

WATERBURY BOARD OF EDUCATION

MINUTES ~ RESCHEDULED REGULAR MEETING

Monday, April 20, 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, Pinto, Stango, Sweeney, Theriault, and White.

ABSENT: Commissioner Laccone.

ALSO PRESENT: Superintendent Snead, Assistant Superintendent 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 6:39 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: Yes.

CLERK: Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: Present.

CLERK: Commissioner Harvey.

HARVEY: Here

CLERK: Commissioner Laccone – absent. 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 23, 2009 from WTA regarding New Teacher Orientation and 403(b) Arbitration.
2. Communication dated April 2, 2009 from Susan Meredith regarding arbitration award.
3. Communication dated April 2, 2009 from Sprague School regarding their fourth grade team.
4. Copy of communication dated April 8, 2009 from Civil Service certifying Jeffrey Ganavage for the position of Maintainer I.
5. Copy of communication received April 8, 2009 from Philip Benevento regarding naming the new North End School.
6. Request for naming of school spaces received April 8, 2009 from Victoria Luddy.
7. Communication received April 8, 2009 from Laura Velez regarding her daughter.
8. Copy of communication dated April 9, 2009 from James Sanders regarding naming of the new North End School.

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

AWARD PRESENTATION

The Kennedy High School Girls Varsity Basketball team, listed as follows, was presented an award for winning the 2008-09 Naugatuck Valley League Championship:

Jennifer Hanson, Coach

Keith Jordan, Assistant Coach

Amber Alberto
Malayshia Evans
Kasiana Goodman
Lauren Giattino
Erika Hunter
Lanequa Jordan
Aubrinne Losty

Brianna Losty
Breana Morrison
Zilka Navarro
Jaleesa Roy
Maisie Sanchez
Marybeth Willis
Rashon Wright

PUBLIC ADDRESSES THE BOARD:

Upon a motion by Commissioner Stango 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 6:46 p.m.

HAYES: Motion made and seconded.

Donna Vignali, WTA President, 26 Lakeside Blvd. East, had the following comments:

Due to the lack of communication between the Waterbury Teachers Association and this Board of Education, I want the public to know that in many instances matters could be resolved without costing the taxpayers of this City thousands of dollars in legal fees. This Board should be proactive and willing to discuss the issues impacting the Waterbury School District. Further directive from President Hayes, this is the only forum for me, the President of the Waterbury Teachers' Association, to speak to you. Therefore at future Board meetings the WTA will be bringing forward educational concerns in hopes of saving taxpayer dollars. Thank you.

HAYES: 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.

Robert Adkins, 7 Fairview Avenue, had the following comments: I just want to bring to this Board's attention today, about 2:30 this afternoon, as I was passing Holy Cross High School; I see a City vehicle picking up a child from Holy Cross. Now the last time I checked it, I don't know, maybe my facts are wrong, but I didn't think Holy Cross was a City school nor did I think that we're running a taxi service here in the City of Waterbury. Again, this is an outrage that's happening in the City, this department needs to deal with these people who are stealing from the City. You can call it what you want, as a State employee for the Department of Children and Families and also a member of a collective bargaining unit, I don't need union rules, I don't need an ordinance to say stealing is stealing. If I take my State car where I'm not supposed to, I can get terminated. If I steal State property from the State of Connecticut, I will get terminated. I tell all my union members that if you steal from State property, you will get terminated. Why, we have people stealing . . . Police Department do their job to investigate people who are stealing. The point is a thief is a thief and it needs to stop because the taxpayers cannot afford no more. And it's unfortunate but, again, I don't understand why the City of Waterbury is running a taxi service for someone's child in a City vehicle. If for some . . . instance the vehicle slams into a tree or gets into an accident and a passenger is hit who is responsible, obviously the citizens of this City are going to pay for it. Again, this must stop, it's outrageous, and it must stop. And it's blatant and it happens every day. And this department is responsible, this Board is responsible to the taxpayers and to the people of this City to stop what is going on, stop the people from stealing from us, stop the people from misusing our vehicles because it's the taxpayer vehicle, just like the State vehicles are your vehicles, I cannot misuse those vehicles. Again, please deal with it and you don't need an ordinance, you don't need a collective bargaining agreement with any union to say stealing is stealing; end of quote, thank you.

