

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

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

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

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

ALSO PRESENT: Assistant Superintendent Cullinan, 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 6:38 p.m. with a moment of silence and a prayer and 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. Copy of communication dated December 21, 2009 from Blum Shapiro regarding the City's audit for year ending June 30, 2009.
2. Communication dated January 18, 2010 from Claudia Oliveira regarding her child.
3. Copy of communication dated January 21, 2010 from Civil Service certifying Catherine Finkenzeller for the position of Food Service Helper.
4. Communication dated January 21, 2010 from the staff of Maloney School regarding the new principal appointment.
5. Copy of communication dated January 25, 2010 from Civil Service certifying Joseph Picco for the position of Maintainer I.
6. Copy of communication dated January 26, 2010 from Civil Service certifying David Fortier for the position of Maintainer I.
7. Copy of communications dated January 27, 2010 from Civil Service certifying Arlene Daddona, Debra Shea, and Cheryl Lopezzo for the position of Food Service Helper.

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

PUBLIC ADDRESSES THE BOARD:

Upon a motion by Commissioner O'Leary and duly seconded by Commissioner D'Angelo, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:40 p.m.

HAYES: Motion made and seconded. All speakers are encouraged to submit prepared written statements to the Commissioners. Comments shall be limited to a maximum of three minutes. There will be no responses this evening to any questions or concerns raised; they will be referred to the Administration for review and response.

Lisa Lessard, 905 Pearl Lake Road, had the following comments: The reason why I'm here tonight, I'm not going to be mentioning names or schools to be on the polite side, but I am going to ask the next speaker, Cindy Hill, if you can come up and hold my sign which says "Waterbury's bullies, enough is enough, we do not want them in our schools anymore". I'm here tonight on behalf of all of our children here in Waterbury. I am here tonight as a special education advocate, a community leader, as well as a concerned parent. I brought my Webster Dictionary tonight for this purpose. Webster Dictionary, definition of a bully on page 98 is as follows: a person who hurts, frightens, or browbeats those who are smaller or weaker, a person who takes pleasure in

intimidating others. I am very concerned, the many phone calls I receive in the City about our children, regular needs and special needs children, being picked on, teased, harassed, humiliated and actually physically harmed within our schools. We have children in this district actually scared to return to schools and their classrooms because of the bullying. Parents and children are going through the correct chain of command such as the school principals and they are not being heard. They feel they are being ignored by the administration for no action is taking place to stop such bully practices. They are reporting to the right authorities. I am told downtown authority figures are aware of these bullying concerns and issues from the parents, parents are discouraged and upset because they feel they're not being heard, which I feel is neglectful towards our children of not being able to feel safe while in our schools they attend. So I am here tonight as a parent and a community leader to inform the parents enough is finally enough and we, the city, are not taking it anymore. Bullies get out of schools. I am here tonight to refer each and every parent within the City to two different federal agencies that will help if you're not getting the help here in district. If your child is special educational child, has an IEP or a 504 plan and you believe the child is getting bullied because of their special needs, contact the US Department of Education, Office for Civil Rights, formal complaint under discriminatory practices, phone number 1-617-289-0111, Regional Federal Office. If you have a child who is regular education and child is being bullied, contact Washington DC, Department of Justice, 12023966022. Parents in this district want this bully practicing to stop once and for all. Enough is finally, just that, enough, and, frankly we need to see you, our Board of Education, take an interest in this, and stop the bullies once and for all from destroying our children's education. Bullying is a serious matter and is heartbreaking. It needs to be stopped and taken seriously by all to wrap up. There should be a sub-committee, a bully prevention board, educating and making schools aware, enough is enough, and bullies are not allowed in our schools. Please, our children are being hurt. If you got as many phone calls as I got, you'd be just as upset. Thank you.

Mrs. Hill, PO Box 207, Waterbury, CT: First off, I want to thank the bus drivers for getting the children last Thursday on that icy day to school safely and home safely; they did a heck of a job. I'm here tonight to ask this Board to please help the students of Waterbury and the parents and the staff of our schools to keep our children safe from the bullying going on in our schools. We, parents, entrust our children to be educated in our schools, not bullied. When children get out of schools and tell parents that they have been hit or called names, it's not okay. When parents come to me and tell me that they didn't know what to do after they talked to staff at the school – principals and teachers both, I advised these parents I would be here tonight. They couldn't be here, they own a business, they work seven days a week. The staff at that school did nothing. If you would like the name of that school I will provide it after I'm done speaking. A child's education is so important. Bullying makes it harder for our children to learn. Our parents are begging you to get this district some kind of bullying policy and enforce it, stop it, so our children are not hurt. If it's one percent, if it's five percent, if it's 10 percent, please stop. Recently one child that went into a school during the breakfast before they go to class and he actually yelled at the child that hit his child the day before. It's getting bad when Dads are going into a school and speaking out. Please, this situation needs to get cleared up. Somebody has to take order in our schools. I'm referring to a couple of elementary schools, as I said I'll give you the names, I can provide those to you. Please remember, the innocent child who doesn't

get hit or yelled at at home, why should they get hit at or yelled at at school? It's not acceptable. Need I say being hit is not okay. Being hit in the face is not an accident. From what I know from police officers your hands are weapons. So please show the parents, the students, the staff, the bullying in Waterbury stops tonight when they go to their schools tomorrow no child will be hurt unless the other child is suspended. I really thank you because I know this Board cares about all of the schools in our district whether it be elementary, middle school, or high school. I know you will take a step for our children. I also wanted to please ask Mr. O'Leary, I know so many good things about PAL, my mother couldn't be here tonight, she listed everything she knew about PAL from before you took over, is there a way possibly, even for the students that are being bullied, and the bullies, they really need to get into that program because if they were involved in PAL, I don't think this would be going on in our schools and you know it would be a good solution. And when it's happening in elementary schools, we have to stop it before they get to the middle school and high school. We can say we're building K to 8 schools, they're doing it before that school goes up; it's gonna keep going. So whatever you could do, please, enough is enough, help our children. Thank you.

