reward, how is getting fat a reward?" So, that's pretty much it. I think that the, what's going on with the discipline and reward system needs to be a little more or less unilateral and maybe more individualized. I think that, my daughter is listed as next ma'am, if you don't mind, since I'm kind of quoting her. There are policies in place already, it's my understanding that recess is allowed, and preferred, for children because they need the exercise especially with the rise in childhood obesity and diabetes and that type of thing. If a student is misbehaving or not behaving properly or as requested or required, I feel that maybe that child should be removed or maybe put somewhere else or they should be divided. The incident that took place, and that does continuously takes place in school, does not seem fair to the children that are behaving well are being punished and I don't think that's the correct way to set an example by our teachers.

HAYES: You've used up your three minutes. We do have Mrs. Marold back there that you could probably meet with and give her some information. She can do a little bit more background work for you.

**Michael Ptak, 276 East Mountain Road, had the following comments:** I can't remember the last time I've been down here, it's been that long. I was glad to see Mr. Solomon come down, sorry, Mr. Goodman, come down and apologize for his actions. However, I just want to state that I don't have any children in the school system anymore, they were public school system graduates, went onto Connecticut Central State University and also the Culinary Institute of America. So I appreciate the work that you people do. However, I'm down here tonight as a taxpayer. What's been done by this individual is wrong, he admits to it. Every day it seems we pick up the newspaper and there's something else about the school system in this City. You have Mr. Greengas whose actions have been questioned since I was down here talking to

you many years ago. Now you have this incident. You have other incidents that are being done. I'm glad to see some people are speaking up and saying that it's time to clean house. I think it's been way overdue at this point. And it's something that you seriously need to look at and, at this point, I may get shut down, but if you're not willing to do that and do it correctly for the citizens and the children of this City, I think what you need to do is resign from this commission because you are not doing what you have been elected to do. It's the same thing I said to the Board of Aldermen across the way on the budget tonight, I think it's something that you need to seriously take a look at, you have a problem that's out there, it's been known for how many years and it is time to address the situation. One way or the other, up or down. Mr. Hayes, I appreciate your comments as far as there is a process that needs to be followed because you have unions. But really, I've been unemployed for a year and a half. The past six months I've been working part time. I finally got a full time job and people in this City should be thankful that they have a job and they can go to everyday. Whether or not they get a raise is immaterial at this point. But I just don't see anything being done. But the statement that's in the paper that well he signs a piece of paper that says he won't do it again, I'm sorry, but in the private world that does not happen. So I'm just asking you to do what you think is right and I think in your hearts you all know what is right. I appreciate the decision that you have to make, it's a tough one, but these are tough times. Thank you.

**Tim Connolly, 29 Saddle Rock Road, had the following comments:** In all my years in this City, I have never come to the Board of Education. I was born, brought up, and educated within this City and I am afraid today to admit that. What are you people thinking? When somebody can come in and punch into work and leave and then come back and you know what, by what's been done or not done, nobody notices, what does that tell you? It tells me there's too many people. Pat, you know that I've spent years as a supervisor, Chief O'Leary, if you had a job for somebody to do and they spent eight hours and it was an eight hour job and you went back and it didn't look like the job was done, you would ask them. If you couldn't tell the difference, you'd be in a world of trouble. It's just, that's how it is, you need to have some kind of score card, and if somebody is paid to be there and you can't tell by what's not done that they haven't been there, you don't need them, you just don't need them. All right. We can pay 10 grand to not get a window fixed; that makes no sense to me, none whatsoever. And we can't even pinpoint the guy who's supposed to insure that because one guy was supposed to look at it but he delegated that to somebody else. Too many people. We have union only rules on all these new buildings and you still need an umbrella and wastebaskets to collect the water when it rains. You know what, I don't mind paying for leaks, let's do it on the cheap, we don't need to buy expensive leaks, let's get the cheap ones. Across the courtyard they're over there discussing a budget with a seven percent increase in a time when the whole world is cutting. We're driving businesses out of this City and out of this State because it's too expensive. And why do you think that is? Maybe the guy who you can't tell if he was there or not, maybe he's part of the problem but the problem is deeper, the problem starts here and goes right through the system. There is no accountability, there is nobody taking responsibility, and you know what, I've been in this town for 65 years, I have never come to a Board of Education meeting and believe me, I don't want to be here. But I have never felt that I had needed to be here because the people on the Board of Education seemed to be doing the job. You know what, that's not obvious to the taxpayer and that's me. I own a couple of pieces of residential property in this town. I own seven motor vehicles. I'm paying somebody's

way. You people are not taking care of my money, you are not using it like it was your own money, all right, you're using it like it's the taxpayer's money and somebody else's money. You need to spend it like it's your own and you need to start using it like it's your own, and you're not doing that, and it's obvious. It's not obvious to me; it's obvious to everyone within this City. And you look at our scores, they say that money should fix the problem, across the courtyard they're spending the money and you know what, it's not being reflected in the scores. So change what you're doing. Thank you.

**Emily McEvoy, 784 Cooke Street, had the following comments:** The teacher took recess away from us. Some of us weren't even talking in line. If they're gonna take any disciplinary action, they should take it out on the bad kids, not the good kids. And even so, kids should be able to have a break from the harsh school day, at least for a few minutes. Also, they showed us a movie and gave us popcorn for a reward in school. How is eating something fattening such as popcorn a reward? Even the movie we saw had no value whatsoever. The movie was called "G Force", a movie about secret agent guinea pigs. My personal opinion is that the people that make these rules should be disciplined themselves. Thank you.

HAYES: Just a brief comment, thank you very much for coming down and offering your opinion. It wasn't just your Mom speaking for you, you spoke for yourself. You did a great job.

**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 6:57 p.m.**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner D'Angelo, it was voted unanimously to move the Executive Session from the end of the Agenda to the beginning of the Agenda, before the Consent Calendar.**

HAYES: Motion made and seconded. Any discussion? Hearing none, all in favor, opposed. Okay, we'll do the Superintendent's Report, President Comments, and then we'll go into Executive Session in the Media Center. Dr. Snead.

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

Students and teaching staff are on vacation this week for Spring break. School will reopen on Monday, April 19.

The State Board of Education has declared its intent to adopt new certification regulations. It has designated March 30 through April 30, 2010, as the public comment period. Copies of the proposed regulations and information about the public comment period may be obtained from the Connecticut State Department of Education Website at: <http://www.ct.gov/sde/proposedregs>. All interested parties are invited to express their views and arguments on the proposed regulations during this public comment period. Comments may be provided in writing, online or at a public hearing. Upcoming Public Hearing dates are:

- Education Connection, Litchfield Tuesday, April 27, 2010, 3 p.m. to 6 p.m.
- ACES, Hamden Thursday, April 29, 2010, 3 p.m. to 6 p.m.

We will be conducting interviews for the Wallace Middle School position this Wednesday from 11 a.m. to 4 p.m.