Lisa Lessard, 905 Pearl Lake Road, had the following comments: I just wanted to say congratulations to the basketball team as well. And it was very heartfelt how

President Hayes gave his speech. I actually just wanted to talk about the budget as well and everything that's been in the newspapers for the last couple of weeks in accordance to the stealing from the warehouses as well as the overtime pay for all custodians within the City. Believe it or not Bob Adkins is absolutely correct, I used to work at a department store, we had an employee terminated at our department store, you know why because they borrowed a stapler that had staples in it. That was not okay, they got fired, they were canned. There are certain people that are taking stuff, there are certain people putting furnaces in their houses, there are certain people that are putting roofs on their buildings, no okay, this is stealing. If you don't know what stealing means, look it up in the Webster Dictionary; you will all find out the definition of stealing and what you should do for stealing says anybody is hold them accountable, the City never holds anybody accountable for anything ever. Please show the taxpayers you're holding these people accountable. I mean the facts are out there, the truth is out there. Unfortunately it doesn't look like . . . trust the Police Department to do what they need to do to make sure this gets done. Please, each and every one of you, we need to count on you for the safety of our children. They're not stealing from us the taxpayers; they're stealing from our precious gold, our children. These are our children's lives you're dealing with; these are the children they're stealing from.

Now with the overtime pay, I have a solution, I don't know if this is a solution . . . but I don't know if the union would actually agree to this or not but I did talk to a Blue Collar Union worker today who basically says overtime they do hire part time employees, say we hire contingents, on call contingents, my speech is downstairs, I'm sorry, I don't have it in front of me, so I'm gonna try to wing it. I did bring my tea bags though to tell you enough is enough, we need to stop this. Remember the Boston Tea Party? Thank you. This is not okay, we need to stop this. Overtime pay where I used to work, you couldn't work one minute over 40 hours, they would do everything under the luminous sun to make sure, to find someone else to do what you needed to do to make sure it got done. We need to hire contingents that are part time employees that are on call; they don't get paid unless they're called in. They don't get benefits. They don't get pensions but they are there on call, it might cut down on your call outs because they thinking wow, these people are on call, these people are going in and doing our jobs when we're not there, oops, we might actually want to go in and do the jobs we're supposed to be getting paid for. Why – because if we're gonna get in trouble and those part timers might actually become a full time in our spots. It's not okay, 56% of this budget is our taxpayer dollars. I know it's my time. Thank you and God bless, I just want to let you know, please, our children, not us, our children are counting on you to make the right decisions. Don't look at any of these children in the audience unless you plan on helping them because people are stealing from them right now. So hold the people accountable and do what you need to do for each one of our children. Thank you.

Mrs. Hill, PO Box 207, had the following comments: I'm here tonight to discuss why City employees are allowed to take home any school equipment. Either a screwdriver or a chainsaw, any City equipment should stay at home is not acceptable. As a parent and an office worker I know first hand if I need a screwdriver I need to go buy it for my personal use. As for a chainsaw, one would need experience to use such equipment thus saying any equipment the City owns anyone hurt by that chainsaw even accidentally . . . should be responsible - the City of Waterbury insurance policy or the property it owns. I will not disclose where I work. I'm also here to discuss a current field trip planned this week; it is going to pack the scheduled school lunch which happens to

be a hot meal. As we all know the Health Department manages temperature control; I don't think this is in the best interest of our children. Normally on field trips lunches would be sent in by the parent or accommodations are made by school staff. I would ask somebody to please check in this. I also want to say my child has been denied bus services yet City vehicles are going all over the City from what I read in the paper. My phone rings, it does not stop ringing. And one speaker before me said they seen the vehicle up by Holy Cross. Maybe I've seen that same vehicle, I won't say why I would be in that region, but maybe I have. Yet there is a field trip planned for my child this week and because the yellow bus specifically says the City of Waterbury is not allowed to transport my child I was offered a ticket to the field trip to chaperone. I explained to the school principal, interim by the way, I would not babysit the class, I would take my child to the field trip, meet his class and when the field trip was over at about what time please let me know and I would pick my child up. My IEP with the school currently says no school members are allowed to contact me after school. Again, IEP program. My phone rang this afternoon; I could get you a time on that after I'm done speaking. I was offered a ticket, I'm not gonna accept that ticket. Somebody in my family has already wrote the major baseball team and my son has been accepted to be going to that major baseball team. We don't sit back, we make things happen, and we have in black and white and none of this was discussed. The permission slip was signed by me but that was before the City denied all yellow bus transportation. Lastly, I have been asked by the Board to put cameras by the time clocks of outside bathrooms especially in the middle and high schools where it seems many times during an outside school organization when they visit those are particular times that the bathrooms happen to break. Also parents are concerned about the current WAMS lottery system. Why no longer it is being held in public. It is so bad what is going on in this City and the news and we have worked so hard to build this City and our Education Department up. I just say get the equipment, keep the equipment, if we need storage areas on one side we have three high schools so we will need one on each side of town, do it, it will be cheaper. Let them have access so you know which employee is coding in the code to go into that storage area to get the equipment before it's missing. I currently need a blower, they go for two or three hundred dollars at the job I work for that I have to price out, does the City have one I could borrow for the weekend for that job? I don't think so, I wouldn't ask you. Thank you. God bless you.