Francisco Abreau, 48 Lyric Avenue, had the following comments: I was here at the last meeting, Board of Education, regarding a student and they are . . . MySpace and Facebook in Waterbury. Recently in West Haven 200 people went to the Board of Education meeting regarding the same issue. So it's something that . . . newspaper said that the material that those people finding was criminal and that's the same material that's here in Waterbury. With the student, I know they are going home and they're using the computer at home but they are a student, they are a student. According with the investigation . . . the police take the material and send it to the FBI to inform the FBI to complain to the FBI from Waterbury they are a student, they are from high school, middle school . . . involved in this matter and this is a criminal material, not only here in Waterbury in other city too. This week, Wednesday or Tuesday was in the phone, in the internet, Washington, DC was fighting 260 teachers for molesting children, arresting . . . so according with the material that is in Waterbury . . . MySpace and Facebook, those children they are preparing to be, 15 or 14 years old girl to be a prostitute. So we have prostitutes 14 or 15 years old going to the school and they . . . another student . . . so the children they will be taught, they will be . . . like Washington, DC. And they say the city that lost 43 million dollars in salary so we are talking about big problem for . . . so this city lost 43 million dollars in salary, the business they lost . . . I know those teachers they're going to lose the house, lose their life for this problem. So we have to do something, we have to be involved before it . . . too late, before we get two or three hundred prostitute girl 15, 14 years old inside that school so they'll be inside that school, what do you think they're going to go . . . another boy, another teacher, this problem . . . we have to do something . . . inside the school like taking pictures with a cell phone in the restroom, they have to be arrest, you have to send a letter to all the parent . . . send the phone to the school they have to be arrest . . . before they'll be taking picture for one girl to use in the restroom . . . we have to stop now. Sending letter to the parent because they're helping us. The children right now they know more computer than the parent . . . sending a letter from the school that this problem is inside the school too.

Athena Wagner, 1558 Highland Avenue, had the following comments: I'd just like to address something that happened prior to the Christmas holiday in regards to the national media attention that one of the schools had gotten because I know the

regulations, the Rules & Regulations Committee is reviewing a policy that was submitted to them. The facts that I would like to state is, first you had a Board member who alleges there was one anonymous complaint brought to his attention. He, himself, took issue with it and the Superintendent, he alleges, did nothing. The Superintendent may have done nothing, because as I understand having attended a Board meeting since, it was a non-issue. You had a policy in place that was working stated by the Mayor. Pat Hayes, you, yourself, stated that you knew of no complaint and in your policy I would just like to address some things that are in your policy. When it comes to anonymous phone calls and letters, the Board must draw the line when it comes to anonymous letters. Therefore, the Board of Education, and each member, individually, will report any anonymous telephone call to the Superintendent of Schools and will forward to the Superintendent of Schools any anonymous letter. Such letters and calls will be ignored and/or destroyed unless the Board of Education believes the content deserves some consideration. Other bylaws under Code of Ethics – The Board will recognize the Board's member's responsibility is not to run the schools, but to see they are well run through effective policies. Number 11, acknowledge that the Board represents the entire school community, and will refuse to surrender independent judgment to special interests or partisan political groups, never use the position of the Board for personal gain. Number 12; hold confidential all matters pertaining to the schools that, if disclosed, might needlessly injure individuals or the schools. We had testimony here of people from that particular school that acknowledged death threats, we had a Board member who acknowledge that the principal received death threats, and we had employees of that school saying that the children were placed in harm's way and we had police presence at the school due to that. Number 15, refer all complaints through the proper chain of command within the system, and act on such complaints at public meetings only when administrative solutions fail. There was no administrative solution needed because as it was stated prior, there was a policy in place that was working. When you make policies, I just want to know, are they in place to be effective? You have a Board that serves the community or do they serve each other? Thank you very much.

Sheila Ann Lee Calhoun, 359 Tudor Street, had the following comments: I would like to pick up on the same issue that Ms. Wagner addressed, about the By-laws; you're familiar with those Karen, right? I assume all of you are familiar with the policy and regulations of the Board of Education? But yet, I find it absolutely amazing that I, as a resident of the City of Waterbury, was able to go right to your policy and find that as the Mayor and the Superintendent and Commission Hayes had said, you had policy in effect that were working but you didn't do anything about the fact that they were working, in fact you ignored it and you allowed the Board member who caused the problem, in the first place, to submit a revision or amendment of some kind that you're taking under advisement. And I would like to suggest an alternative that if you have one or two people who make a complaint and you have hundreds of teachers or faculty or other people in that same capacity who don't complain, then you don't have a problem and the policies do work, okay. Now what may be a task for your committee for rules and regulations is to put some teeth into your policies, your bylaws, which state that when a Board of Education member violates the policies of the Board of Education that, perhaps at a minimum, that person should be sanctioned in such a way that would deny him or her a voice on the Board of Education and, very possibly, remove that person from his or her position on the Board of Education. I don't understand your by-laws if they're simply pieces of paper that you tell the public you use in order to function. If

they have meaning, if they have value, if your job is to oversee the educational system in the City of Waterbury then I think it would be a very good idea if you attended to that. And in order to help you, I'll be back. Thank you very much.

Nick Coscia, 46 Gayfield Road, had the following comments: I'm here to compliment the Board of Education tonight; I'm here to compliment every school teacher in this system, every principal in this system. I went to local high schools, my kids went to local high schools, I was brought up by two parents that disciplined me. It's the parents' responsibility to help these kids to get through these school systems. I brought up my kids to get through these school systems; they both graduated from the Waterbury high schools. Waterbury School System deserves a better recognition or a better break than what they're getting. I know the system, I've been here 72 years, I know, I went to Leavenworth High School and then to Wilby High School. I went to night school to become an electrician because I wanted to do a better thing in this community. But my driving force was my parents. And my kids, and my parents took care of us and I took care of my kids and Commissioner White knows me very well for the last 60 years in this community. So I think the school Board, I think the Board of Education, I think the principals, I think everybody in the school system is getting a bad break. I think you're all getting a bad break. You're not parents of these kids. You're all parents, you all grew up in this community, you know this community, but you can't babysit these kids of these parents that don't care about their kids. Thank you.

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner O'Leary, it was voted unanimously to return to the regular order of business at 7:01 p.m.

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

D'ANGELO: President Hayes, just a quick point of order, I, just for the record, agree with the two speakers who addressed the Walsh School incident and if Board members feel that a Board member, me or anyone else, abused the by-laws after they read them and made a decision, I'd vote to sanction; I'd make a motion for someone to sanction, get a second, and let's get six votes and sanction that Board member, whoever he or she is. Thanks.

HAYES: Does anyone wish to remove anything that is currently listed on the Consent Calendar?

8. CONSENT CALENDAR

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to approve items 8.1 through 8.13, Consent Calendar, as listed:

- 8.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the request of Jodiann Tenney, Wilson School's Data Coach, to conduct a doctoral research study on student happiness at Wilson School. Only students who have written parental permission will be permitted to participate.

