

# WATERBURY BOARD OF EDUCATION

Monday, March 23, 2009 at 5:30 p.m.

(For the March 30, 2009 Board Meeting - MINUTES ATTACHED)

## **COMMITTEE MEETING**

The Board of Education Committee meetings were held on Monday, March 23, 2009 at Sprague School, 1443 Thomaston Avenue, Waterbury, Connecticut, starting at 5:39 p.m.

**PRESENT:** President Hayes, Commissioners D'Angelo (5:55 p.m.), Flaherty-Merritt, Harvey, Laccone, Pinto, Stango, Sweeney, Theriault, and White.

**ALSO PRESENT:** Superintendent Snead, Assistant Superintendents Cullinan and Sequeira, Chief Operating Officer Paul Guidone, Director of Personnel Ron Frost, School Business Administrator Paul Mazzaccaro, Attorney Maurice Mosley, Education Liaison Mary Ann Marold, and School Inspector Herbert Greengas (left at 6:45).

Reports were submitted to the various committees of the Board and discussed.

## **ADJOURNMENT**

The Committee meetings adjourned into 8:38 p.m. into Executive Session for discussion concerning the appointment, employment, performance, health, or dismissal of a public officer or employee. All Commissioners were present along with Dr. Snead, Dr. Sequeira, Mrs. Cullinan, Mr. Guidone, Mr. Frost, and Mrs. Carrington-Lawlor.

Respectfully submitted,

Carrie A. Swain, Clerk  
*Board of Education*

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ REGULAR MEETING*

Monday, March 30, 2009 at 6:30 p.m.

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

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

***ALSO PRESENT:*** Superintendent Snead, Assistant Superintendents Cullinan and Sequeira, Chief Operating Officer Paul Guidone, Director of Personnel Ron Frost, School Business Administrator Paul Mazzaccaro, Attorney Maurice Mosley, Education Liaison Mary Ann Marold, and School Inspector Herbert Greengas.

### **MEETING CALLED TO ORDER**

President Hayes called the meeting to order at 6:30 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 Laccone.

LACCONE: Here.

CLERK: Commissioner Pinto.

PINTO: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Theriault.

THERIAULT: Here.

CLERK: Commissioner White.

WHITE: Here.

CLERK: President Hayes.

HAYES: Here.

**COMMUNICATIONS:**

**Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to receive and place on file the following communications:**

1. Communication dated March 13, 2009 from Dr. Rokosky, School Medical Advisor, regarding the CDC Youth Risk Behavior Survey.
2. Copy of communication dated March 16, 2009 from Waterbury Elks Lodge #265 to Mrs. Thompson notifying her that two students won the Lodge Division I Essay Contest.
3. Communication dated March 16, 2009 from Malky Brach regarding her son.
4. Communication received March 26, 2009 from Diane Baughn regarding her employment.

HAYES: Motion made and seconded. Any discussion? Hearing none - all in favor. We have a special awards presentation.

NANCY VAUGHAN: Just to explain a little bit about these four awards; they were given out from the Governor's Prevention Partnership, which is an organization that works to help children and youth throughout the State of Connecticut. It includes the Connecticut Mentoring Partnership and they were having a Corporate Honor Roll Breakfast back in January at which they were going to give out a number of awards and unfortunately it got snowed out and so we were asked if we would please honor our honorees here in Waterbury and give these awards out here locally instead. So I'm very pleased and very proud to be able to provide these awards here this evening. Just to explain what it says, it's the 2008 Corporate Honor Roll and it's from the Governor's Prevention Partnership recognizes, this first one is for Hubbard Hall, for its outstanding commitment to mentoring in Connecticut. It's signed for January 28, 2009 from the Governor M. Jodi Rell and also from Timothy F. Bannon, who is the Co-chair for the Governor's Prevention Partnership. And at the same time the Waterbury Board of Education would like to honor these guests with its own You Make a Difference Award which is being presented at the same time this evening. If our own Commissioner Ann Sweeney would like to come up to present this first award. If Janice Crelan on behalf of Hubbard Hall would like to come up.

SWEENEY: Hubbard Hall just happens to be the place that was kind enough to offer me employment back in July of last year when I lost my job, and I can tell you that the mentoring that they do, they carry on throughout their business lives each and every day and they are some wonderful people to work for and they allow their mentors to participate on the company payroll. Chuck Kellogg is the largest supporter of Driggs that I know in this City and he's a wonderful man and he's more than deserving and

Hubbard Hall is more than deserving and I am proud to be employed by a place that cares so much about its community so thank you Janice.

VAUGHAN: The next recipient is the Palace Theater. Will Vanessa Logan and Frank Tavera please come up. And if I could just explain a little bit that the Palace Theater has some wonderful programs that are involved with students. They not only provide internships for the students here at Waterbury Arts Magnet School but they do a number of other programs involved with younger students as well. Maybe Vanessa you can explain, you're the Education Coordinator over there.