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to return to the regular order of business at 7:00 p.m.

HAYES: Motion is made and seconded. All in favor, opposed, now we'll go to the minutes.

APPROVAL OF MINUTES:

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to approve the minutes of March 30, 2009.

HAYES: Motion is made and seconded. Any adjustments or comments? Hearing none - all in favor, opposed, minutes are approved. Next we will go to Dr. Snead's Superintendent's Report.

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

Next Monday morning, Representative Selim Noujaim and our newest member of the State Board of Education, Mrs. Linda McMahon, will be visiting three of our schools, Chase, Crosby, and Rotella. Mrs. McMahon is the Chief Executive Officer of World Wrestling Entertainment, Inc (WWE), and her goal is to apply her experience and expertise as a business woman to help reform our State Board of Education. The tour of our schools will start off with Chase at 9:30; move on to Crosby at 10:30 and then Rotella at 11:30, departing Rotella at about 12:30.

Middle school administrators are interviewing students in the elementary schools for the Middle School Accelerated Academy this week. The interview schedules have already been sent out to the elementary schools.

To help New Orleans complete its comeback from the ravages of Hurricane Katrina, Tinker School Principal Lauren Elias joined 100 other elementary and middle school principals from around the nation for the National Association of Elementary School Principals' (NAESP) inaugural Community Service Day recently. The principals rolled up their sleeves to prepare clean and safe learning environments, bringing hope to New Orleans communities by restoring schools that are still desperate for assistance three years after the storm. This work was completed during the NAESP national conference.

Third marking period report cards will be distributed Tuesday.

Weather permitting; many of our students will be enjoying a Rock Cats baseball game this Wednesday as a reward for perfect attendance during the CMT testing. The Rock Cats Foundation, Durham School Services & Naugatuck Valley Savings and Loan have teamed up again to provide free busing for all of our students in Grades 3-8, in the Waterbury Public School System as well as a great day of Baseball In Education (BIE) at an AA ballpark. This is the third annual Waterbury Public Schools Day event at the Rock Cats.

Wallace Middle School has planned an Earth Day School Clean-Up that will take place on Thursday, April 23, beginning at 2:30 pm.

Tinker School's play, *Seussical the Musical*, will be offered this Friday, April 24, at 7 pm at Rotella.

Walsh School will be holding its third annual Block Party and Resource Day on Saturday, April 25, beginning at 10:30.

SKYE Cable XIII will be hosting its annual 2009 SKYE Awards this Sunday, April 26, at 1 pm at Rotella. Nancy Vaughan is this year's recipient of the Dennis Buckley Community Advocacy Award.

The Governor's Prevention Partnership is presenting "Innovations in Mentoring" on Wednesday, April 29, 2009, at the Sheraton Hartford Hotel. There will be a number of guest speakers including Jenn Rizzotti, head coach of women's basketball at the University of Hartford. Waterbury's Smaller Learning Communities group mentoring

project is one of three programs that were selected to provide information on its innovative concept.

I have attached another "great news" article on a Waterbury student that appeared in today's Republican American. Crosby High School Junior, Norbert Szmyt, recently received word that he was one of 30 students statewide that won the Governor's Scholar award. It will be presented to him in May.

WAMS Visit: Prior to Spring Break, I visited the second year principal, Beth McGrath, at the Waterbury Arts Magnet School (WAMS). Ms. McGrath is adjusting well to her assignment at WAMS. The relationship with teachers and staff is growing stronger each week.

There was a major focus on the lottery and recruitment process this year. Advertisements were placed in the local newspaper, Spanish paper, other community papers, and on our web site. Our recruitment efforts were also publicized on line, at State Street School, and in our sending districts. WAMS's ambassadors talked with students in sending schools about the advantages of attending WAMS.