On Friday morning, I will be meeting again with State Education Commissioner Mark McQuillan. This will be in regards to Race to the Top, in particular, the board examination program.

Our Administrators participated in further Professional Learning Community training last week. This is part of an ongoing program to help the district implement this important concept.

Last Thursday evening I participated in the "Big Read" at the Silas Bronson Library.

HARVEY: I thought it was just a phenomenal program and I also enjoyed the fact that the community leaders came out to read portions of the book and I just hope, I'm looking forward to this introduced into the schools, but I just thought it was a very, very good program.

SUPERINTENDENT: Thank you. On April 6 the students in Generali School's Extended School Hours and TPTA After School Program had a special treat: the state's Life Star Helicopter landed for a visit. The students were able to see it land and get to see the inside of the helicopter as well as ask questions of the crew.

**PRESIDENT'S COMMENTS:** Dr. Snead, just briefly, the interviews we're doing for Wallace Middle School on, Commissioner O'Leary I designated to fill my role. If anyone else wants to attend those, they're encouraged to do that. It's an important position that we have. At this point we will now go into Executive Session for the...

TROMBLEY: Excuse me, I wanted to speak tonight and I never get a chance to speak at these meetings, I was over there, can I just get five minutes please?

HAYES: I don't believe so, we normally...

TROMBLEY: That's why I said something before you close the meeting. Could we take a hand vote or a yes or no vote? I am a citizen of Waterbury, taxpayer, and it's important. I have a good idea.

D'ANGELO: Three minutes, this table seems to be okay with it.

HAYES: Three minutes. This is out of the ordinary, but the Board will, I get in trouble if I break the rules, but they're allowing me to do that.

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Harvey, it was voted unanimously to suspend the regular order of business for three minutes to hear from the public.**

HAYES: All in favor, opposed.

**Charles Trombley, 26 Winthrop Avenue, had the following comments:** I came tonight to try to make both these meeting. Over there it was important, I thought more important than this meeting, but this is important, also. I had done some research about what's going on with Kennedy High School with your custodial staff and the overtime issue that happened over a year ago, overall. So I came up with these thoughts and I'm sure you have great Republican, Democrat, Independent commissioners, you probably heard of this before. So I happen to know an elected official on the Board of Ed in Cheshire, met him recently, nice guy, a decent Republican or Independent, whatever. Anyways, I have a cousin that was a business manager in Cheshire over 12 or so many years ago, maybe more, and they privatized and this is allowable and the reason they did it in Cheshire, actually they did it maybe 20 years ago, because of overtime costs. Cheshire High School was the first school they did it in. You could call any of their Board members; I'm sure they would be glad to work with you on this and it's worked so well in the high school, that they went ahead and did it in all their schools. And there are other towns. I believe East Haven is another town. And East Haven's high schools are even bigger than any of our biggest high schools in the City of Waterbury. Of course, it's you know . . . point being, and you could imagine what's next. You're not paying overtime, you're not paying pensions, you're not paying health benefits, you're not paying sick time. And the more interesting part of it I found out, they told me, that they keep two full time custodians during the day, regular schools hours, seven until whenever school gets out, and they do the daily chores. In all the schools they have two custodians but everybody else is all, and it's a contract, you guys know I'm sure about that, it's a two year contract, you put it out to bid and it's worked, they've save, the guy called me back, you can't imagine what we saved, he called the Superintendent in Cheshire for me, he said you can't imagine what they save just in overtime alone. I think it's worth looking at. Like Neil with St. Lucy's, Paul D'Angelo, all of ya's, I think you care enough about the City of Waterbury to look into this; it's an important time. Thank you.

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Stango, it was voted unanimously to return to the regular order of business at 7:04 p.m.**

HAYES: Motion made and seconded. All in favor.

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to go into Executive Session for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee at 7:04 p.m.**

HAYES: Motion made and seconded. All in favor.

Present were: President Hayes, Commissioners D'Angelo, Flaherty-Merritt, Harvey, Morales, O'Leary, Stango, Sweeney, Theriault, and White. Also present were Dr. Snead, Mr. Guidone, Mr. Yamin (left at 7:55 p.m.), and Mr. Abare-Brown (left at 8:10 p.m.)

**The Board returned from Executive Session at 8:47 p.m. No votes were taken.**

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

THERIAULT: I would like Item 8.2 removed please.

President Hayes proceeded to read the Consent Calendar Items 8.1, 8.3 through 8.11.

## **8. CONSENT CALENDAR**

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the Consent Calendar, Items 8.1, and 8.3 through 8.11, as listed:**

- 8.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of Wilby High School's revised Core Values and Beliefs (mission statement) and Expectations for Student Learning, as attached.
- 8.3 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply for the New York Life Foundation Community Impact Grant for the Positive Behavior Support (PBS) Program.
- 8.4 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply for the KnowHow2GO Connecticut Post Secondary Access and Success Grant.
- 8.5 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply for the U.S. Department of Education "Improving Literacy through School Libraries" Grant Program.
- 8.6 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of a Construction Contract with Mountain View Landscapes and Lawncare, Inc., to furnish and install new playground equipment at Bucks Hill Elementary School Annex.
- 8.7 With the approval of the Committee on School Activities, the Superintendent of Schools approval of the use of school facilities by school organizations and/or City departments, as listed.
- 8.8 With the approval of the Committee on School Activities, the Superintendent of Schools approval of the use of school facilities by outside organizations and/or waiver requests, as listed.
- 8.9 With the approval of the Committee on School Activities, the Superintendent of Schools recommends approval of a change of date of a previously approved field trip of C. Fann-Pierce, KHS, to New Orleans, LA, from April 28 through May 2, 2010 to May 31 through June 4, 2010.
- 8.10 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to D. Benjamin, WAMS, and four chaperones to take 50 students to New York, NY to visit the Empire State Building, NY Sky Ride, Word Center Tribute, etc., on May 7, 2010.



- 8.11 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to M. Sieffert, CHS, and two chaperones to take 30 students to Agawam, MA on May 7, 2010 to visit Six Flags.

HAYES: Motion made and seconded. All in favor, opposed. Now we will go to the Chair of our Building Committee, Vice President White, for Item 8.2 please.

## **9. ITEMS REMOVED FROM CONSENT**

### **8.2 Committee on Building**

**Upon a motion by Commissioner White and duly seconded by Commissioner Harvey, it was voted unanimously to approve the revisions to the Pre-K through 8 Redistricting Plan with respect to Gilmartin School.**

HAYES: Motion made and seconded. Under discussion, Commissioner Theriault.