LOGAN: The Palace Theater offers internship programs specifically for middle school and high school students but also in-school and after-school programs for our elementary school children that range in dance, theater, arts, academics, well they're all integrated with academics so they do range from K to 12.

VAUGHAN: Our next recipient is St. Mary's Hospital. St. Mary's Hospital has been very recently working with the Smaller Learning Communities Program and providing mentors at Crosby High School but at the same time they have also been working with our students as part of our Allied Health Program and providing internships for students as part of that nursing careers in allied health program. So we nominated them for this award through the Corporate Honor Roll. Phyllis or Paul Sequeira would you like to come up and accept this award on St. Mary's Hospital's behalf?

SEQUEIRA: A special thanks to St. Mary's Hospital for working with us. This is the first year they've been recognized but again a special thanks to the hospital for taking the time to help our children, to work with us, and also developing curriculum. I want to thank the people that make it possible – Dr. Connors, Mrs. Gooding, and Mary Culhane – thank you very much for your assistance.

And also Waterbury Hospital, I don't know what we'd do without them, they've been working with us for several years. We have our PEACH Program that filters into the high school but more importantly the program that they have put in at Wilby High School has been a tremendous asset towards the health careers for our children. So Trish, you're here today, thank you very much and continue the good work.

HAYES: I'd just like to add to that that I had the opportunity when LifeStar came to Wilby High School, I was invited up there, and just the excitement that you can see in the kids, you just don't see that kind of excitement that often and we're glad to hear now the PEACH has been reenergized at the middle schools so we can get those kids feeding into the program at the high school. But it really is something where I saw kids excited about something, about learning, that I don't see all the time. And I also saw that same excitement from the staff that was there from Waterbury Hospital that day so it was one of those good days for me when I got to visit the schools and see some of the great things that were going on. So I want to thank all the award recipients this evening. Again, we encourage other members of our community to do more. We have a lot in Waterbury that do. The four we selected tonight go above and beyond maybe what the others do but they can very well serve as role models for other organizations in this town. It's so important to invest in our kids which is why we're all here. Again I want to thank you all and congratulate you for what you do for us and our students of Waterbury.

**APPROVAL OF MINUTES:**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to approve the minutes of March 9, 2009, March 16, 2009, and March 23, 2009.**

HAYES: Motion made and seconded. Is there any discussion? Hearing none - all in favor, opposed, motion passes unanimously.

**PUBLIC ADDRESSES THE BOARD:**

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:41 p.m.**

**Andre Michaud had the following comments:** This is really not the reason I was going to get up and speak but I do want to say it's very refreshing to see the Board here honor different people in the community that really help out with the school system. I know I've been filming your meetings now for about six months and there's just so much good going on in this education system that I think you really need to spend a little more time promoting the positive because there's just so much good that I see that people need to know about and those awards are very positive also.

But the reason I am here to speak is, I spoke to Pat and a few others earlier, that these meetings that we are filming right now are live, they were on Channel 21, Comcast in the local Waterbury area which serves Waterbury, Prospect, Wolcott, Middlebury, Plymouth, and Terryville, this past Thursday Comcast decided to move Channel 21 to Channel 96. There was no notification to anybody, you turn the channel on and it was snow and it said "no signal" so you might have maybe three people, I know Lisa Lessard just called me so I know she's watching right now but I don't think there's very many people watching this meeting right now because it was moved and there was no notification to anybody. So I did want to let everybody know that and this past week I did speak to Nancy Vaughan concerning having these meetings put on Channel 16, the education station in Waterbury, she didn't think that was a problem as far as the taped meetings go such as the replay of this live meeting as well as your Workshops, but I think possibly we could also put these meetings live on Channel 16 which Channel 16 in Waterbury just goes to Waterbury so if you have some teachers or some other employees that work out of town they're not gonna be able to see these on Channel 16 but the people in the City will be able to see it and I think that if you guys decide to do that, to put it on Channel 16, that you need to promote it a little bit, maybe the day of the meetings, I'm not sure if the newspaper could but an announcement, that the meetings are going to be on Channel 16, live, at such and such time with a little advertisement. Maybe something on the website. I did speak to the people down at Skye Cable concerning that maybe on their other access station, Channel 13; maybe put a scroll on the bottom during shows that Channel 21 is now Channel 96. I know we talked to them about possibly contacting Comcast since now Channel 21 is blank to put up a screen that says "Channel 21 is now Channel 96". I don't think you people would have as much of a problem because you can go to 16, as the Board of Aldermen, because other than maybe three people that will really watch it, I don't think anybody really knows

about the move of the station. So I just wanted to let you guys know the situation. If you want to put it on 16 I think that will be the best bet, the way to go. Any questions?

HAYES: Thanks Andy. I think we need to follow up on all of your suggestions. We have to let the newspaper know; I'm sure they'll put it in there.