- 8.2 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of a Memorandum of Understanding with Wellpath, Inc., to provide Emergency Mobile Psychiatric Services to area youth and families.
- 8.3 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of a College Facility Request/Reservation Agreement with Naugatuck Valley Community College for the Transition Learning Center Project.
- 8.4 With the approval of the Committee on Building, the Superintendent of Schools recommends approval the ED042/Phase1 for the New Elementary School #2 – Robinson/North Main Street Project (State Project #151-0253 N/PS), as attached.
- 8.5 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of the formation of a Building Committee for the purpose of carrying out the “Driggs School Roof Replacement Project”. Such Committee to be made up of Mary White, Paul D’Angelo, Jose Morales, Neil O’Leary, and Ann Sweeney.
- 8.6 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of the preparation of schematic drawings and outline specifications for the purpose of carrying out the “Driggs School Roof Replacement Project”.
- 8.7 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval to file a grant application for the purpose of carrying out the “Driggs School Roof Replacement Project”.
- 8.8 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of the Educational Specifications for the “Driggs School Roof Replacement Project”, as attached.
- 8.9 Motion to approve permission be granted to the following for use of school facilities school organizations and/or City Departments.
- 8.10 Motion to approve permission be granted to the following for use of school facilities by outside organizations and/or waiver requests.
- 8.11 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to C. Wirth-Santulli/H. Maxson, WAMS, and five chaperones to take 50 students to New York on April 21, 2010 to view and participate in West Side Story.
- 8.12 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to L. O’Brien, KHS, and four chaperones to take 35 students to New York, NY on April 7, 2010 to attend the Broadway play “In The Heights”.
- 8.13 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to L. Bauer/S. Schulte, WAMS, and

17 students to travel to London, England from April 9 through April 15, 2010 to visit Buckingham Palace, Tower of London, Royal Observatory, etc.

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

10. COMMITTEE OF THE WHOLE

Item # 10.1

WHITE: Ladies and gentlemen, with the approval of the Committee of the Whole, the Superintendent of Schools recommends approval for select grade 6, 9, and 12 students to participate in the Waterbury Prevention Policy Board Youth Survey – Search Institute “Profiles of a Student Life: Attitudes and Behaviors” with utilization of the Opt-out Parent Form, **so moved.**

HARVEY: **Second.**

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

STANGO: I would like to **make a motion to amend Item 10.1 to include “for grade 12 and the utilization for an opt-in form for grades 6 and 9.”**

SWEENEY: **Second.**

HAYES: Motion made and seconded. Just for clarification, grade 12 would have the opt-out and the others would have opt-in. Discussion? Motion to approve would mean we would add that to the motion.

STANGO: Certainly it's no secret I'm not a proponent of surveys. However, I will concede that this survey does not violate Board policy and I do not want to appear to be unresponsive to the community and to district concerns. Who knows, this survey could be the tonic needed to improve services and help solve the problems of our students in our district. Right now my issue is with the permission form. I'm just trying to reach a middle ground here. We were told that the survey is in the best interest of the students but, we can't talk about what's in the best interest of the student without talking about what's in the best interest of the parent. Parents are stakeholders in the education of their children and we must give them every opportunity to make the important decisions. In the case of this survey, I do not believe the needs of the parent are being served. You know on the one hand we've bemoaned the lack of participation of parents, then we don't give them the chance or trust them enough to get involved. Opt-in will say to the parents that we want them to weigh in, we want them to take ownership, we want them to make a decision. If we stay with opt-out, I guarantee you there will be sixth and ninth graders taking this survey whose parents have no idea whatsoever that they are doing so. Give the survey if we must, but only if we are 100% positive that every parent of a sixth grader or ninth grader is fully aware. Opt-in is the only method which will guarantee that. Using the opt-in form, there is no chance a child will take the survey without the knowledge of the parent. That cannot be said using the opt-out form. We have a chance here to do the survey, but do it only with the parents' permission for grades six and nine. Opt-in is the only one that would ensure this. And I encourage everyone to consider this amendment and I thank you.

HAYES: Any further discussion on the amendment? Commissioner O'Leary.

O'LEARY: I just want to point out, I clearly stated my position at the Workshop, however, in response to Commissioner Stango's remarks, because of this item on the Agenda being brought up at the Workshop, it received significant amount of newspaper coverage as well as TV coverage and judging from the lack of people from the public that are here, including no parents, to talk and speak on this issue, I think that some of our personal feelings might be outweighing what is best for the district at large. Given that said, I do respect, obviously, Commissioner Stango's position and I'm soon to hear from Commissioner Sweeney, but the fact is we have these professionals here from the Prevention Policy Board and these people have very diligently dedicated their lives to find out what the needs of our young people are today and where we're successful and more importantly where we're failing. And while I certainly respect Commissioner Stango's opinion on this issue, I do believe it's time that we, as a Board, try to identify what is going on in these young people's minds today. And as this proposal is put forth, it allows plenty of opportunity for these parents to be notified and make a decision if they don't want their children to participate. So I will respectfully disagree with my counterpart, but I do believe that after all the discussion we had at the Workshop, in my heart I know that this is the right thing to do.

HAYES: Any further discussion? Commissioner Sweeney.

SWEENEY: I just want to say that I support Commissioner Stango's amendment. I think it's a good balance for us to do opt-in for the sixth and ninth graders who I think, I think by the time you get to 12th grade, students are 17 and 18 years old and they're well on their way to adulthood and it's a decision that they will make that for themselves. I don't think you can say that of sixth and ninth graders. I think they need their parents' guidance. I think their parents need to know what they're involved with certainly through this survey but also in taking this survey. I think that the panel has done a yeomen's job of making sure we try in every which way to notify parents that this survey is gonna be out there. I would suggest to you that it might be a little more warming to parents if it mentioned that there was an option to opt-in as opposed to opt-out. I think that's a bad sales point for anything, but that's my opinion. But I think it's something to be considered. I know that at the Workshop that the rest of the Board was quite in favor of opt-out, but I don't think that it's a bad thing to put something a little different out there for consideration and for people to think about. And I did talk to some parents, it's unfortunate that they're not here, but I did talk to some parents, some young parents, who surprisingly do see the need for the survey and to find out what's going on in kid's heads. But they also were a little apprehensive of having sixth and ninth graders take a survey when they, as a parent, may not know that that's going on. So, hopefully however this goes, you get the word out there in all your advertising, you make sure that parents are aware and that all your advertising in the same volume notes that that opt-out is out there and by same volume, I mean that it's out there in the same typeface and size of font so that parents can find it and not something little along the bottom in mini letters. But, again, I'm a strong proponent of opt-in in all cases because I think that that's the way to draw our parents in. We need to allow them that responsibility to raise their children as they see fit, but also to know what their children are involved with and to be able to take that as an opportunity, sit down and have those conversations with their children afterwards. So again, I support the amendment.