THERIAULT: Yes, President Hayes, I attended this initial meeting with regard to this plan and I did find it to be very, very thoroughly, and comprehensively done. In fact, there was a lot of thought put into it and it was very thoroughly done. It might have been advisable to have a little bit more community involvement so that people weren't kind of surprised at the different streets and districts in terms of where they go so they would have had some input. But that being said, we have some streets that are going to now be redistricted and if we could just have someone come up for the benefit of the TV audience so that they know what streets were added and what streets were deleted so there aren't any further surprises as we delineate this redistricting plan and as I have said often before, I think it is absolutely imperative that we chisel this plan out in stone and that no one be allowed special permission to go to these schools from out of district. We have so much special permission now, first of all it's very costly, second of all, and I realize that there are parents that are single parents that are working and they live one place, they have their kids dropped off at a babysitter and so forth, and a lot of times we grant this special permission. But in the case of the redistricting plan, the parents are gonna have to come up with some options in terms of getting their kids back to their district school from their babysitter. It is just so important to me that these schools, pre-k to eight, serve the neighborhood children within the approximate half mile or mile circle depending upon whether you want to look at the radius or the entire circumference of this plan. But it is so important that these children go back to these neighborhood schools and be accommodated there and to grant permission to special individuals to go to these schools where there are only going to be two of each grade, will then possibly cause someone within that neighborhood to have to go to an overflow situation. So maybe someone could explain what streets are going to be excluded or included in this second revision.

HAYES: I think the one thing we can do along those lines is we vote on this revision, those people who had been on the list and were removed, should get notified, as well. I think that's what we're looking for. I think it's only fair because there are some that had asked and were given an answer and they're planning on going to this school and now they're coming off the list. So the notifications to the kids who are in the district, as well

as those who had previously maybe not been notified but may have found out that their street was on the list, should be notified as well.

THERIAULT: Could we do that for the benefit of the viewing audience so that they know which schools have been, which streets have been excluded, and which are going to be added. Or don't we know that?

FLAHERTY-MERRITT: I could read it from last week's Workshop for everyone. The added streets were Edin Avenue, Emmitt Court, Post Street, Spring Brook Road, and Spring Lake Road. The removed streets: clover Street, East Main Street, Hamilton Avenue, Lowland Avenue, Middle Street, Seminole Avenue, Stiles Street, Temple Street, and Warren Street.

HAYES: For the woman who called me, Clover was one of those streets I told you was in on the list, it's not on it now. I'll make the effort to give her a call as well.

THERIAULT: And just for point of further clarification, some of these children are going to go from Wendell Cross to Gilmartin and some of the children within the Wendell Cross district may end up at another school other than Gilmartin. Just so, is that my understanding, is that correct Paul?

GUIDONE: Yes, from what you said, yes.

THERIAULT: And some of those kids will end up at Chase.

GUIDONE: As the redistricting occurs, students will be placed closer to their true neighborhood school where there are seats and slots based on the plant.

HAYES: Just for clarification, these were revisions that were made with the understanding that the ones that are added are closer than the ones that are being removed to the actual school.

GUIDONE: Yes, that's true. The list that you have now has been gone over, through that geographic area and listed every street whether it had a child in the school district or not, as brought up. There may have been another addition or two from that list at the Workshop, which is incorporated in that final plan, and anybody not on that list will get a notification as you've described. But all the decisions were made regarding furthest away, closest to the district.

THERIAULT: My final question through the chair would be this, under what circumstances, Dr. Snead, would a parent get special permission to attend these new schools?

HAYES: Quite honestly, I don't know if that's part of our discussion tonight, Commissioner Theriault. We're simply voting on the lines here. Any considerations about special permission would be going forward because I just don't think it's in topic right now. What we're voting on is the revisions to that redistricting plan. Anyone else?

SWEENEY: I just, I would caution reading off that list because I know there were some changes from the Workshop to the list that I got in my packet this past weekend. So

that list isn't accurate. I think the most accurate way is for people to just wait until they get the postcard that says what district they're in. Some of those streets, only portions of that street are in Gilmartin, others are in Hopeville. I think it's very, very confusing for people if you try and read off street names. I think you should wait until you get the postcard in the mail that says you're there.

GUIDONE: Anne's accurate. I think that is accurate.

HAYES: We hope that we don't have any more changes after the postcards go out. No other streets show up right next to the school and make the list. Commissioner Theriault.

THERIAULT: I just think that, I'm just trying to edify as much as I can, edify the public as much as I can so that there aren't any surprises. And I understand what we're saying here but we had some people come here recently and kind of say this was kind of done in the back room and not in the light, like the sunshine law, and I think they really should have been invited and I'm just trying to give them as much information as they can so they don't get a postcard August 1 saying this is your new district. And I'm sure we'll be very cognoscente of this and be very proactive in this in getting these out very early so people aren't surprised. And if they do have a problem with the school that they're gonna go to, they have some due process in terms of appeal. That's all I'm saying.

GUIDONE: I would also add to the Board that staff is doing the same thing with Duggan and North End. We check the districts to make sure all streets are listed as described by Karen and others. We wanted to get Gilmartin done quickly because of the need for notification but you should have the full revised list for Duggan and North End shortly.

HAYES: Can I just ask one question, I know Vice President White brought it up, what about, was there any way Will was able to track the number of kids that might currently be going to parochial school within those districts? Is that just gonna be something where they may show up and we don't really have any...

GUIDONE: No, he was not able to.

HAYES: There's no way to do that, right?

GUIDONE: There's no real way to do that.

HAYES: Which means that could change too because if some kids that are in parochial school decide to go there and they're closer than some kids that live further away, those kids that live further away may not be going where they were going to go.

GUIDONE: It's not an easy process trying to perfectly draw lines because moving one street over may affect grade 2 but have a negative effect on grade 6. Our population is so mobile and changes almost every time we run the district. So we need to set in stone as close as we can, as best we can, and then try to implement it, apply it with reason.

HAYES: I think we're ready to vote on this. All in favor, opposed.

WHITE: I had my hand up. I'd still like to make the comment. Last week I asked that we had all the streets that would be in the district listed. This is still very confusing. These are all the streets that have children currently going to the school in that district. This does not contain...

GUIDONE: We went back through and did what you asked and put every street in that district whether it had a child or not in that list.

WHITE: It's not true though. I'll call Will. Maybe I don't know the streets in the district.

GUIDONE: They checked and double checked to do exactly what you described.

HAYES: But we just can't find out who's living on the street that doesn't go to our school right now, we don't know that.

GUIDONE: Correct. We took the geographic boundary and listed every street that was in that geographic boundary for the district. If there's any they missed, let me know, Mary.

HAYES: That motion was approved.

## **10. COMMITTEE ON BUILDING**

### **10.1 Upon a motion by Commissioner White and duly seconded by Commissioner D'Angelo, it was voted, by roll call vote, to approve the installation of metal detectors for the Enlightenment/Special Education Program Project.**

HAYES: Motion is made and seconded. Under discussion – Commissioner Sweeney.