**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 6:45 p.m.**

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

**SUPERINTENDENT'S REPORT:** As I learned in my Spanish classes, I'm taking Spanish, buenas tardes, that's good afternoon. Norbert Szymt, a junior at Crosby High School, has been selected as one of the 30 Governor's Scholars for 2009. Norbert was selected from a group of 135 applicants from all over the state. This selection designates Norbert as one of the top junior scholars in Connecticut. He will be honored at the Governor's Luncheon on May 21, 2009 at the Aqua Turf. He is the first Governor's Scholar chosen from CHS! He is the son of Zbigneiw and Anna Szymt of 17 Dale Avenue. He is a member of the Crosby ACE Program, the Talented & Gifted Program, and Captain of the Robotics Team.

Crosby FUTURE BUSINESS LEADERS OF AMERICA is sponsoring a team at the March of Dimes walk on Sunday, April 26th at Quassy Amusement Park in Middlebury. The March of Dimes is a national organization that works to improve the health of babies by preventing birth defects, premature birth, and infant mortality. If anyone would like to make a donation or join Crosby's team, the advisor is Melissa Sieffert, a business teacher.

Waterbury Youth Services has partnered with the Waterbury Fire Department to re-establish a network of "Safe Places". Youth friendly businesses and public locations with trained volunteers will display the "Safe Place" logo indicating their participation. The first of these Safe Places was dedicated last week at the Engine Six Fire House on Willow Street.

I attended the CAUS legislative breakfast last Thursday morning at the LOB in Hartford. And I don't think anything came out of that meeting that you're not already aware of.

On Sunday, yesterday, I spoke with the parishioners of AME Zion Church and urged them to remain involved in their children's education. Commissioner Harvey is a member there; do you have anything to say about that?

HARVEY: Certainly. I think it's very important that the community sees you and I know the message that you delivered was taken very well and I appreciate you coming out and you also came with Mrs. Snead. So we truly enjoyed that and we truly are appreciative of your taking the time out to address the parishioners.

SUPERINTENDENT: Thank you. There was an excellent turn-out this morning at the Chase Building to honor the students who received certificates of achievement for submitting essays related to their perceptions and connections with President Barack

Obama. And I tell you that first floor was full of parents and students. It was really a heartwarming event.

We held a groundbreaking at Duggan School prior to this meeting and that went well.

This Thursday at 11:00 a.m., Central Office staff will be participating in a conference call with Congresswoman Rosa DeLaura and U. S. Department of Education representatives who will be answering questions regarding the stimulus funds. Is anyone stimulated yet?

Also this Thursday, from 3 to 5 p.m., there will be an appreciation reception at Crosby High School for teachers to honor them for all the work they put in preparing for CMT's and CAPT's. This district wide recognition is being sponsored by the Reading Department.

There will be a city-wide baseball jamboree this Saturday at Bucks Hill park beginning at 10 a.m.

I recently visited the first year principal, Marc Ladin, at Driggs School. The principal is adjusting well to his assignment at Driggs. He has become more familiar with staff and consequently the school's atmosphere and staff relationships have improved significantly. I'll just, I won't read the rest of that information pertaining to Driggs, it's there for your perusal.

As you know, the Mayor has proposed a zero increase budget for the Education Department for 2009-2010. I have been reviewing the impact and implications of this with our budget staff. An update will be provided at the next Finance Committee meeting which is tentatively scheduled for next Thursday, April 9 at 6:00 p.m. I want to urge the public to remain calm and we think we can handle this situation without major disruptions to our school system. Fortunately all the work that has taken place in the past five, six, seven years here in Waterbury puts us in a position where we believe we can work with this budget without major disruptions. So stay calm.

We have asked our Athletic Directors for a weekly athletics update to be included each week in my Superintendent's report. Because this is the first one and because we are ending the winter seasons and about to start the spring season, this week's report is a little lengthy but interesting. And in the interest of saving time I'll just ask you to read it yourselves but our sports teams are doing real well here in Waterbury. That concludes my report.

The following was included in Dr. Snead's report but not read:

Middle School Athletic Director David Sylvester has done a wonderful job of placing all of the middle school athletics events on the district calendar. He will be updating these if any changes occur.

#### Wilby High School

- Hosted three games in the boys' state tournament.

- Spring sports practice started on March 23rd and the school had a good turnout in most sports, with new coaches in Golf and Girls Tennis - both Waterbury teachers.