Hayes: Any further discussion on the amendment? Hearing none, I guess we'll do a roll call just to have it on the record.

ROLL CALL VOTE TO AMEND:

Yeas: Commissioners D'Angelo, Stango, Sweeney, and Theriault - 4

Nays: Commissioners Flaherty-Merritt, Harvey, Morales, O'Leary, White, and President Hayes - 6

HAYES: Amendment fails six, four. Any discussion on the main motion as presented and seconded? Commissioner Stango.

STANGO: I guess I'm not going down easy. You know, it must be February, because if it's the season for St. Valentine's Day and Dr. Seuss' Birthday, and President's Day then it also must be the season for another vote on a survey. For the last three or four years every February has been marked by another group coming before this Board wanting to give a survey to our students. We have had the PPB people, the State of Connecticut, and even Yale University come before us with one kind of survey or another. In the past, this Board has been gradually moving away from surveys, we have demanded some use opt-in and we have even denied a couple of requests entirely. We were, I felt, headed in the right direction. Up to a short time ago, this Board was actually discussing adopting a policy, for opt-in only, across the Board. I guess times have changed, minds have changed, Board makeup has changed, and we seem to be moving back to opt-out again. I still feel that opt-in is the best way to go, it's better for all the reasons I have stated earlier. I will continue to voice my concerns whenever surveys come before this Board without full parental support. That will probably be again next February, probably appropriate enough around Groundhog Day and I suggest we mark our calendars now to prepare for another go around. Thank you once again.

HAYES: Any further discussion? Commissioner Harvey.

HARVEY: Just that we've crossed this bridge before and I can recall this discussion a few years ago when the Waterbury Prevention Policy Board, the survey was brought before us. And it's not that it's anything new, we've been here before, so I'm simply going to say that I have confidence that due diligence will be done with notification to the parents. That's number one. Number two is, as you all know, we recently lost Commissioner of Labor, Patricia Holmes Mayfield recently, she was buried on Saturday, and I had the opportunity to talk with her regarding this survey three years ago when we were debating whether we wanted opt-in or opt-out, and she said to me, she said Karen, this survey is a good thing. She said I'd like for you to vote in favor of it. So my vote will be yes in favor of this survey as it has been recommended to us and this vote will be for, in honor of Commissioner of Labor, former Commissioner of Labor Patricia Holmes Mayfield.

HAYES: Okay, is there anyone else? Can you do a roll call on this one too please?

ROLL CALL VOTE ON MAIN MOTION:

Yeas: Commissioners D'Angelo, Flaherty-Merritt, Harvey, Morales, O'Leary, Sweeney, and Theriault, White, and President Hayes - 9

Nays: Commissioner Stango – 1

HAYES: Motion passes nine, one. Thank you.

11. COMMITTEE ON FINANCE

Item 11.1

O'LEARY: With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of the 2010-11 Department of Education's budget request to the Mayor totaling \$159,205,000, subject to revisions at a later date to reflect the teacher's labor contract arbitration award expected in mid February. **So moved.**

D'ANGELO: **Second.**

THERIAULT: I'll be voting against this budget, not because of the hard work that the Commissioners have done and, especially, Commissioner O'Leary has done a very hard job with regard to this finance problem. I think this budget is unrealistic in that, number one, it is asking from the taxpayers an additional three and a half million dollars. Last year we were able to go in the back room and move some things around and cut three million dollars, but I doubt if we're going to be able to do that this year. I'm concerned about the additional cost of this budget at three and a half million dollars on an economy and on taxpayers and on the City of Waterbury that is probably in the vicinity of 20% unemployment. That's just speculation on my part, but I would say it's pretty close to that. Certainly nationwide it's over 10% and in the State it's well over 10%, so Waterbury is probably right up there, too. I'm concerned with the Duggan Project in that the Duggan Project is currently six and a half million dollars over budget. We have a commitment of one point five million dollars from the State and we have a commitment from the City of one point five million dollars. So if we take three million away from the six point five, that leaves us with another three and a half million dollar shortfall that would have to be incorporated in our budget. Maybe it could be put in next year's budget, but that's just robbing Peter to pay Paul. I'm also concerned with the teachers' arbitration award. If we were going to have a hard freeze on anyone, it should have been everyone across the Board. I don't know what the teachers are gonna get, I can't divulge what the proposals are either. But in the spirit of arbitration and noting that the teachers have been under the gauntlet of five years of the Oversight Board and we have teachers jumping ship left and right, moving to surrounding towns for as much as \$10,000 increases and in some cases moving to the state for \$20,000 increases, we have become the proven ground for excellent teachers. Just ask the superintendents around this area and they'll say thank you Waterbury, you're doing an absolute phenomenal job and we're picking them off at the five or six year mark. We have teachers that are on step in this town that have been working for eight years. They don't mind going to the surrounding towns. Personally, I think Waterbury is a great town and, personally, I think if you really want to make a difference in education in the town this is the town to do it in. I think we're making lots of improvements especially in regards to our schools. But teachers, like everyone, have to pay the electric bill, the heating bill, they have to send their kids to college, they have to buy food, they have to take care of all the necessities in life as we do. So to add whatever the teachers get as a reasonable estimate, let's say they get two and a half to three million, we would be looking at a ten million dollar shortfall. What would we do? We would take everything and we would throw the baby out with the bathwater. We would take everything that

wasn't nailed down, every job that wasn't essential, and we would cut, cut, cut. Something that I've been saying for two years. Only because the State of Connecticut is accepting the stimulus money which amounts to millions and millions of dollars, is our ECS, once again, going to be flat-funded. With the ECS flat-funded that gives us, even on one of the contracts, a reasonable amount of three and a half, two and a half to three million dollars just for inflation, salaries. So I think with all due respect to the people that worked on this budget, I think the budget is unrealistic and we should be looking at, once again, as we did two years ago, looking at ways to cut and hone this budget down and refine this budget so that it's more realistic. And if we can't make it realistic, I can't in good conscience, vote for it because later on someone's going to say to me well, Commissioner Theriault, you voted for it, so you own it. So I'm not going to own it so I'm gonna vote against it cause I think we need to do much, much more work.