SWEENEY: I thought very long and very hard about this one. I'm extremely concerned, first of all, that at the most recent Building Committee prior to the last Workshop that my understanding was that we were gonna decide whether or not to put in the mechanicals for the metal detectors and then at some point decide if wanted to put the actual metal detectors in. And then it came across last week and I asked the question at the very end because I was confused, and it came across last week that this would now be on the Agenda as actually putting the metal detectors in. So that upsets me some. I'm very disturbed that there is a perceived tone in the community that if we do this at Enlightenment, that it will be required at all of our high schools in deference to some form of equal treatment. And that disturbs me. And then the question was asked how in the face of testimony from the Principal, and from the School Resource Officer, could I even think about not agreeing to put the metal detectors in when they were so heavily in support of them. And then over this past weekend, New Haven, we again had teens gunned down in the streets. And in Hartford, on a regular basis, we have the loss of youth in the streets. And they have metal detectors in their schools. So what happens here? Do we become so complacent because we have this supposed protection of things like metal detectors that we forget to notify our youth, to remind them on a daily basis that violence is not the answer that this is not how you behave. And that's how I can say no because I do not want us in Waterbury to be so complacent, to become

comfortable with an electronic solution that we forget how to raise our youth and how to remind them that you need to be respectful of others, respectful of yourselves, and violence is never, ever the answer.

HAYES: Anyone else? Hearing none, I'd like a roll call vote on this, please.

O'LEARY: I apologize, I wasn't here last week, but I think I got the gist of what was said. But to reiterate, I will disagree with Commissioner Sweeney. I don't think by placing metal detectors in the schools that that's going to substitute for all the programs that the Waterbury Police Department and the school department currently engage in to deter youth violence. So I can't connect those dots, I'm sorry. But I will say this, that the School Principal, the School Resource Officer, the school teachers, and the students, support the idea of metal detection at this particular school and because they do, I believe that we should adhere to what their requests are. They're the people in the building, they're the teachers, they're the administrators, they're the students, and their parents. So in my opinion these, and plus the recommendation of the Assistant Superintendent of Schools, with all that said, I don't see how we don't vote in favor of this. Thank you.

STANGO: Thank you President Hayes. What is driving my consideration and my vote, partially, is the fact that this school is so close in proximately to downtown, down by the Green, down by all those side streets, where anyone and anybody can feasibly walk in off the streets through those doors. Will a metal detector help, perhaps at least you get fair warning. I don't know, I think that what's swaying me is the fact of the location of the school and so that's why I'm leaning towards "yes".

HAYES: Anyone else. Roll call vote please.

**ROLL CALL VOTE:**

Yeas: Commissioner D'Angelo, Flaherty-Merritt, Harvey, Morales, O'Leary, Stango, Theriault, White - 8

Nays: Commissioners Sweeney and Hayes – 2

HAYES: Eight, two – motion passes.

**10.2 Upon a motion by Commissioner White and duly seconded by Commissioner Harvey, it was voted unanimously to approve the ED042 for the Driggs School Roof Replacement Project.**

HAYES: Motion made and seconded. Commissioner Theriault.

THERIAULT: I'm very elated to see that we are now including 30 year warranties on our roof. And also, as we discussed in the Building Committee, the possibility of looking at an additional umbrella of some sort of insurance or bonding in case the company should go belly-up and bankrupt as many do. Thirty years is a long time and in this economy, we can have a company put a roof up this week and in two years they could be gone. So I really think that this suggestion from Mr. Guidone should be standard operating procedure on all of our new roofs, looking for that additional protection for the facility for the school building, for the taxpayers, so that in addition to the 30 year roof warranty, we have this umbrella type of situation in case the company should go

bankrupt or no longer be in existence. I think it might cost us a little bit more, but I think to do otherwise would be to be penny wise and dollar foolish. Thank you.

HAYES: Anyone else? Hearing no further discussion – all in favor, opposed, motion passed unanimously. Under Superintendent’s Notification to the Board, Item 11.6, the names of Nicholas Anderson and Sidney Michael Shelton will go forward but the three names in the middle are being held.

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

**Upon a motion by Commissioner D’Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to receive and place on file Items 11.1 through 11.7, Superintendent’s Notification to the Board, as listed:**

- 11.1 Athletic appointments effective immediately:  
Guzman, Jose – Assistant Track Coach, WHS.
- 11.2 Grant funded appointments effective immediately:  
Carey, Jamie – Instructional Tutor, Kingsbury School, 10 months per year, 18 hours per week @ \$30.00 per hour, no benefits.  
DiCristofaro, Lynn – Instructional Tutor, Kingsbury School, 10 months per year, 18 hours per week @ \$30.00 per hour, no benefits.
- 11.3 Extended School Hours appointments, salary according to individual’s contract, funded by the ESH Grant:  
Guedelha, Norma – Clerical – Kingsbury School.  
Stribling, Denise – Clerical – Regan School.
- 11.4 Teacher new hires:  
Walczak, Melissa – WMS Art, BA/1, effective 03/29/10.
- 11.5 Teacher involuntary transfers:  
LaFountain, Mary – from Tinker Kindergarten to Tinker grade 1, eff. 07/01/10.  
Mete, Meleke – from Tinker Grade 1 to Tinker Grade 3, effective 07/01/10.  
Rossi, Jaison – from Tinker Grade 3 to Tinker Grade 5, effective 07/01/10.
- 11.6 Resignations:  
Anderson, Nicholas – KHS Science, effective 04/16/10.  
Shelton, Sidney Michael II – NEMS Social Studies, effective 03/19/10.
- 11.7 Retirements:  
Coughlin, Louise B – Driggs grade 5, effective 05/01/10.

HAYES: All in favor, opposed. Is there any unfinished business of the proceeding meeting? Commissioner Theriault.

THERIAULT: I’m going to assume that the condition of the buildings as we discussed in our past meeting is part of unfinished business. Is that correct President Hayes?

HAYES: Yes.