Kennedy High School has just completed a very successful winter sports season. Some highlights:

- **BOYS SWIMMING:** The boys swim team achieved its best record in 15 years, 8-7. Their diver, Alan Dickey, was the STATE OPEN DIVING CHAMPION for the second straight year. Joe Polaco and A. J. Dickey were named to the All NVL team. Also, the Western New England Swim Officials awarded the Sportsmanship Award to their swim team and coach Shea Moriarty.
- **GIRLS BASKETBALL:** The girls' basketball team has just completed its most successful season ever - they won the NVL Championship for the first time ever. They also won the City Championship. In the state tournament, they advanced to the quarterfinals, the first time they ever advanced that far. Named to the All City team were seniors Marybeth Willis and Amber Alberto. Named to the All NVL team was Amber Alberto, who also received the Genua Award as the top senior player in the NVL. This season she became Kennedy's all-time leading scorer. In addition, she was named to the New Haven Tap Off Club All County Team. Their coach, Jen Hanson, a teacher at Hopeville School, was named New Haven Tap Off Club's Coach of the Year; both will be honored at a banquet on Tuesday night, March 31, at Villa Bianca in Shelton.
- **BOYS BASKETBALL:** The boys' basketball team also had a very successful season, finishing 12-8 in the league, which put them into the state tournament for the fourth straight year. They lost a fantastic overtime game to eventual finalist Torrington. Named to the All City team was Sam Grimsley.
- **Spring Sports** are just about to begin. Coaches report that tryout numbers are high and are looking forward to a competitive season.
- **INDOOR TRACK:** This was Kennedy's first year competing in indoor track. Coach Bill Ferrare reports a very successful first season for both boys and girls, with 45 students participating. Their 4 x 200 relay team came in second in the NVL meet, while sprinter Ron Narraine finished third in the 55 yard dash. Competing in the winter track season is highly beneficial to city teams, and puts them on par with the other Naugatuck valley teams as far as being in condition sooner for the spring season. They are thankful to the Board for funding this team.

Crosby High School:

- Anthony Ireland will be honored by the New Haven Tap-off club for all-county on Tues night and will be honored by the CT coaches' assoc. for all-state at the Aqua Turf on Wed night.
- A City-wide baseball jamboree will be held on Saturday April 4<sup>th</sup>, 10:00 a.m. at Buck's Hill Park involving Crosby, Wilby, Kennedy, and Sacred Heart.



- The baseball team will hold its annual fundraiser breakfast on Sunday April 5<sup>th</sup> from 8:00 to 11:30 a.m. at the Waterbury Elks on W. Main St. Tickets are \$8 and can be purchased at the door.

HAYES: Thank you Dr. Snead.

**PRESIDENT'S COMMENTS:** I wanted to follow up with regards to the challenges we have with the budget. Again, I think we're gonna be able to do what we need to do. The three million dollar reduction was basically going to be money that was coming directly from the taxpayer pocket and we know how tough things are, so we're gonna do everything we can to lessen the impact on the taxpayers while continuing to maintain, as Dr. Snead said and as Paul Guidone and the Finance Committee has been working to lessen the negative impact. We know whatever changes might be necessary are things that are gonna be cut to the bone a little bit but we're gonna have to do what we need to do and keep everything going forward.

I wanted to briefly touch on the newspaper story from yesterday. The only thing I want to say is I have talked to the Chair of our Curriculum Committee; she's going to be scheduling a meeting shortly to get on top of this, what's happening with those three programs at the middle schools. I was somewhat disturbed by some of the comments because it seems like we're still talking about the same problems we were talking about a year ago and hopefully we're gonna be able to take care of that. I did talk to Dr. Snead today and he said they're on top of it and things should come out well but, again, I have been asked and agreed that the Curriculum Committee should call a meeting to find out what's going on because we want to make this work. I wanted to get it done right away, others said well lets give it a year, and I was really concerned to see that after a year we're still talking about some of the same problems we were talking about a year ago and we gave them a year to fix it. I expect it to be fixed; I expect it to be done. It's not, it doesn't make me feel good when I read one of our administrators, again I can't say that the quotes are accurate but just the idea that we don't have enough kids in our feeder schools that would qualify for such a program – I don't believe that. I just don't believe it. I believe a better effort may be necessary and that effort might find those kids and it also includes all the fifth grades of the feeder schools in each of those; they need to be selling this, I mean I think that's what we're looking for from all the leadership in all our schools to have our kids strive to reach the highest level of achievement. And if there are some we believe have the ability but they're not willing to do it I think we need to push them a little bit, maybe bring their families in and let them know the opportunity is there, if they're willing, because a lot of people don't really understand what it's about, some kids might think well it's too hard and all that stuff but we know that if we challenge kids they take up the challenge. I know when I was visiting Wallace for some other issues that are gonna be addressed at the Schoolhouse Committee level, I got an opportunity to go in to see a couple of the classes that are there and just the kids themselves; they were really enthusiastic about it, we're not bored, we got more things to do. I just, again, I know we all believe in these programs and we want to get them done and we want to get them done right so again we're gonna put some focus back on these and I'm sure they're gonna be successful if we all work together on it.