HAYES: Any further discussion? Hearing none.

THERIAULT: Roll call vote please.

ROLL CALL VOTE:

Yeas: Commissioners D'Angelo, Flaherty-Merritt, Harvey, Morales, O'Leary, Stango, Sweeney, White, and President Hayes - 9
Nays: Commissioner Theriault - 1

HAYES: Motion passes nine in favor, one against. Before we get to the Superintendent's Notification I'd like to notify everyone that we're removing Item 12.4 for further information.

D'ANGELO: We voted last week to change the method in which we approve or receive and place on file, correct.

HAYES: No.

D'ANGELO: Didn't we, Commissioner Theriault's request to start voting on this instead of just receiving...

SWEENEY: No.

D'ANGELO: It failed. I was under the impression that once something is on here it's already done. How are we removing...

HAYES: I'm not removing; it's being removed by the Superintendent's Office. I'm sorry; I should have made that clear.

12. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner O'Leary, it was voted unanimously to receive and place on file items 12.1 through 12.3, as listed:

12.1 Transfers:

Casey, Richard - from Walsh grade 4 to Walsh grade 2 effective 1/11/2010.
Stasaitis, Heather - from Walsh grade 2 to Sprague K effective 1/11/2010.

12.2 Resignations:

Nido, Eileen – Sprague Kindergarten, effective 01/04/10.
Samolis, Victoria – WHS Business, effective 01/04/10.

12.3 Leave of Absence requests:

Quinlan, Stacey – Kingsbury grade 1, requesting an unpaid childrearing leave of absence from approximately January 27, 2010 to April 8, 2010.

12.4 ~~Grant funded appointments effective immediately:~~

~~Brown, Samuel – High School Math Instructional Tutor, KHS, 10 months per year, maximum of 15 hours per week @ \$30.00 per hour, no benefits.~~

HAYES: Motion made and seconded. All in favor, opposed. Move onto unfinished business of preceding meeting only. Other unfinished, new, or miscellaneous – Commissioner Theriault.

THERIAULT: At the expense of opening up old wounds President Hayes, with all due respect, could I ask when we would have a meeting for the revised rules and regulations so we might undertake certain matters that were discussed prior? We had discussed this prior to the inauguration and the swearing in of officers and I'm wondering when we might take this up again.

HAYES: It will be brought up under Rules & Regs. I talked to the Chairman of our Rules & Regs Committee.

WHITE: We will do it before the end of the month.

THERIAULT: When are we going to take up the policy with regards to the holidays or whatever?

HAYES: Actually that's taking a little precedence over the others, that's what the delay is because we promised to get the other one done by the end of the month. Vice President White said that would be the priority and the others would follow.

THERIAULT: And one more topic, Mr. Abreau came up here twice now in the last two meetings and he gave a very passionate plea for our Board to do something with regard to e-mail bullying. Now I heard the two kind ladies come up here prior and talk about bullying in the school yard and bullying in general and this bullying on the internet is no less serious; it can damage the lives irreparably of students for a lifetime. I'm very, very concerned about the use of cell phones in the school to the point that I think we should investigate the possibility, I'm not saying do it, but investigate the possibility of what some other schools have in terms of cell phone block on our schools so that they can't use the cell phones within the schools.

HAYES: Explain that to me, a cell phone block?

THERIAULT: Well there's sort of a signal block that it blocks all cell phones within a school. You put it within a school, you turn this thing on, and nobody could use their cell phones, including teachers or anyone else and some of the districts in Connecticut are currently using that particular blocking . . . device. It sounds like kind of a Star Wars

device but I guess it's out there and it's workable. I'm concerned over this particular issue not only using the cell phones, not only using cell phones to take pictures, spread propaganda, rumor and lies, I mean we can't be responsible for everything, I know, but we certainly need to be responsible for the behavior and the conduct within the school. And I think that, you know it's fine when you see a student with a cell phone to take the cell phone away, but it's a whole other thing when you see a student or actually have information that a student is going into the lavatories and using the cell phone to take pictures equivalent of a peeping tom or worse. I think that is, I don't know what the law is on it, but I suspect there might be some criminal activity involved. And I say if we catch a person doing, that we find out what the law says about it, we have them arrested, we have it put in the newspaper, and then you'll see that kind of activity immediately stop. So I just wanted to support Mr. Abreau with regard to his passion and plea and as he said, the surrounding communities got 200 parents involved. I happened to say to my wife recently what would you do if our daughter had that situation and you know, and what would any of you do and what would any of the parents out here do if your child was involved and went into a bathroom and pictures were taken of her improperly. My wife said she'd be furious. And I know every one of you and every one of you would also be furious. So I think we need to take this problem seriously, we need to address it, and through Dr. Snead, our Central Office, our Board President, I'm sure he'll take it serious because he, too, has children and he knows how important and how urgent this topic is. So I would bequeath the Board to and request that they take this problem serious and look at this problem and look at a possible solution. Thank you.

HAYES: There was something just said and we have looked into it. I don't know Mr. Guidone, let us know, what our initial reaction was to Mr. Abreau coming in front of us a few weeks ago.

GUIDONE: Dr. Snead has been involved in this issue, it's called cyberbullying, or another word that we happened to hear used, and has recently developed some communication to all parents. I think you were on copy to an earlier draft of it. So the answer is we're aware of it, we're concerned with it, and are addressing the matter.

MORALES: I just want to make a quick comment about, you know blocking the signal you only block the phone calls, it's not going to block taking pictures. So he has to think what we're going to do because that's not gonna work.

HAYES: It's just an unbelievable situation what goes on now with the kids and technology. I mean it's scary, as a parent, what could happen.

THERIAULT: I agree with you, but I think the point is that when you catch someone doing this, I think you take hard and fast action, you take legal action. You don't just slap them on the wrist with detention or a couple of suspensions, you take legal action against them and you go right after the core of the problem and you tear the problem up by the roots.

SWEENEY: I believe our policy states that cell phones aren't allowed in school, students are supposed to have them. And quite frankly it hasn't been enforced in our schools, I know myself I've had that argument with my grandchild, I know other parents have complained that they have the same argument with their child, everybody else has

them in school, why can't I? You know maybe it's time to look at that policy and say it's time to truly enforce it and just not allow the cell phones in school. I know parents are enamored with the cell phone, they like to know where their child is, they like their child to have the cell phone when they get out of school so that they can call the parent. I'm not sure of the ways and means around that is, but I think we have to look at that and somehow curve that cell phone use in school. It's just, it's gotten out of hand.