WAMS has a plethora of programs that make the school extremely inviting. The school has three dance instructors and many art and music offerings. The T.V. studio is state of the art.

Open house was extremely well attended. Compliance with the dress code has improved significantly.

Positive Behavioral Support (PBS) has helped improved compliance with the dress code and in general with discipline issues. WAMS holds a weekly raffle as part of PBS.

Ms. McGrath is upbeat about student achievement this year. Common Planning Time is progressing well. There was great participation in the CAPT test.

The principal is resolving some issues around scheduling and the impact of scheduling on the length of the teacher's day.

ATHLETIC NEWS: The Crosby CIAC scholar athletes for this year are Teri Alessio and Tom McKenna. They will be honored with the scholar athletes in each high school at a banquet at the Aqua Turf in May.

Legislation pending in Congress, called the "Fitness Integrated with Teaching Kids Act" (FIT Kids Act), would update current physical fitness standards in K-12 schools and hold educators accountable for a portion of their students' health. If passed, the bill would redefine gym class from what it has come to mean for many students and teachers, and the bill also would implement new data tracking and reporting requirements that could necessitate a change in student information system (SIS) software.

PRESIDENT'S COMMENTS: I did talk to Dr. Snead about; I don't know how appropriate it is, but maybe send a letter to Ebony Jackson thanking her. I don't know how she got that assignment but from what I understand she's a former Crosby student and I really look forward to those articles every Monday.

My comments are brief; I had a great week last week, I hope everybody else did, but there's one thing that bothered me while I'm not responding to the speaker, I want to make it clear that the WTA or any other organization can meet with us but when you're on the agenda for a specific item, you don't stray and start criticizing everybody which I shut you off just like I had to do, unfortunately, at our last meeting. I received a phone call and in that phone call I responded just that way. It's not the only way you can contact us, it's not the only way you could meet with us. You can send letters to us, we can meet with you, but what we were talking about here was an offer to settle a grievance and when I put you on the agenda, that's what that was there for not an opportunity to sit down and air all your grievances, that's just not the way it is. But by the same token anything, you can say whatever you want at the open mic; I just want to make it clear, that's what my point was. And I look forward to any communication you have with us and willing to discuss whatever issues you might have. And we'll go forward that way. I'm sorry if there's was any misunderstanding with regards to how that worked but like I said, that particular situation we did get to the Board was something that, just try to keep us to what was on the agenda item. If there's other issues that you want to bring forward, we'll afford you that same opportunity as long as we keep discussion on what the agenda item is. Now we go to the Consent Calendar. Does anyone have any item they would like to have removed?

President Hayes proceeded to read the Consent Calendar items.

9. CONSENT CALENDAR

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to approve the Consent Calendar, Items 9.1 through 9.13, as listed:

- 9.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval to participate in the College Connections Advanced Manufacturing Program with Naugatuck Valley Community College for the 2009/2010 school year.
- 9.2 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of an Agreement with Capitol Region Education Council (CREC) to provide special education programs for children.
- 9.3 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of an Agreement with Haskins Laboratories, Inc., to provide literacy initiative services.
- 9.4 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the ED042 (playground equipment) for the New Elementary School #3/Gilmartin School Project.
- 9.5 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval of a Professional Services Agreement with Michael Ben-

Avie, Ph.D., to provide evaluation services as required by the Building Brighter Communities – Smaller Learning Communities Program Grant.

- 9.6 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the revised job description for the position of High School Vice-Principal.
- 9.7 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the revised job description for the position of Middle School House Principal.
- 9.8 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.
- 9.9 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.
- 9.10 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to T. Boatright, KHS, and four chaperones to take 49 students to Jackson, NJ on May 7, 2009 to visit Six Flags.
- 9.11 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to R. Napoli, WHS, and four chaperones to take 49 students to New York, NY on May 18, 2009 to visit the American Museum of Natural History.
- 9.12 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to P. Swift, WHS, and one chaperone to take 13 students to Philadelphia, PA from April 23 through 25, 2009 to attend a competition.
- 9.13 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to V. Barone, KHS, and three chaperones to take 40 students to New York, NY on May 20, 2009 to visit Ellis Island and China Town/Little Italy.

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

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner White, it was voted unanimously to add a motion to support the request of CABE Representative Charles Stango to reconsider a presentation of Waterbury Public School's Truancy Court at the CABE Convention in November 2009.

HAYES: This is a motion to add. All in favor, opposed.