The other thing I wanted to mention; I did get a chance to see the Crosby basketball game, the State Championship game. I'll tell ya, they came very close and it was really,

it was tough to see it come down but they have a player there that I think we're gonna hear a lot more of, Anthony Ireland. He's a great kid, he maybe missed that last shot but he made so many shots and so many plays to get the team there; he should be carrying his head high. I believe we have a notice in here somewhere that he is being honored at the Tap Off Club, or whatever, tomorrow night. He's an example of a great leader; he really is a great leader. And we really have a lot to be proud of here in Waterbury and again, not just in sports. I wish we could shine a light on a little bit more, but we have to give kudos to the newspaper for the story, again we got another story about another student, you can't ask for better than that. People are gonna see what's possible if they have kids who are dedicated and parents supporting them. You see most of those stories you see there's a whole family working together with the kids and they're not necessarily wealthy families, they're hard working people who have an understanding of how important it is to get their kids an education.

SUPERINTENDENT: I probably should mention that Kennedy High School's Swim Team received the State Swim Official's Sportsmanship Award, that's an honor to their team and their coach, Shea Moriarty. And also a special note about A. J. Dickey who won the State Open Diving Championship.

HAYES: He set a State record as well. And one other thing, our former principal Mr. Azzara, Butch Azzara, and our former basketball coach and guidance counselor from Kennedy, Jack Taglia, were honored by the CIAC at the Tournament this year as well. So Waterbury is making an impact, starting to be recognized, there's a lot more for us to do to get more recognition. Again, build confidence in the community, get more support from the community as we saw this evening, and continue to strive to get everything better. Being there for the school; one thing I wanted to mention for those who went there, I didn't get her name but there was a lady who graduated there in 1934 and we got her to turn the dirt for the next school, that was pretty exciting to see her there. She didn't want to do it, but we put the helmet on her and, I think Vice President White helped her throw the dirt.

President Hayes proceeded to read the Consent Calendar items.

9. **CONSENT CALENDAR**

**Upon a motion by Commissioner Flaherty-Merritt and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the Consent Calendar, items 9.1 through 9.12, as listed:**

- 9.1 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply for the U. S. Department of Education's "Readiness and Emergency Management for Schools" grant.
- 9.2 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply for the U. S. Department of Education's "Early Reading First" grant.
- 9.3 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply for the Connecticut Office of Policy and Management "School Attendance Program" grant.

- 9.4 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the Family and Medical Leave Act (FMLA) Implementation Procedures.
- 9.5 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of the Educational Specifications for the "Wendell Cross School Asbestos Abatement" Project.
- 9.6 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of the Educational Specifications for the "Barnard School Asbestos Abatement" Project.
- 9.7 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of the Educational Specifications for the "Generali School Asbestos Abatement" Project.
- 9.8 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of the Educational Specifications for the "Crosby High School Asbestos Abatement" Project.
- 9.9 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the revised Educational Specifications for the "Allied Health, Manufacturing, and Mechanical Arts Intradistrict Magnet School" (Waterbury Career Academy) Project.
- 9.10 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to the following for use of school facilities school organizations and/or City Departments.
- 9.11 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to the following for use of school facilities by outside organizations/waiver requests.
- 9.12 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to D. Benjamin, WAMS, and one chaperone to take 18 students to New York, NY on May 11, 2009 to visit the Stock Exchange, Rockefeller Center, NBC Studio, and Sony Wonder Lab.

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

## **11. COMMITTEE ON SCHOOL PERSONNEL**

- 11.1 **Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to an additional Title I Instructional Tutor position for non-public schools (Alpha & Omega Christian Academy).**

HAYES: Motion made and seconded. Discussion?

THERIAULT: I did speak to a couple of our Commissioners regarding this particular item and naturally I'm opposed to any new additional jobs being created and so forth. This one is going to come out of a grant and if we don't spend the money we're gonna lose it. So under those circumstances, I think it would be in the school system's best interest to hire the additional person and spend the money out of the non-public fund.

HAYES: Anyone else? Hearing none – all in favor, opposed, motion passed unanimously.

## **12. LEGISLATIVE COMMITTEE**

**12.1 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to approve the following Resolution:**

**The Waterbury Board of Education supports and commends our school nurses and opposes the content of House Bill 6687 seeking to increase qualifications for school nurses.**

HAYES: Motion has been made and seconded. Any discussion?

THERIAULT: I would just like to compliment our nursing staff throughout the system. One of the most underpaid jobs in the system and one of the most important. Between giving medical care to our children that come into school, administering medications, being there and playing such a vital role, I really can't thank our nursing staff enough, especially a nurse that I used to, who's retired now, Denise Boucher, who always engaged in taking care of the severely mentally and physically challenged students at Gilmartin School. Absolutely did a wonderful job and I'm sure the nurse up at St. Margaret's which is the satellite of Gilmartin right now also does a job, a great job. And while I'm on the subject, I'd also like to thank all the paraprofessionals that do a yeoman's job, severely underpaid, once again, work as hard as any teacher, maybe even harder, and I'd like to thank them because they're all caregivers and they do an absolutely phenomenal job.