THERIAULT: I had asked you, and I've given you all a copy of two particular schools and some of the Board members felt it was impossible that our schools have gone into such disrepair. And I don't mean to put anyone on the spot, but as of last Thursday, I did . . . approximately five schools and I had anticipated this videotape being four to five hours long and having done approximately 16 of the 32 buildings, I think the video is probably going to be close to 10 hours long. And as I had said to you before, and I'll say it again, the conditions that I have found are revolting, disgusting, just abominable. Many people have called me over the weekend to express their disgust and their absolute dissatisfaction. The best remark was "unbelievable". The conditions to say that they appear or seem unhealthy is an understatement. I don't know if it's the Health Department's responsibility. I know it's the School Inspector's responsibility. But having seven painters for 32 buildings is not gonna cut the mustard. I really think somewhere down the road, that this Board needs to really consider about taking these schools back one by one with a painting contractor and a plasterer and so forth and shutting the building down for two or three months and going double session until the buildings can be brought back. I'm still coughing from one of the buildings that I visited and I'm not saying that it's the building that created this cough, but maybe it was some of the handshaking and hugging that I do of some of my teacher friends. And I do that a lot. I am to say the very least disgusted and ashamed of the conditions that I have seen and I will continue a week from today to go on the 16 other tours. And quite honestly, I'm very much considering wearing a respirator mask when I go down into some of these areas that appear to have mold and chipped paint, because I'm concerned for my own health as well as everyone else; and I'm still horse, two weeks later. Just a coincidence I'm sure, but I'm not so sure. But anyways, you saw the video of the two schools. Some of you have seen Comcast of the other schools, and I can assure you that I will forward a copy of all 32 buildings to you, as well as, the State Department of Education and anyone else that will listen to me for the students and the staff and the parents in this great City. This never ever should have gotten this bad. Never, ever, ever in a million years. We should never be faced in a situation where there is the potential of any health or hazards in our building. I'm not saying there are, I'm not a scientist, I haven't tested the paint, I haven't tested discoloration, that's up to somebody else. If the Health Department decides to take it on, fine. If they say it's not our problem, that's fine too. We'll go on, we'll forge on, we'll find somebody else that will listen. But I certainly would implore and beg the Health Department to step forward and step to the plate and say we're gonna expand our investigation of our schools, we're gonna expand and we're gonna look at what kind of paint this is, what the discoloration is, and certainly look at samples of the air quality, especially in buildings downstairs in the basement that have no windows and one door, as we saw in Driggs, which was absolutely deplorable. Our conditions in our grammar schools continue to disintegrate. The buildings literally are imploding. And I'll tell you why it's happening, as I alluded to you before, there are seven painters and one painting supervisor for 32 buildings. Uncognizable, but it's happening. We take the 7 painters and we put them up at the high school where we have accreditation; accreditation of Wilby, they were up there for a year and a half. The accreditation of Crosby, they're up there for a year and a half. Accreditation of Kennedy, they're up there for a year and a half. And then we go to Adult Ed, they're up there for a year. And then we are now doing accreditation for a pre-k program which is so essential to our very, very sensitive students, our special ed need students, very, very important aspect, but quite honestly, if I had my way, I would make sure that every

school in this City was accredited. Every single one and then I would go out and I would hire, I don't know, what would we need, probably 70 painters just to get started. You could keep 70 painters busy 24/7 for an entire year in these buildings. And don't tell me when I hear the other night from our School Inspector that our classrooms are painted every seven years, bologna, bologna. I spoke to a nurse at Kingsbury that said to me her office hasn't been painted in seven years. And she was in the hospital last year for some unknown diagnosed respiratory problem for an entire month. And of that school she also told me that of the 400 kids at Kingsbury, 100 are asthmatic. Doesn't that seem a little high to you guys? Wouldn't you be a little concerned if that was one of your kids, one of your little guys or girls? I would. I'm fighting mad about it and I'm not gonna go away about it and I'm gonna go to the State Department of Education, the State Health Board, and I'll go to any Federal officials that are going to listen to me. And I'm gonna give copies to the Board of Aldermen of all 29 schools and, unfortunately, they're probably over there right now shaking their head in disgust after they saw these five schools on Channel 96 from 11:00 to 8:00 at night. It is just unbelievable and I think it's about time we got our head out of the sands and did something about it because we're walking around like ostriches. Standing there with our head in the hole pretending that this problem does not exist. And I spoke to someone who was one the Board nine years ago and he said to me it's unbelievable that this problem continues to exist for nine long years. Better do something, better do something; it's getting worse, not better. Thank you very much for your time.

HAYES: I would suggest, Commissioner Theriault, is tell us what you want us to do besides taking pictures. If you want us to hire people, you want to find some money to do this, because you know just to say there's a problem without offering some kind of solution is not getting us anywhere. So whatever you want to come up with, talk to whoever you want to get us those additional dollars necessary, if you want to hire people, whatever it is you think is the solution to this because I, I go around with a camera and I could find a lot of great looking buildings and a lot of good areas...

THERIAULT: I think before you get involved in the debate, President Hayes, I think you ought to turn the Chair over to Commissioner White and then we can debate this issue. By saying a cheap remark to me, taking pictures, how dare you insult me like that?

SWEENEY: Point of order.

THERIAULT: I think President Hayes...

SWEENEY: Point of order, we're not talking an Agenda item; the President has the right to make comment under old business and new business. That is correct.

THERIAULT: Okay, point taken, go ahead President Hayes.

HAYES: It's not a debate. What I'm asking is that while this picture is being painted with your camera, if you could also show some of the positive things going on in the school as well because you know we have spent a lot of money, Commissioner Theriault, to do a lot of things. So I just think it's part of the fair and balance reporting that you also show some of the things that we have done because hard decisions are made on whether we spend certain dollars in certain areas or others and that's always an ongoing problem for us. If we want to come out and say well, what I've asked



through our Schoolhouse Committee, I've asked Paul and others to come to us on a regular basis and let us be involved or understand the process, the thought process that makes them decide when to paint here or there. Exactly what that is and if we want to get involved in that. Because I, too, don't want to see any bad spots in any of the schools, but I also see a lot of good things. We've been going to different schools every week for the last six or seven years and now we hear they're falling down around us. I don't think that's the case. Not to debate, but there are sections of certain schools that need attention but there's a lot of attention being given to a lot of schools, as well. And that's all, I'd just like to have a fair and balance thing, but by the same token, if we're gonna talk about how it's falling down around us I think we have to be responsible and say well, how are we gonna fix it? That's all. I mean, if you got an idea, I'm more than willing to entertain that, but I know it's gonna be attached to some dollars or we're gonna have to make a decision to move our workforce from maybe specific area to another and I think we should do that with the input from our people in Central Office.

THERIAULT: President Hayes, did you watch the DVD I gave you?

HAYES: No I haven't.

THERIAULT: Did you see the program on TV on Thursday?

HAYES: No.

THERIAULT: Okay. I would suggest that you, I'll give you a copy of the program that I did on Thursday and I would suggest in the meantime you watch the DVD because you still seem to be a Doubting Thomas with regard to the buildings coming down around us and I can assure you that they are coming down around us. Yes, you're absolutely right, I could go in the buildings, a building like this, and I could probably do three hours of the fantastic facility that is here and all the fantastic programs that are going on. I could probably do the same at Kennedy, I could probably do the same at Wilby, I could probably do the same at Crosby, but I couldn't do it over at Wallace Middle School which is right next door to Crosby that is literally debilitated because all the resources go over to the other side. When I've gone around to the grammar schools I see nothing but chipped paint, discolored walls, discolored ceiling tiles, especially at Rotella with all the discolored ceilings, a brand new school. Yes, absolutely I could go around and I could probably do 100 hours of all the great and dynamic programs that we have in this City, you're absolutely right. That was not my mission. My mission was to expose to the public to the dilapidated conditions of this school system that are continuously ignored on a daily basis. I've said this, the point of getting on the Board six years ago that we have a very, very small miniscule cadre of maintenance people and I say it to you again. We have about one/fourth of what a normal system has. What is my suggestion? Do we need to spend money – maybe. Do we need to rob Peter to pay Paul and find something that's not working and put some money into maintenance – yes. We spent 101 million dollars then when it came to bond the money there was a 25% increase, we went to 125 million. Maybe we need to find some money for the proper maintenance and health and safety of the kids and the teachers. Maybe we need to close, and I said this before, maybe we need to close places like Kingsbury and Bucks Hill down and send a group of maintenance people in there for four months and then open them back up and do double sessions at another school. I don't what the overall solutions are but the overall conditions are deplorable. They are deplorable and