STANGO: Commissioner Sweeney mentioned it was time to maybe take a look at it and I did attend a Discipline Committee a week ago or so and I think that we are going to look at it; it's under New Business and maybe for more clarification, I didn't want to bring it up yet because I didn't know exactly when this is gonna take place, but I think it will be looked at.

O'LEARY: I was sharing a story with Commissioner Theriault earlier, it's just one of many I heard, maybe what we should do as a Board, get pretty progressive or aggressive with this, just to give you a couple of examples that have come my way recently. One parent came to me recently mortified with a photograph of her daughter in a very compromising position. And you know she was just devastated because her daughter was with her boyfriend and unbeknownst to them another person in the room took a picture and then from instantly from the phone to an e-mail to all over the place. I know school districts across the country are dealing with this issue; we just haven't seen it probably as much, of course, until Mr. Abreau was very diligent showing up here screaming about it, but I know this situation I speak of was not during school hours. But it's still scary because I think what's happening here, I've had this conversation with my nieces and nephews who happen to be in this age bracket, I don't think they understand the seriousness of what's happening. I think certainly it's another area that we have to try to educate these kids and I do believe that when they take these, you know it's all fun and games until somebody gets hurt. They take this picture, they're not thinking, they e-mail it to their buddy, who e-mails it to somebody, and the next thing you know it's on YouTube or something. It is getting to be a problem and maybe we should take a real hard look at the policy and maybe we should start taking these phones, ceasing these phones and inconveniencing, because who's paying for the phones – parents. I mean my sister will get mad at me for saying this, but my nieces and nephews have a more expensive phone than I have and it's capable of everything, but the fact is is that I think it's something that we really should think about and solicit some information from all the people who want to weigh in on it. I think it's a subject matter that really is extremely delicate, almost as delicate as the survey situation, quite frankly, but this situation does, and will, cause irrefutable harm to a lot of young people who don't have a clue as to how dangerous this could be. I do believe that we should look into it a little further. And I know Dr. Snead has addressed the issue with the mailing out to the parents, it was great, I was pleased to read it. But I also, unfortunately, as much as we probably need to educate the children, maybe we need to educate the parents even more because I don't think that most parents have any idea of the capabilities of this technology today. Within seconds an image of your child can be on the internet.

HAYES: If you don't mind, I just agree this is something that maybe we can help, but once again, it's one of those issues where it's a societal issue, we only have the kids for 180 days, six hours a day, we can't protect them all those other times, it's up to the parents to step in on that stuff. I mean in our roles we can send the information out,

which is, I think, is what we've done. At some point there's a limit to what we can do. It really comes back to the parents.

O'LEARY: I know but the fact is though, I agree with that, totally, but there's still plenty of opportunity since we have face time with these young people, there's plenty of opportunity to at least try to address it with them.

HAYES: Absolutely, I'm sure we will. Commissioner Morales.

MORALES: Technology, it can be used as a good tool, but sometimes these cell phones used the wrong way, it can damage a lot of things especially when taking photos like that. But, also, I think I read this a long time ago, at the beginning of the era, they were taking cell phones to classes where they were taking a test, and they were cheating. You can do so many things with cell phones that is unbelievable and I think we have to think about this more further. Thank you.

HARVEY: I think that we should just refer this to, I don't know if it's Rules and Regs or Discipline, but I think we need to do something and do it quickly, because this is an issue that we should address. We're saying parents and students; we need to address this with our teachers as well, the administrators, teachers, because this is a serious issue. This stuff happens so quickly, all it requires is just one picture and it's all over the place. So I think we should at least look at it.

STANGO: You have to remember, Commissioner Harvey, the Discipline Committee is not a committee of the Board, it's a committee that works on these things and then brings their recommendation to the Board, but they are going to look at it.

HARVEY: Maybe we need an ad-hoc committee then.

HAYES: I'm looking forward to a recommendation from them, soon, I would assume.

CULLINAN: Commissioner Stango is a liaison . . . our administrators are quite concerned about it . . . causes discipline and in-house suspension . . . we'd like to come in front of the Board at an upcoming workshop to describe some of the recommendations that we have in the discipline area. And what Commissioner Theriault said is true, we are looking at how other school districts address cell phones and they do have some kind of operation . . . cell phones can't be used. One of the problems is that no one could use a cell phone then at the school. We are looking at what other school districts are doing . . . an issue all over.

THERIAULT: You know I hear that caveat that the students would be inconvenienced, that the parents would be inconvenienced in terms of communicating with their kids. The teachers would be inconvenienced in communicating with their childcare people. What did we do before we had cell phones? We went to the office, we said we have an emergency; we need to use the phone. If the parents need to contact their kids, they can call the school, it's an emergency, I need to talk to my child. If the student needs to call home because it's an emergency, they can go to the office and use the phone. I don't see what the big deal is in terms of the inconvenience. How about the inconvenience of these innocent kids that are having their reputations tarnished for life? Now, I'd like to go a little step further here, I think it's important that we look at the

discipline code and the rules and regulations of the Board. But I think we need to go one step forward and go to Corporation Counsel and ask them what the legality of this matter is. Maybe even the Chief of Police, maybe even Commissioner O'Leary over here has some insight into this. But I think we need to take a hard and fast stance on this and we need to act swiftly and deliberately in showing the students that we mean business because, if we don't, this whole thing is going to roll down here like a snowball and cause an avalanche. And if one kid gets hurt because of our lack of diligence or our lack of good, fast paced action, that's one kid too many. So, I think we need to cover all the bases, go the Rules & Regulations and Discipline Committee, Corporation Counsel, including our lawyer over here, Attorney Mosley, I'm sure he can do some research on this and find out what's happening around the country. When we send this letter home, I think Dr. Snead, the letter was very, very good, but it just lacked that knockout punch. If you do this, this be the legal ramifications of this kind of inappropriate action. So I think we need to cover all the bases on this, I think we need to do it quickly, I think we need to do it efficiently, and we have to let the parents, the general public and the students know that we mean business.

HARVEY: Still on the same topic; I'd like to know when we can anticipate something coming before us in regards to this issue.

CULLINAN: February 22 we were planning.

HAYES: If there's something you haven't considered and you heard tonight can you add that to your discussions . . .