SWEENEY: I just want to comment that we've been on this one from the beginning for several weeks now. To insinuate that the staff we have is not qualified for the job that they come in and do each and every day, is just beyond ludicrous. Our nurses earn the respect of not only the teaching staff and the students that they tend to on a daily basis but of the parents who put their children in the care of our nurses. And I have never heard a complaint; in fact I've often heard compliments to our nursing staff. So we know not from where this comes or who thinks that these people aren't doing the job that they're doing, but our nurses, on a daily basis go above and beyond the call of that job and they deserve every piece of recognition and we will fight this with every ounce of energy that we have. This is just not necessary and not needed and just a waste of everyone's time. Thank you.

HAYES: Point of clarification, I'd like to just comment that the situation with our nurses is the best it's ever been and I just want to make that statement. We've been through

some trying times before, but right now it's in the best shape it's ever been and something like this could cause us some problems. Any other comments? Hearing none – all in favor, opposed, motion passed unanimously.

### **13. SUPERINTENDENT'S NOTIFICATION TO THE BOARD**

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to add item 13.6 to the agenda – Adult Education appointment.**

HAYES: All in favor, opposed.

WHITE: On 13.2, what is the difference between an Attendance Monitor and an Attendance Counselor? Do we have both in the schools?

SUPERINTENDENT: This one is primarily for after-school. Mike, this is your school, right?

MICHAEL LORUSSO: It's 40 hours total for the remainder of the program. The program ends on the 30<sup>th</sup> of April so it will be a maximum of 40. We probably won't even need that. It's the same person in the same job. It's for the after-school program, part of the STEM grant.

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to receive and place on file items 13.1 through 13.6, Superintendent's Notification to the Board, as listed:**

#### **13.1 Athletic appointments effective immediately:**

Bandurski, Joseph – Freshman Boys' Baseball Coach, CHS.  
Sugrue, Robert – Golf Coach, WHS.  
Veronneau, Michael – JV Baseball Coach, CHS.

#### **13.2 Grant funded appointments:**

Daly, Terry - Chase FRC Family Read Program, two hours per week for eight weeks, salary according to contract.  
Sileo, Renee – Attendance Monitor, NEMS STEM After School Program, maximum of 40 total hours, hourly rate per contract.

#### **13.3 Teacher new hires:**

142	Whalen, Katy	CHS	Special Educ.	BA	2	02/27/09
143	Godreau, Kelly	WSMS	Hearing Impaired	6 <sup>th</sup> +15	7	03/18/09
144	Coords, Elizabeth	NEMS	Special Ed	BA+15	1	01/05/09

#### **13.4 Retirements:**

Bellotti, Michael – KHS School Psychologist, effective 06/30/09.  
Procopion, Gus – CHS Math, effective 06/30/09.

#### **13.5 Academic Achievements effective March 1, 2009:**

Last Name	First Name	From	To	College
Behlman	Pia	6th, step 7	6th 15, step 7	New England
Boatright	Trevira L.	MA, step 2	MA15, step 2	C.C.S.U.
Bramble	Michelle	6th, step 2	6th 15, step 2	New England
Choi	Michele	MA, step 2	MA15, step 2	Sacred Heart
Copeland	Julie	BA, step 2	BA15, step 2	C.C.S.U.
Cruess	Carla	6th, step 4	6th15, step 4	England/Bridgeport
Dudginski	Charlene	BA, step 1	BA15, step 1	S.C.S.U.
Flowers	Evalinda	BA15, step 5	MA, step 5	Bridgeport
Forsberg	Megan	BA15, step 4	MA15, step 4	C.C.S.U./Scranton
Gagne-Grosso	Melissa	MA 15, step 2	6th, step 2	Walden
Kalach	Kevin	BA15, step 1	MA, step 1	Bridgeport
Leogrande	Catherine	MA+15, step 4	6th, step 4	S.C.S.U./New England
Martinelli	Kelly	MA+15, step 3	6th, step 3	Bridgeport
Napolitano	Kathleen	BA15, step 2	MA, step 2	Bridgeport
Pelletier	Roseann	BA15, step 2	MA, step 2	Bridgeport
Perriello	Robert	BA, step 2	BA15, step 2	England
Radner	Feigie	6th, step 6	6th15, step 6	Nova Southeastern
Rotella	David	MA, step 4	MA15, step 4	Bridgeport/C.C.S.U.
Russo	Joseph	MA+15, step 2	6th, step 2	N. Eng., Calif. State, Walden
Salvia-Santiago	Jerilyn	6th, step 2	6th15, step 2	Marywood, Scranton, C.C.S.U.
Seltzer	Mark	MA, step 1	MA15, step 1	C.C.S.U.
Setton-Colon	Marcela	MA15, step 3	6th, step 3	England/Touro
Sullivan	Carly	BA, step 1	BA 15, step 1	W.C.S.U., S.C.S.U.
Sullo	Lisa	MA, step 1	MA15, step 1	St. Joseph/Univ. of Phoenix
Tutino	Erica	Ma, step 2	MA+15, step 2	New England
Wheeler	Kristin	BA, step 2	BA 15, step 2	Phoenix
Zylali	Rowena O.	MA15, step 2	6th, step 2	Fairfield

**13.6 Adult Education appointments**

Berchonak, June – Substitute Teacher, CNA Enrichment Class, as needed @ \$29.00 per hour.