I'm ashamed. And I look at them constantly and it bothers me. It bothers me for my own health, the health of the kids, the health of everyone that's in the building. And I don't know, as I said to you before and I'll reiterate this, I am not a scientist, I don't know the difference between lead paint and water soluble paint. I don't know the difference between something's that mold and something that's not. But I'll tell you one thing, if it walks like a duck, it quacks like a duck, to me it's a duck. So let somebody else who's a scientist, let somebody else who's got their Ph.D. or their doctorate in chemistry determine this. But I'm gonna tell ya, it looks absolutely terrible to see this paint coming down right outside of a kindergarten classroom. To see stalls in a bathroom that these kids go into on a daily basis rusted right through. It's terrible when you go into a school that there's one bathroom downstairs that the children are using for the boys, one for the girls, and they have to go through this infernal of hell of chipped paint and plaster. It's, I don't know, you guys will see it; you guys saw some of it. But I don't know what you're waiting for, we got to do something. It may cost money, but we gotta do something. I think we, my suggestion, let's take one school back at a time. Let's hire some people and go in there, go to the next school, go to the next school, and let's clean them up so they're inhabitable with the proper health and safety for all the students. It's just ridiculous, just ridiculous. Thank you.

O'LEARY: Thank you. I did have the opportunity to look at Channel 96 over the weekend and I have to admit I was surprised by some of the conditions. To your point, President Hayes, there's also probably the majority of the buildings are in very good shape but the fact does remain that there is portions of some of these buildings, in particular the older buildings, that are in need of painting, sanding, primer, and a lot of that is work that can be done with unskilled labor. So I would offer up an idea, two and a half years ago we bought a school, 26,000 square foot school, that I wish I had the videotape of before and after. I will tell you it was a building that had been shut down for a number of years, it had a significant amount of water damage over time, had mold, had, quite frankly it looked a lot like what I saw on Channel 96 over the weekend and we put together a very hard working group of people, mostly police officers and parents of our students at PAL and we dedicated several weekends with this large array of people, and some volunteers I will add from the City of Waterbury custodial department, in particular, Bobby Lombardo a painter who offered his expertise on how we could remediate the building and we did it. And I will invite any one of you to go to the PAL building today, tomorrow, or any other day and what you'll find is an immaculate building that's kept impeccably. And so it's not impossible. So my suggestion would be for each school administrator to work with their custodial staff and their parents of their children or parents of children throughout the district, and ask for volunteers and go in and designate one or two weekends and clean the places up and put a little sweat equity into the place. It's your kids' school; it's your school, take ownership of it. And the fact is that the staff probably is inadequate to keep up with the number of buildings that they had due to the fact that they're so old. So this would supplement that. You know we have earth day every year, well let's have school day twice a year and go in and start from the bottom and work our way up. I would be shocked if we didn't find a number of people, parents in particular of the children that attend these schools, that wouldn't be willing to do that because I know, for a fact, that any time I put a call out for service in the PAL community, they're banging down the doors and they're standing in line willing to help. So I would think it would be a great opportunity for everybody to take a little bit of a stakeholdership and some ownership and to do the right thing. Thank you.

D'ANGELO: To change the subject for a moment.

HAYES: Is this unfinished business from the proceeding meeting?

D'ANGELO: I don't know. Yes, because it was discussed at the Workshop, I think. Go ahead, I'll wait.

STANGO: President Hayes, you asked for suggestions, I think Commissioner Theriault gave you a couple of good suggestions and I think Commissioner O'Leary gave you a couple of good suggestions. But what I remember seeing in my own visiting to some of the schools and what I saw on Commissioner Theriault's tape, to me, it doesn't look like something that a painter could go in and handle overnight. I think there are much bigger problems that are inert to that building that need to be attached and attacked. I think that eventually we're going to reach a point where Commissioner Theriault says we're going to have to empty that building out and I don't know if the summer is gonna be enough to do it and really rehab that whole building with a plan. And when we're looking at it with a plan, we have to have a long-range plan and determine what is going to be a learning space and what is not going to be a learning space. Some of those spaces should not be learning spaces, and I said this before, and I will continue to say it. They're basements, they're storage areas, they should not be learning spaces. So maybe that won't be a high priority item to clean up. The biggest problem is gonna be we have to look at where the money is gonna come from; that's the biggest problem, unlimited supplies of money we can do great work. We have to look at where the money's coming from. Commissioner O'Leary, my question would be, when you guys did the beautiful job at PAL, St. Lucy's, and I did see it, they were working with, there were no concerns of insurance, there were no concerns of a public building, it was quasi public/private, I guess. So you probably didn't have the issues that the City would have to be concerned with, with bringing a bunch of people in and doing that work. Although it's a good idea and if we had that clearance it probably would work, to a certain extent. The way things look, not what's behind what we see, behind what we see could take a lot more work to do.

O'LEARY: To answer your question, through the Chair, two issues. One, a lot of what I saw on the tape over the weekend, and I just want to qualify this, I had the gout so I was stuck at home, I do have a life, I don't want everybody to think I'm sitting around watching Channel 96 on Saturday, a lot of the work is not, first of all, a lot of the damage in these buildings is from leaks, whether it's, and some if it did strike me because some of it was sewer pipe material but a lot of it is leaks whether it's from the gutters or the rain, don't forget we had a horrendous rain fall this year, but a lot of it would require caulking of windows and relatively simple things, really that you could get some guidance or supervision from a maintenance person, a custodian or a painter, and then a workforce and a bunch of people together that could do that kind of work. And to address the insurance concern, I'm not an insurance guy, but I know that we have insurance on our buildings and I know the City has some sort of liability insurance, I know they're self-insured in some areas, but I also know that these buildings are insured and there's some liability insurance here that I'm sure would cover it. You're not gonna have these people on scaffolding, you'll probably have them maybe on a step ladder, maybe not. Certainly in the bathrooms and a lot of these areas you wouldn't even require anybody to get up on a ladder. Those are legitimate concerns but

sometimes you just gotta, I think it would be great for the school community to do something like that.

STANGO: Through the Chair, one more thing, I just thought of it while you were talking, I think we have union concerns also. Again, not to be scared off by it, but at least look at it.

O'LEARY: Well, I'll share with you my union story. In the 1980's my wife, Cathy, took a position at Kingsbury School, was hired, and we went up there we were all excited, you know, first teaching opportunity, Kingsbury School, walked in the classroom, couldn't believe it. So I went to the lumber yard, bought paint, bought a roller, bought the same exact color paint that was on the walls, and I started to paint and the administrator came in and told me I had to stop. So I know all about that. So you know what I did, I went back the next day and I painted the school room. I got in a little trouble, it was alright. But my suggestion is you've got seven painters in the district, they can all be supervisors on that day or that weekend, pay them, pay them. And if they don't like it, privatize it.