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously that the Waterbury Board of Education supports the request of CABE Representative Charles Stango to reconsider a

presentation of Waterbury Public School's Truancy Court at the CABE Convention in November 2009.

HAYES: Motion is made and seconded. Under discussion, I'd like to call on Commissioner Stango to give us a little background.

STANGO: Thank you President Hayes. I think awhile back I was very excited to report to the Board that two programs within our system were applying to present at the CABE Convention in November and one of them was Mrs. Vaughan's, and Mrs. Vaughan's program has been accepted and I congratulate her on that accomplishment. The other program that was presented to CABE for acceptance to present in November was a program by Assistant Superintendent Anne Marie Cullinan along with Probate Judge Thomas Brunnock. You may recall that Mrs. Cullinan and Judge Brunnock presented at a Workshop to the School Board and it was very well received. People who have attended the Blue Ribbon Commission, I think certainly Commissioner Theriault and myself and I think Commissioner Sweeney was there, Mrs. Cullinan and Judge Brunnock presented to the Blue Ribbon Commission in much more detail what they were doing for the school system in Waterbury and how they had two schools where this program was implemented and then it spread to two more schools. I think one of them was Walsh, the latest one, with great success. The parents were appreciative, the students took part in it, and it was not threatening in any way. And more detail of their program is in the letter which I sent to CABE. CABE announced their selections for their convention presentations, and as I said, Mrs. Vaughan's program is accepted, and there was a rejection on the part of Mrs. Cullinan and Judge Brunnock's program. As a representative to CABE, I'm the City's representative that sits with CABE, I'm on the Board of Directors, I go to their Board of Directors' Workshops, I try to go to their conventions. I took it upon myself to write this letter on my behalf, through my behalf, in support of Mrs. Cullinan and Judge Brunnock's proposal. I had a response from that which I also emailed to you today saying pretty much thank you for applying, I'm sure it's a great program, and we had a very difficult decision to make and you didn't make the cut. I still was a little bit put off by that, a little bit insulted maybe and maybe I shouldn't be, but knowing that program, heard it presented, having been to at its inception through a lot to do with the Blue Ribbon Commission, I was a little surprised and amazed they would cut it. It's kind of like you have something you think it's great, for example you might have a student in your class or you might have a child of your own or niece or nephew, you think that person is great, you want the world to know about it. And that's the way I feel about this program that Mrs. Cullinan and Judge Brunnock present. So I just want CABE to know that really we're not happy with it and we'd like them, well I already asked them to reconsider and they said they can't but I'd like them to know that we're really, as a Board, not happy with their decision.

HAYES: I just want to ask you a question; could we maybe instead of just sending this letter to her send it to all CABE members to make sure they all know about it? Maybe if you send it to this one it just get's filed. I mean you're passionate about this, it is a great program, I agree with you, but maybe we should send this letter to every member of CABE letting them know our displeasure with the fact, I mean they may have a lot of programs that got rejected, as well, but that may be the way to go otherwise it might just get filed away.

STANGO: We would have to get every CABE member's address.

HARVEY: I agree with you there. I, my question is will this be enough, I mean we support it, you know that Commissioner Stango, but is this going to be enough to let them, I mean how much does this have, I think we need to get the support of the entire state representation on this to let them know how much we disagree with them in turning us down. And they know, I'm sure they know, that we support you and support the letter that you wrote but I think it needs a little bit more, I'm not, I'm looking at you but I'm just saying I think we need to get something more behind this to let them understand how much we disagree with that, what they did.

STANGO: I think perhaps the resolution that we can write can tell them how disappointed we are. Like I said, quite frankly a little insulted. Then again I don't want to make it seem like sour grapes like I'm sure that others have been looked at and rejected also. It's just that we think what we have is great, we think that it's a worthy program for a presentation. This program was already presented in Westbrook . . . by a school consortium on something. Commissioner Theriault, you may have gone to that.

THERIAULT: A School Consortium on Attendance.

STANGO: And again very well received. I also know that this program may be presented in Washington, DC this summer. Again, national level.

HARVEY: You're preaching to the choir, you're preaching to the choir. What I'm asking is . . . why not send this to, let's do a little bit more. Of course you have the support from the Commissioners here; I think we need to get a little bit more behind this by getting more support to say that we disagree with your decision. Just throwing that out.