THERIAULT: I just have a point of order in terms of the parliamentary procedure on the aide. We voted to put it on the agenda but do we also need to vote for it?

HAYES: We added it to the agenda which means we added it to the Superintendent's Notification so the subsequent motion to receive and place on file I think covers it. All in favor, opposed. Under New Business, anyone have anything under New Business? Commissioner D'Angelo.

D'ANGELO: We're going to have a Schoolhouse Committee meeting Tuesday; Carrie will get you the information, Tuesday April 7 at 5:00. I would like, if possible, as many Board members that can attend to make time if they can, even if they're not on the

Committee. I think there are some important issues that we need to talk about. Please make a note of that.

HAYES: Anyone else have New Business? Anything under Old Business?

WHITE: I think this is New Business, we received a letter last week from the WTA, and I was wondering if we could put it on a Workshop and get some clarification on that as to when things changed.

HAYES: Sure.

WHITE: The number of days and how it changed because we approved one thing and that indicates there is something else?

FLAHERTY-MERRITT: I was going to bring it up under Old Business because we passed a calendar already.

HAYES: We just finished new and went to old, so I'll call on Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: We got in our packet an updated school calendar, updated as of 3/20/09 but my understanding is any changes to the school calendar we have to vote on. The major changes, if anyone noticed, were in regards to the new teacher orientation days, the original one had four days scheduled and now there's only one day scheduled on this.

CLERK: The only change to the calendar was the kindergarten report card dates.

FLAHERTY-MERRITT: It isn't showing the four days that we did originally have for new teacher orientation days and it's not showing it's on there, so at some point maybe they were retroactively removed but...

HAYES: Dr. Sequeira, when you read "approved by the Board of Ed", and then you read "updated" at a subsequent date, I'd like to have it more clearly defined just what those changes were.

SEQUEIRA: President Hayes, the only change, as far as I know, was we had left out the kindergarten report card. That appears every year. That was the only thing that we asked to put back. Other than that there was no change, as far as I'm concerned, other than what you folks already approved.

D'ANGELO: So the three or four days that we are looking for for new hires, is that still in there?

SEQUEIRA: I don't recall during the time when I worked with the Committee in developing the calendar, that being a thing presented, because it was a one day orientation as far as I remember, and the three days of professional development for all staff – 24, 25, 26 of August.

SUPERINTENDENT: I think we were supposed to add those days in.

FROST: It's part of the District Improvement Plan that came before the Board and the State Department of Education. There's a new teacher academy of up to a week, and the teacher quality sub-committee, that includes Donna, has put a schedule together for a potential of four days, has not been complete yet, but at the District Improvement Plan meeting tomorrow that Dr. Snead has that will be discussed in detail. But that was part of the DIP plan that came to the Board and went to the State for approval.

D'ANGELO: Is that why we got the letter from the WTA – backup, the three or four days, or five days now that we're hearing about, the DIP, is that approved, I mean the WTA is okay with that or is that why we got the letter; I'm confused now.

FROST: The WTA was part of the DIP Committee that put that program together. I am in discussion with the WTA about that but that was the plan that was submitted to the Board and then went to the State Department of Education. I have not seen the letter you folks have referenced tonight that you have received from the WTA.

D'ANGELO: Do we need their blessing or we don't need their blessing to do it?

FROST: I think that's going to be discussed tomorrow and some other discussions between the WTA and myself.

HAYES: I think what we want, we want it on the Agenda for our Workshop, an update with regard to that.

VIGNALI: inaudible.

FLAHERTY-MERRITT: So if the meeting is tomorrow can we make sure it's on next week's Workshop Agenda and maybe include the WTA to come in and give their position, their rationale, because this might come down to a negotiation item and, unfortunately for the school district, the DIP plan doesn't take precedence over a negotiated contract.

HAYES: I think we all understand that if we are trying to implement something that wasn't negotiated that's pretty simple. Because we include it in a plan we can't simply enforce it if it's in violation of the collective bargaining agreement. What I see is the discussion, whatever comes out of the discussion that Ron has with the union, will be brought to us because most likely if they don't reach some agreement it's going to be handled at a different level. But I don't have a problem with having the WTA there, but if it's simply going to be that they're going to argue that there are two positions I don't know if we're going to gain anything by that. Why don't we sort of play it by ear and if Ron calls me and says some settlement has been reached, then they can come in and we'll hear from both sides. If they're still battling I don't know that we want to be the ground to have the argument. Maybe we could meet separately with the WTA to hear their side but I don't know that we want to have the two of them going back and forth if there is still that kind of scenario.