CULLINAN: . . . huge issues in our schools and we heard pros and cons from both sides. Many principals said they talked to parents . . . got home safely or if there's any issue . . .

O'LEARY: Well I'd like for you just to keep this in mind when at your Discipline Committee, Commissioner Stango, the issue is using a cell phone in school during school hours. The kid could have the phone and call his mother and say I'm off the bus, I'm home, I'm not getting on the bus. That, to me, is not an issue, I agree with Commissioner Theriault, I mean the fact of the matter is there might be some inconvenience here, but the fact is they can have access to a phone in a school at anytime if there's an issue. And the second thing we should consider, just like we're doing with the school bus policy and having a parent sign off on it, is come up with this policy and have them sign off on it and tell them, if your child is using the phone in school, we're gonna confiscate the phone and you're not getting it back, period.

HAYES: We'll take that under advisement.

SWEENEY: I hear the call for expediency here, people want something done. Again, we have a policy, a Board policy in place that says no cell phones in school. We have . . . to parents' need to have their child carry a cell phone, that doesn't mean that they have to use it in school. I think what we could be telling our principals and our staff at this point in time, is that if you see somebody pull that cell phone out to use in school, you have the right to confiscate it and this Board will back you. And that will, at least, get us to the point where we could look at the policy and come forth with some new ideas on how to handle this. But we have something in place already that we've already

given some leeway on maybe we just need to . . . that in a little bit and say you know what staff, go out there, you see them pull out the cell phone, take it, be done with it.

HAYES: My own personal experience, they enforced it on my kids, apparently they don't do it on everybody, but they did enforce it on mine.

FLAHERTY-MERRITT: I was gonna say something similar is, in Region 15 where I work, they have a policy at the Board level that there were no cell phones allowed and two years ago we made it an initiative in the school that that was going to be something that we were going to be strict, sternly on, and actually enforce wholeheartedly. And our policy goes if a student has a phone out for any reason, it doesn't matter if they're calling home in case of an emergency, they were checking the time, they were using it as a calculator in my chemistry class, the phone is taken away, brought to the office, they get it back at the end of the day. Second offense, they're not allowed to have it back for two weeks and the parents have to be inconvenienced to come to school and pick it up. Third offense, it's taken away permanently, parents have to come, sign off a waiver, and the student is suspended. So it can be done, it is done, and students know that worse consequences occur if they don't hand over the phone to the teachers. So, I think it just comes down to actually enforcing the policies that we currently have on the books and letting the staff know that we'll support them in that.

STANGO: This can go on for a long time . . . look forward to the meeting when we discuss it. I know I have a little bit of an education going to the Discipline Committee meeting and we will be educated a lot in the world of technology when we hear some of these reports, because the question is for one of the things is, can they have a phone in their pocket but not take it out? I don't know, Commissioner Sweeney, can they have one in their pocket?

SWEENEY: The policy says no phones in school. The policy clearly says no phones in school.

STANGO: But, however, the phone in the pocket doesn't rise to the level of a knife in your pocket. If you have a knife in your pocket and they never take it out but if they know it's there for some reason or another, you're arrested, it's confiscated. But a cell phone is an entirely different matter and will be discussed. But they told me at this Discipline Committee meeting that when you're good, when you're a good student, when you're good at technology you can have your hand in your pocket and text; nobody knows you're texting. You could be texting the guy across the room from you. He can't check it, but he writes it and he sends it home to his mother or something like that. We've had stories where the mother shows up at school for an incident that happened ten minutes ago. How does she know – text. We're looking forward to an education here; I mean this could take a long time.

HAYES: I think the newspaper has gotten a few leads off of text from within the school, too, because they know about some stuff before we've even heard about it. Anyone else on this particular item?

HARVEY: This is going back to an issue that was mentioned by a couple of our speakers in regards to our Bylaws and the behavior of Board members. And I, as I've mentioned before, I'm constantly, constantly asked what is going to be done in regards

to the issue with Walsh School and the handling of it. So, I would hope that we can, when we look at this issue on the celebration or the non-celebration of Christmas, whatever the case may be in the policy that we're going to set forth, that we also look at that. Anytime taxpayers come down and speak to us in regards to our policies and our bylaws, we need to address it so I would hope that in conjunction with looking at the Christmas celebration issue we will also look at that because, again, I am constantly asked what are we going to do and our silence to it does not look good on our part as a Board.

That's number one, number two is I just want to make sure, I'm sure you all have received this brochure regarding Black History Month, and Commissioner Stango, February is also Black History Month, and I would hope that you will all take the time to come out and to attend the fairs that we have outlined in this pamphlet. Particularly, and Attorney Mosley will have to speak to what is occurring on Wednesday, February 24 and that's the Education and Black Youth. Now on that particular day, Granville Academy is sponsoring, along with myself, Attorney Mosley, a black history jeopardy contest and we would hope that you would come out, we may use you to read some of the questions so we hope that you will be an active participant in that as well as attending the other activities. And I just want to mention, Dr. Sequeira is not here and Dr. Snead is not here, the Big Read, should we talk about that yet or should we just wait until, Pat Moran will discuss this. So I'll leave it at that for now. So I would just hope that you take this with you and attend the activities. Thank you.

D'ANGELO: For those who talk to Commissioner Harvey and others and come to our Board and talk about sanctioning of a Board member or members, I just want to make a quick rebuttal statement, if I can, and then I'll leave it alone after this. When I speak, whether I speak to the press or to parents or to teachers, I don't speak as a member, on behalf of the School Board, I don't ever speak for the nine of you, okay, I speak for myself, Commissioner Theriault, I think, speaks for himself, Commissioner O'Leary when he brings people down to the Amistad School, he's not doing it as a sanctioned Board trip, okay. So just because we're members of a school Board doesn't mean every time we speak whether it's on TV or on the radio or in public or anyone else, that we're speaking for the Board of Education. And I think if a Board member goes out individually and unilaterally and says the position of the Board is this, I think they're traveling down a slippery slope. But when they go out and they speak for their own opinion as a parent, as a taxpayer, as a Board member or anything else, I think to call for sanctions, first of all, it flies in the face, they don't obviously understand our policy because our policy says that no Board member individually has any power or control and it takes six votes of the Board, to act as a Board, so I don't know where they're coming from when they make that argument. Having said that, when I received two phone calls about the incident and what goes on at Walsh School, my first call was to Commissioner Theriault was to ask him if he knew of the situation and he did, he said it's been going on for several years. My next call was to Dr. Snead, my third call was to the principal of the school asking him if that, in fact, what was happening and he said yes it is. And my fourth and final call was to President Hayes. When this Board decided, and they have the right to do that, not to take action, I made my feelings known as an individual citizen and as a Board member but not for the Board, and none of my comments were speaking on behalf of the Board, they were speaking as an individual. So you know I think it's not right that 29 schools have a right to do one thing and one school doesn't. And I'll go to the grave feeling that way and if the Rules & Regs

Committee decides that all 30 schools should have the same rights, then so be it. And if not, that's their right. But I think if the rest of you want to sanction me, or if someone wants to make a motion and get a second for freedom of speech, you should go ahead and do that, but I don't see that happening. Thank you.