HAYES: We're sort of having a Schoolhouse Committee breakout here. We are scheduled to have regular Schoolhouse Committee meetings; I don't know when we have the next one scheduled.

WHITE: We had one last week and I don't have the date for the next one in front of me.

HAYES: We're gonna keep on top of these things. I appreciate, like I said this isn't supposed to be a debate, not intended to be a debate, the thing is there's tough decisions that are going to have to be made on how to address these problems. It's just that I know that again my war story when I first got involved, I couldn't get a window open at Chase School, I went nuts over there for my son who was an asthmatic at the time, I got that window open by the end of the day. I tried to get the flagpole at Chase School done, not only did I bring the PTA in, I brought the Junior ROTC, or whatever, and I was still denied the opportunity to get that flagpole painted, I don't know how many years it took before we got that done.

THERIAULT: Have you checked out Wendell Cross' flagpole?

HAYES: No, I didn't check Wendell Cross' flagpole. But the thing is, we have to address these as a Schoolhouse Committee. I am just a little uncomfortable when we don't talk about, when it sounds like we haven't been doing anything, that's all. The problems are there, they need to be addressed, but there's so many other things that have happened that I don't want people to think that their tax dollars going nowhere because there's a lot of work being done, you stated that yourself. That's the only part of this, like I said, we all need to do what we can to get these schools in better condition, but there are going to be some tough decisions to be made and we're gonna stay on top of it through the Schoolhouse Committee with ongoing discussion and planning.

THERIAULT: I think my point is this; my point is this just didn't happen in the past five or ten years, this has happened over a persistent area of time to very, very severe, neglected conditions that haven't been met. And I know we don't have the resources, I know we don't have the manpower. I know we don't have the money. But worst yet, we

don't have the will and determination to make the change, to make the environment better. And maybe as a result of this discussion, be it a Building Committee or a regular meeting and maybe other Board members seeing this, maybe we'll all get together on the same page and we'll find a way to pragmatically address this thing with an anecdotal solution of what we're gonna do on a day-by-day and which schools we're going to address first on a priority basis and take it one day at a time. You know, the road to a journey starts with one step, so I think we need to take a step.

HAYES: We have been, to say we don't have the will, I think again is not the proper way to put this. Since I became President of the Board, we've been going to a different school every week. What happened, how did we miss all of this? I don't think it's as bad as we're portraying, it doesn't mean we don't have these problems, but we need to address them. Maybe we should all go on the tour every time we go to a building now. I know we have Commissioners who regularly visit the schools and this didn't come back. Because I think maybe we have gotten to the point we just feel that we can't do as much as we'd like to do. I don't know if the will isn't there, we'd all love to do this, what we need to do is get more focused and have a vision on how we're gonna do it, I guess. But I do feel there's been so many positive things going on, we have people that are working hard throughout all of this stuff, I just don't like that we've got sort of a bad message being sent by our employees, because we have a lot of good hardworking people who do the best they can with what they have and I want, we got to clear up those issues on a lot of different levels, but I think we're moving towards that in pointing out where our problems are, is welcome. Again, figuring out how we're gonna address them is gonna be a tougher part.

THERIAULT: I just take umbrage with just one remark that you said because you haven't seen the video yet or the DVD and I'll make sure you get a copy of it and maybe, at your leisure, you can look at it. And conditions are as bad as I say they are. They are as bad. Other Commissioners have seen them, they are as bad as I say they are, there's no question that we're doing an absolutely phenomenal job at Wilby painting the gym. We've got all of our painters up there, it's the biggest painting project that we've ever encountered, but at what expense? Wilby is gonna be great, they're gonna have a new gym, it's gonna be all painted, and then we're gonna go over to Crosby and we're gonna paint all those rooms. And certainly, we're putting a roof on Driggs, we've done some other things at Sprague, we've done some other things at a lot of other schools, no question about that. We've done tons and tons of it, maintenance projects during the summer, there's no question about it, we're trying to address them. But you see with regard to our regular maintenance on a daily basis we're falling down and we've been falling down for years and as we start to fall down and the problems are getting ahead of us, those are the conditions that are showing. I don't mean to impugn this Board or impugn the entire school system with dilapidated and absolutely atrocious conditions that are taking place, but you know if I don't come out of the water and say these are bad and all I say is oh, everything is great and you know look at things with rose colored glasses on, nobody's gonna listen to me. The camera doesn't lie. All I did was point the camera and say the location and say what I saw with regard to it. Yea, I could ignore all those things and go into the school and take a picture of this beautiful SMART Board and not show you the stained and chipping paint on the wall right next to it. But I chose to do that showing all of this. You can come in this building and probably do a 10 hour video, as I said, but to say the conditions are not as bad as I say they are, is not quite true, look at the video.

HAYES: The last comment I'm gonna make, we . . . is not to say that what you're pointing out isn't bad, all I'm saying is you have this discussion the schools are falling down around us and don't point out that in fact there is a lot of things which you just said again, that's our problem. Our problem is we're trying to fix things and we're trying to find out where our worst situations are and try to address them with limited time, with limited staffing, but we're gonna try to do a better job with it, there's no question about it.

O'LEARY: One final comment on my end. You know it does seem as though, lately, we are taking an awful lot of umbrage with our custodial staff and our School Inspector's Office and there are, jeeze there just are, the majority of those employees are phenomenal employees who really take pride and ownership in what they do every day. But unfortunately, as we're finding out, there are some who don't. And the problem I have with that is, is that it brings embarrassment and it brings a problem to the district. And you know the reality of this is if you were to survey all the administrators in this City and the teachers, one of their top five problems is managing or getting to motivate their custodial staff. Not every school, certain shifts, certain hours, certain weekends, certain this, certain that. And all roads lead home. And the fact is is that I think what you're all realizing, and I'm realizing, the public is realizing now, is that there are some systemic problems and we need to address them. Part of those systemic problems is that we aren't able to either motivate some of our staff to keep these buildings in the shape they're in or maybe the reality is is that we are not providing the proper resources to these people to keep the buildings the way they should be. So I think it's a work in progress, certainly Commissioner Theriault's tapes are very enlightening. Certainly President Hayes has some valid points, but the fact is somewhere in the middle lies the root of the problem and I think that's what we're all anxious to find out in our future conversations on this subject.

WHITE: Commissioner D'Angelo.