SWEENEY: When I read the letter from Charles in my packet, I just felt that as a Board we needed to stand behind not only Charles but the program itself . . . grant funding which will be helpful to us. So in any way, shape or form we can get that word out there, we need to do that. I do know that CAFE has come back and said that they would allow us to do a presentation on it at one of their yearly workshops they have.

STANGO: CAFE presents workshops on an ongoing basis, for small groups of people, who would like to attend. There may be 10 people, there may be five people who choose to attend these individual workshops. They're advertised through their e-mail service but it's not of the magnitude...

SWEENEY: I agree with you President Hayes of possibly getting it to the full membership of CAFE Board in Connecticut would be the way to go.

HAYES: . . . if you're interested, let them know kind of thing. You did good with "very disappointed and somewhat perplexed".

WHITE: Is there a possibility if we could ask them in to view the program so they can see it in action? Maybe it doesn't translate to them through a letter or through the workshop material that you sent them. Maybe if they saw it they would see the impact that it has. Is there a possibility...

STANGO: Certainly they could be invited because this program is ongoing in four public schools.

WHITE: What I am asking is would it be worth issuing them an invitation to view the process before they made the final decision?

STANGO: That's true. I fear the final decision has been made; I don't know if they're going to change it. I think a lot of this is going to be based on the fact that we're just not happy with it.

WHITE: But while it's fresh in their mind it would be worth them viewing it so maybe they would consider it for next year. If this year is a finality, possibly it could be viewed and used for next year.

STANGO: I think that's a good idea. I think that we can invite them and will.

WHITE: And then you can have a public apology in their newsletter. Strike that. But that's what I would suggest.

HAYES: Again, what we have in front of us, the motion is that we support the request to reconsider. We can still go on this and then decide what we want to do.

THERIAULT: I would like to, speaking in support of what Commissioner Stango was saying in his letter, I would particularly like to at this time thank publically Anne Marie Cullinan for the outstanding work and support that she has done, not only with regard to the Truancy Clinic, we call it Truancy Court, but Judge Brunnock refers to it more as a clinic, he doesn't want to go in there with a robe on and a hammer and handcuffs and all that stuff. It has really been portrayed and been successful because it's been non-punitive, proactive, supported within the community, and the community has ownership of it, they know it's gonna help them. And it has helped in every single school it has gone to, has helped significantly according to the statistical data. We have guidance people involved, social workers, health program, Youth Services, principals, vice principals, nurses, teachers, parents, grandparents, you name it, this is a perfect thing for the inner-city kids that are not going to school and it's been absolutely terrific. I also would like to thank Judge Brunnock and his assistant for taking the time to go down to New Jersey where this program was developed, and taking the time and bringing it back to Connecticut because this is the type of program than can be cloned, it's a boiler plate program in a sense. I mean you can tweak it up a little bit this way or that way. But I can remember initially when we first started our Blue Ribbon Commission, where we had this tremendous amount of absenteeism and tremendous amount of tardies and so forth, and lots and lots of kids falling by the wayside, not only truant, a lot of kids dropping out of school. When we first looked at this and started making a hullabaloo over it, the New York Times actually picked it up and came down to Waterbury and did a story about it because it's not only a problem in Connecticut and the United States, it's a huge, huge problem worldwide. And I mean this program could catch on like a sparkler and not only help in Connecticut and the rest of the United States, but possibly help other countries where they're having problems with this. So I think it's imperative that the word gets out and as much as we can we let people know what Waterbury is doing to make a significant difference. Now in the past three years, and I'm sure it's gonna improve more next year, now in the past three years we have actually increased

our attendance by 28% and I want to thank the teachers, in particular, and all the administrators and all of the other people and support staff that really have made that happen because without them in the trenches, without them doing all the heavy lifting so to speak, and you Dr. Snead, and your staff in Central Office, I don't think any of this would have been accomplished. And I think to have these things accomplished is a very, very significant thing and it will translate into more kids staying in school, more and more kids staying in school means less and less dropouts and more successful human beings in the end because it's in the top three in terms of what you're going to do on the face of the earth – education is right up there in the top three. So the sooner kids know about this, the sooner parents know about it, the more we can do to be proactive and to help the parents get their kids into school and stay in school, the more we do the better. Thank you.

HAYES: Any further discussion on this. I think the motion as read is fine and then however we want to distribute it afterwards we'll have it on the record. Any further discussion? Hearing none – all in favor, opposed, motion passed unanimously. Thank you Commissioner Stango for your work on that.

11. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Stango and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to receive and place on file items 11.1 through 11.8, Superintendent's Notification to the Board, as listed:

11.1 Athletic appointments effective immediately:

Christiansen, April – Girls Tennis coach, WHS.
Dellano, Mike – Assistant Girls Softball Coach, KHS.
Paradis, Sara – JV Softball Coach, CHS.
Pereira, Jason – Assistant Track Coach, WHS.

11.2 Athletic resignations effective immediately:

Paulsen, Carri-Ann – Volleyball Coach, WMS.

11.3 Grant funded appointments effective immediately:

Colon, Zaida, Substitute Clerical, Wilson School's Extended School Hours Program, maximum of 6 hours per week, salary according to contract.
Cruz, Maria – Substitute Pre-k Classroom Assistant, salary per SEIU contract, no benefits.
Everitt-Jacovino, Darlene – Substitute Pre-k Classroom Assistant, salary per SEIU contract, no benefits.
Jones, Vanessa – Title I Instructional Tutor, Alpha & Omega (non-public), maximum of 18 hours per week at \$30.00 per hour.
Reitman, Sloan (Parent Liaison) – Interim Director (to cover medical leave), Wilson FRC.

11.4. New hires:

145 Motiani, Catalina WAMS Spanish MA 10 4/20/2009

11.5 Teacher transfers:

| Teacher | From | To | Effective |
|------------------------|-----------------------------------|-----------------------------------|-----------|
| Altieri, Christina | Bucks Hill Gr. 3 (temp) | Bucks Hill Gr. 3 (perm) | 9/23/08 |
| Barbati, Donna | Brooklyn Spec Ed K-2 (temp) | Brooklyn Spec Ed K-2 (perm) | 8/25/08 |
| Barbieri, Nikki | Generali 2 (temp) | Generali 2 (perm) | 8/25/08 |
| Barbosa, Raquel | Washington 4 (temp) | Washington 4 (perm) | 8/25/08 |
| Bozzuto-Rinaldi, Elisa | NEMS Science 8 | NEMS Numeracy 6 | 8/27/09 |
| Brouillard, Jill | Driggs 1 (temp) | Driggs 1 (perm) | 8/25/08 |
| Budd, Megan | Bucks Hill Gr. 1 (temp) | Bucks Hill Gr. 1 (perm) | 8/25/08 |
| Caruso, Anthony | Kennedy English (temp) | Kennedy English (perm) | 8/25/08 |
| Catala, Mercedes | Hopeville K-3 Rdg. | Chase Bilingual 1 | 8/27/09 |
| Chapman, Melissa | WSMS Lang Arts 8 (temp) | WSMS Lang Arts 8 (perm) | 8/25/08 |
| Cianfagna, Traci | Regan 3 (temp) | Regan 3 (perm) | 8/25/08 |
| Ciuffo, Anthony | Kingsbury 1 (temp) | Kingsbury 1 (perm) | 8/25/08 |
| Coelho, Dana | Wilson 5 | Enlightenment/Rem Rdg/Lang Arts | 8/27/09 |
| Comeau, Elizabeth | Bucks Hill Gr. 1 (temp) | Bucks Hill Gr. 1 (perm) | 8/25/08 |
| Cremins, Lauren | NEMS Guidance (temp) | NEMS Guidance (perm) | 9/17/08 |
| Crossley, Cheryl | WAMS Math 7 (temp) | WAMS Math 7 (perm) | 8/25/08 |
| Decerbo, Laureen | Walsh 4 | Rotella 5 | 8/27/09 |
| Delaney, Erin | Bucks Hill Gr. 3 (temp) | Bucks Hill Gr. 3 (perm) | 8/25/08 |
| Geddes, Jessica | Bucks Hill K (temp) | Bucks Hill K (perm) | 9/1/08 |
| Harrison, Rebecca | Generali 4 (temp) | Generali 4 (perm) | 8/25/08 |
| Hubbard, Amanda | Generali 4 | Wendell Cross 4 | 8/27/09 |
| Johnson, Theresa | Driggs K (temp) | Driggs K (perm) | 8/27/08 |
| Koeppel, Denise | Kingsbury Sp. Ed. Resource (temp) | Kingsbury Sp. Ed. Resource (perm) | 8/25/08 |
| Mason, MaryBeth | NEMS Library/Media (temp) | NEMS Library/Media (perm) | 8/25/08 |
| Mastropietro, Kristyn | Wilson 1 (temp) | Wilson 1 (perm) | 8/25/08 |
| Medina, Robyn | Generali 1 (temp) | Generali 1 (perm) | 8/25/08 |
| Moffo, Danielle | NEMS Math 7 (temp) | NEMS Math 7 (perm) | 8/25/08 |
| Nicholson, David | Kennedy Physics (temp) | Kennedy Physics (perm) | 8/25/08 |
| Phoenix, Kristin | Bucks Hill Psychologist (temp) | Bucks Hill Psychologist (perm) | 9/9/08 |
| Rebenske, Jessica | Bucks Hill Sp. Ed. K-1 (temp) | Bucks Hill Sp. Ed. K-1 (perm) | 8/25/08 |
| Rodriguez, Rachel | Carrington K (temp) | Carrington K (perm) | 8/25/08 |
| Ryan, Diane | WSMS Reading/Lang Arts | Bucks Hill/Sprague TESOL | 8/27/09 |
| Rydingsward, Christina | Wilson 4 (temp) | Wilson 4 (perm) | 8/25/08 |
| Scalo, Karla | Kingsbury 2 (temp) | Kingsbury 2 (perm) | 8/25/08 |
| Sheetz, Lucia | Driggs 3 (temp) | Driggs 3 (perm) | 8/25/08 |
| Shocki, Stephanie | Generali 2 (temp) | Generali 2 (perm) | 8/25/08 |
| Sochacki, Julie | Kennedy Rdg Specialist (temp) | Kennedy Rdg Specialist (perm) | 8/25/08 |
| Sullivan, Mariannina | Wilson 4 (temp) | Wilson 4 (perm) | 8/25/08 |
| Swigart, Mark | Kennedy Music (temp) | Kennedy Music (perm) | 8/25/08 |
| Vensel, Katie | Washington PreK (temp) | Washington PreK (perm) | 8/25/08 |