THERIAULT: I would just like to respond to anonymous complaints, of which I have many anonymous complaints, and I don't forward every single anonymous complaint. As a matter of fact, at one point, the Police Department asked me to bring down an anonymous complaint because it was of serious nature and not to touch the envelope so they could dust it for fingerprints. But they felt that the complaint was a serious matter. It's not really up to me to determine the validity of a complaint or not. Some complaints I received certainly more than one complaint, in fact as many as a dozen complaints, on particular issues. I could remember one with regard to the overtime, which was also an anonymous complaint, that we investigated and found a gross amount of overtime that was given to particular people and, in fact, in the time since we have saved around \$250,000 in overtime by shoring up that account and making sure that it was adequately adhered to with regard to the overtime. So that's a huge savings with regard to the city. I don't think every time we get a complaint that's anonymous, that we should go willy-nilly with it. But on the other hand do I think that because the complaint is anonymous, and the reason the complaints are anonymous is because people are afraid, they're scared, they're afraid of retaliation, retribution, intimidation, and they don't want their names used. So you know because it's one complaint, so if I got this one complaint about overtime, should I just ignore it and say it's just an anonymous complaint? I asked that it be investigated, it was investigated, it was proven to be a very serious amount of money that was overspent. So I certainly don't want to just fly off the handle with every single complaint that comes down the pike nor do I want to just take a complaint that might be substantial, I don't investigate the complaints, I file them right with the Clerk of the Board and she hands them out to the appropriate people whether it be President Pat Hayes, Paul Guidone, the Superintendent, or whoever. It's not me that does the investigation. So I think that's the best way to handle this matter. And President Hayes can vouch for me with regards to this, he'll always hear, not directly from me, but from the Clerk of the Board, regarding a complaint that we had. And there have been many; many abuses through the years with regard to a . . . of things. Some true, some false. Some valid, some not valid. But it's our responsibility to the taxpayers if the complaint, not up to us to determine the validity but to pass it on and let someone else do that. Thank you.

HARVEY: Not to go back and forth, and we will discuss this at a later date, but all due respect Commissioner D'Angelo, when the paper, and I've been quoted and a lot of us have been quoted in the paper and I believe that they understand that we're speaking for ourselves when we speak, but when you address issues and you say "we", that means the Board of Ed and we know that you don't speak for the Board of Ed and if we're gonna look at a policy that was introduced by you for whatever reason, the Christmas policy, and whatever we decide to do, that we also have a policy and that policy is that you bring your issues before the Board first and so that's what we'll be looking into. We're not talking about, you mentioned the word sanctioned, etc., but we have to look at we have a policy on the Board and that is to bring the issue before the Board. Now I don't know if I was absent that day, I think I've missed one meeting in five years. I don't recall that coming before the Board so that's what we're, that's what I'm proposing that we look at and we have to address it because number one, we've had

taxpayers come before the Board, I've heard complaints and so we have to address the issue so that's all, that's what we're going to do. You're asking us to look at a policy, we're going to do that, but we will also look at the policy that perhaps, maybe, was not followed during this . . .

D'ANGELO: I apologize, which policy are you referring to, can you read it?

HARVEY: The bylaws...

D'ANGELO: That says you have to bring an issue to the full Board before you can discuss it?

HARVEY: We're not going to debate it now, because we all want to go home.

D'ANGELO: You just said I violated a policy.

HARVEY: Again, we're not going to debate it now because we all want to go home, you will know, you will know, oh you will know, very clearly, you will know.

D'ANGELO: But you don't know it off the top of your head what you're talking about.

HAYES: Can we please get back to some kind of decorum here.

HARVEY: I don't need it off the top; I want to be exact so that you know.

FLAHERTY-MERRITT: Point of order.

HAYES: If you don't mind the comment I'd make and Commissioner Theriault and I have had this discussion regarding anonymous complaints, it's always difficult because we don't have unlimited manpower either in the Central Office to deal with everything and sometimes an anonymous complaint is simply a disgruntled person working at a particular place, not that I'm addressing any particular incident, but that's one of the things we always have to weigh, and quite honestly, when its forwarded to Carrie, she gives it to me and Dr. Snead and Mr. Guidone and we try to check out the validity of them and if it seems like there's something there, we pursue it. If not, but they do do an initial look at it, like I said the question is how much time do you spend on an anonymous, and you'd like think that people are not fearful of retribution, I'm sure that they can in fact state that they are, but at some point we would hope that we have enough faith in our system that people that do step up and speak the truth will be supported by us. I try to encourage people to do that all the time and it is difficult to take the time and effort on an anonymous complaint, because you're always concerned about just what the motivation was behind that. If you don't mind, I'll entertain a motion to adjourn into executive session.

WHITE: I just wanted to know if we could look into the calendar for 2010/11. This is usually the time that we start it.

GUIDONE: We are. One of the reasons that was put on hold was some matters related to the issues associated with WTA arbitration. As soon as that's resolved in the next couple of weeks, I think we'll feel comfortable moving forward with the calendar.

WHITE: Will be doing two years?

GUIDONE: The one that we were doing was the next one. I'll talk to Dr. Sequeira about getting back on a two year cycle.

WHITE: Thank you.

ADJOURNMENT

Upon a motion by Commissioner O'Leary and duly seconded by Commissioner D'Angelo, it was voted unanimously to adjourn at 6:30 p.m. into Executive Session for discussion concerning strategy and negotiations with respect to collective bargaining. Present were: President Hayes, Commissioners D'Angelo, Flaherty-Merritt, Harvey, Morales, O'Leary, Stango, Sweeney, Theriault, and White, Mrs. Cullinan, Mr. Guidone, and Mr. Frost. The Executive Session adjourned at 8:45 p.m. with no votes taken.

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