D'ANGELO: Either we do need their stipulation that it's okay or we don't. If we do then how could you have a meeting to talk about implementing it before you have their agreement? And if you don't, you don't need them at the meeting, just implement it.



HAYES: That's what I just said. He's supposed to be meeting with them and if they've come to some agreement before Monday, then we don't need to hear both sides. If there is still some disagreement, maybe we should hear both sides, maybe even in executive session separately. That might be a way to go. We'll know by Friday and if we need the WTA there we can notify them as well. Anything else under Old Business?

HARVEY: We received in our packet information, Workforce information from Cathy Awwad and I wanted to thank her for getting this information out so quickly. But what I was wondering is is there some way to get, a couple of the graphs? I could not really distinguish some of the answers. Is there some way we can get a copy of that Paul? I don't want them all, just certain ones I just needed clarification on, and I could send an e-mail.

GUIDONE: inaudible.

HARVEY: That would be great. Thank you.

HAYES: Anyone else under Old Business? Commissioner Sweeney.

SWEENEY: I want to request again, it's too late for the current Superintendent evaluation for us to now look at the areas of performance and goals, but I would request that we go ahead and do that anyways at this time, so that we're prepared for the next time around. I see on the calendar I believe April 20 we have a Monday off, I would suggest that we take that and start getting that done. We need to look at those areas of performance and fit them more to the goals and the current day system that is Waterbury because I don't think they're reflective of what we need to draw from the Superintendent. And again, at this point in time, it's unfair to expect to apply any changes to this upcoming evaluation but I would like to see us prepared for next year. We've talked about it for three years, and it hasn't gotten done, and I think it needs to be done.

HAYES: What we're talking about, just to be clear, is the evaluation process. We still can evaluate him but it would be based on the criteria that we've used in the past. And for us to change that we have to negotiate with Dr. Snead. So we can start that now with the understanding that that's for the subsequent year.

SWEENEY: Absolutely. That was my point.

HAYES: Does everybody want to do that on April 20 or do they all have plans for that day off? That really is a Committee of the Whole issue. Don't we have the Monday before that off? Let's schedule it and you guys give us some feedback as to how many are going to be there. Like I said, we'll do it as a Committee of the Whole.

HARVEY: Excuse me, that's the Committee of the Whole or the Personnel Committee?

HAYES: Committee of the Whole is, I think, what we agreed to after that. We've really got to have everybody there. It would be a special committee meeting with executive session.

SWEENEY: If we're just discussing the areas of performance and how we define them, I don't think we need an executive session. We're not discussing the Superintendent; we're discussing the criteria under which we evaluate him.

HAYES: But we have to discuss any changes with Dr. Snead.

D'ANGELO: Legally it can't be an executive session. You can do it but legally it can't be.

HAYES: Negotiations can't be done in executive session?

D'ANGELO: About three or four years ago when I was on the Board we had the same opinion you couldn't.

WHITE: You're just going to discuss the criteria for the evaluation?

HAYES: But we can't discuss changing it without negotiating with Dr. Snead.

LACCONE: What we will be doing is discussing criteria among the Board and then subsequently negotiating to implement that in executive session.

HAYES: I thought what Commissioner Sweeney said is we want to get right into it. We can put down what we want then he'll have an opportunity to respond to that at a subsequent meeting. Does anyone else have anything else under Old Business?

HARVEY: Will we be taking minutes at this meeting because it's not a Personnel Committee then?

SWEENEY: It's a Workshop, not a voting meeting.

HARVEY: But someone needs to keep track of what we're trying...

WHITE: Do you want to have Carrie do it?

HARVEY: Yes.

HAYES: Yes, she's the best.

SWEENEY: That's her Monday off.

HARVEY: Sorry Carrie.

GUIDONE: I'll figure it out with Carrie.

HAYES: I didn't get a chance to mention it; I got an opportunity after we had a couple of meetings the other night to come down here to WAMS to see their tribute to the Beatles. It was unbelievable. I mean I was missing American Idol, but I thought it was a lot better sitting there seeing these kids. A lot of these are kids that have been here now six or seven years and you can see the talent. I don't know what talent they had when they started; I know there was some discussion about whether or not we should have

some . . . test to show they have ability, but some of these kids are just amazing. I know I don't get to a lot of these things, but I encourage them to continue to encourage me to come to some of those. It was great, it was a nice night after we had a couple of meetings with some stuff that we had to talk about, to sit there and see that going on. It does make me think about the fact the other kids don't have the opportunity, but that side being out of it, I think it's working with regard to what I could see. Hopefully, I got to believe those kids that are performing like that are probably performing well in the classroom too, which is what I think the whole idea of this curriculum here is about.

***ADJOURNMENT***

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Stango, it was voted unanimously to adjourn at 7:24 p.m.**

ATTEST: \_\_\_\_\_

Carrie A. Swain, Clerk  
*Board of Education*

**DRAFT**