D'ANGELO: I just wanted to make a comment, I guess more for the public than for our Board. There's been a lot of discussion, as Neil has rightfully touched on in the recent days about problems within the department and I think some public was here tonight, some members of the public were here tonight and spoke passionately about the problems, and we have all been reading in the recent newspaper and TV news about the problems. There was, I thought there would be some discussion here tonight and we had an executive session that talked about a bunch of things, and I think in light of the situation and the fact that there's still investigations at some levels going on, I don't think it's appropriate to talk about the things that I had hoped to talk about. But I think it's important to say that this Board has the fiduciary responsibility of protecting the public, the taxpayers, and their dollars and I think it's fair to say at the risk, I guess I'll speak for myself, but at the risk of speaking for at least some members of this Board, we don't seem to be happy with what has happened so far and with some of the answers we have given, I think as a Board we're not happy with but I also think it's just as fair to say that we've heard the public loud and clear, at least I have, and I think it's important to say that it's not over, we're not happy, at least from my desk as a Board member, I'm not happy. And I don't think this issue is dead, I think there's a lot of things that need to be looked into before we let it go. So I just thought it was important to get the message out that, because we're not talking about it tonight doesn't mean we're not working on it and going to be talking about it in the near future. Thank you.

WHITE: Are there any other comments? (tape ended) Are there any other unfinished items or new or miscellaneous business?

FLAHERTY-MERRITT: Dr. Snead, I want to thank you, in your Superintendent's Report, mentioning that the State Board of Education is having their certification hearings. I don't know how aware the rest of this Board is of some of the certification changes that they're looking to make. One of them will have a dramatic effect on this district; it is changes in special education certification. They want to require that every teacher, and there will be no grandfathering, have a master's degree in special education, to get that certification. That will currently, I'm just making an approximate guess, give us about a staff loss of about 80% of our special education teachers in this district. So we're looking at a big area that's already a shortage area, already hard for us to find in the State, they're trying to make it harder. And it's, one of the reasons is, it's a slap on the wrist for a couple of years ago when they were looking to make it a dual certification and that fell down flat. There are hearings, and anyone is welcome to go. I'll be going up to Education Connection in Litchfield and if anyone wants to join me, I'll be more than happy to take you with me, just even sit there and listen about what's going on. There are other certification changes, teacher leader ones which will affect our literacy and our reading specialists, people of that nature. But I'm very concerned about the special education one and it's already a shortage area and it's already something we have trouble filling and I can see us losing, by default, a lot of our staff members.

WHITE: Thank you Commissioner Flaherty, that was very enlightening; I wondered what exactly the changes were going to be and you put some of that out into the open now. Now President Hayes is back.

FLAHERTY-MERRITT: Just to continue on that, maybe Dr. Snead, do you think it would be possible to put in our packets this Friday copies of the three changes, the three certifications, just so everyone could get more information about it, to read about what's going on and what they're looking to do.

WHITE: Thank you.

THERIAULT: In as much as my remarks were inappropriate before, they will be appropriate now under new business. Dr. Snead, who has the authority to put a child in a different school other than the district school that they're in?

SUPERINTENDENT: I usually take a recommendation from both the principals and whichever one of my Central Office staff is reviewing the request from the parents and then I make a decision.

THERIAULT: What will be your criteria with regard to granting special permission for our new pre-k through eight schools?

SUPERINTENDENT: So far I've indicated to all staff that we will not be granting any special permission for this coming school year.

THERIAULT: Thank you very much, Dr. Snead.

O'LEARY: Can I just comment on that. I was talking about my little survey, so one of the things, in addition to what I had mentioned earlier, a gripe about the administrators in some of these buildings is that they feel that there's some kids from out of district that are in these buildings that are causing a lot of problems for them and you know there's a lot of special circumstance I'm sure, I know that people aren't just plopping people in the buildings for no reasons, I understand all that, but I would really ask Dr. Snead and the Central Office staff, you are gonna be faced with an insurmountable number of complaints and requests because of redistricting and I would ask that you please keep this Board informed on any decisions too, and I know it could be cumbersome, but it seems like everything is very cumbersome lately but you know, in light of the fact, that the feedback from the administrators and the teachers, I would really like the Board to be kept apprised of any of these decisions and there probably will be, I hope not, but there probably will be some circumstance out there that would warrant this type of activity, but since there will hopefully be so few, I would like the Board to be notified before the change is made, please.

SUPERINTENDENT: Are you referring to all 30 schools or the one new K-8 school?

O'LEARY: Well, that's a good question Dr. I know that Paul Guidone has an awful lot of work already, he reminded me of earlier tonight. It is a concern though out there and you know I do remember the days when it really took an act of God to put somebody from one district into another district, it really did. I remember because I happened to be privy to some of that information years back and it seems as though the rules of the game have really become very lenient for this. Now I know it's a more complicated world today and I know that there's a lot of medical issues and a lot of special circumstance but it is, you know we're talking honestly here, it is a big concern from the administrators and the teachers in these buildings, that they feel overwhelmed at times with these out of district kids that have been placed in their buildings. So I don't know, I guess I'm gonna leave that up to you, sir. But I just, I would like us to be informed, I guess let's start with the new plant, so how that goes.

SWEENEY: I know I say every time it comes up that we really need to stick to the redistricting because we wanted to continue to roll out throughout the City, we want to be consistent with it. We have plenty of notice going out here, if there's daycare providers out there who want to set up businesses, use your head, set them up within a mile, mile and a half of the school, because the kids will be on the walking and bus route then. I mean there are ways that the community can help us make this as successful as possible. And that's one of the ways. Just, you know, continue to speak with your daycare providers or people that you want to provide daycare for you and ask them to locate their businesses in the area of your school so that this doesn't become a concern. That's one of the biggest problems that young parents have is that they are at work in the middle of the day when these children need to get from the school to the daycare. If those daycares are within those boundaries, then those children have a way to get to that daycare. That in itself could be a huge help. But I, again, would reiterate that we really need to stick with it right from the outset because when we get to end of this and we're at the last little piece of the City and we're redistricting and we're getting everybody into a neighborhood school, we don't want to have this continual fight. Let's set the tone and the precedent now and we won't have to fight later.



HAYES: If I can just add to that, what we have to do is stick to that. But what would prove to be a success is if once we put the kids on that street and they went to that school, they actually stayed at that school for the eight years. I think that's what we're hoping for. The fact of the matter is that's what made this such a nightmare because we can put all the numbers down and all the things that we want, but by the time September comes around half of those kids move someplace else. And the other issue is, again, we've had overcrowding, so we're trying to address that by creating some space and we shouldn't be maxing these schools out so we should have district lines which allow for some movement in and out. But hopefully it will become stable and then it won't be as big a problem. But I think our problem has always been the transiency and no matter how we put the numbers, how we move the dice, where they go, sometimes it just, you can't do it. Go to the Intake Center sometime, I know we all have at some time in August, and you'll see what a nightmare it is.

HARVEY: Commissioner Theriault, I want to thank you very much, over the weekend I have received cards from painting contractors. Just so you know that.

THERIAULT: Commissioner Harvey, through the Chair, tell them to sharpen their pencils and put a bid in.

### ***ADJOURNMENT***

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to adjourn at 9:56 p.m.**

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