11.6 **Resignations/terminations:**

Kenney, Steven – KHS Special Education, effective 03/26/09.

11.7 **Retirements:**

Hartery, Patricia – Maloney grade 2, effective 06/30/09.

Silva, Fernando – Washington School grade 5/TVP, effective 07/01/09.

11.8. **Academic Achievements effective 03/01/09:**

| Last name | First name | From | To | College |
|-------------|------------|------------------|------------------|------------------------|
| Bell | Beth | MA+15, step 2 | 6th year, step 2 | N. England, Bridgeport |
| Berry | Polly | MA+15, step 2 | 6th year, step 2 | S.C.S.U. |
| Budd | Megan | MA, step 1 | MA+15, step 1 | Bridgeport |
| Carpentieri | Stephanie | 6th year, step 2 | 6th+15, step 2 | Bridgeport |
| Coelho | Dana | MA+15, step 2 | 6th year, step 2 | Sacred Heart, C.C.S.U. |
| Demiraj | Brunilda | BA+15, step 1 | MA, step 1 | S.C.S.U., Bridgeport |
| Gopie | Jade Lee | MA, step 3 | MA+15, step 3 | Bridgeport |
| Johnston | Jacqueline | BA+15, step 1 | MA, step 1 | Bridgeport |
| LaFrance | Andrea | BA, step 2 | BA+15, step 2 | N. England, C.C.S.U. |
| Perillo | Audra | 6th year, step 2 | 6th+15, step 2 | Phoenix |

HAYES: All in favor, opposed. New Business? Commissioner D'Angelo.

D'ANGELO: I just wanted to take an opportunity, more of a point of personal privilege than New Business, to just thank the work of two people in our administration that are in the room at the moment. The first one is Dr. Sequeira. You know I was thinking about it over the last week, all we've been through over the last several years, Dr. Sequeira, I try to make the rounds to as many places as I can whether it's during school hours or after. Almost everywhere I go he's either been there or he's there at the time and I just wanted to take a moment to thank him because he really does go above and beyond in my opinion. I know when Wallace made AYP this year he was right there on the microphone congratulating the staff and students and I know it meant a lot to them. And when we were in the paper a couple of weeks ago he supported our Board by saying, I know Dr. Sequeira doesn't always agree with this Board and this Board doesn't always agree with Dr. Sequeira but he does understand that when the majority of the Board makes a decision then that's the will of the Board and he stated that clearly when we were talking about the middle school academy in the paper a couple of weeks ago. So I just wanted to thank him and that's not, that doesn't take away anything from Dr. Snead or Anne Marie and the others; it's just something I wanted to say.

The second person is Paul Guidone. I do my best every month to put Paul through his own personal hell whether it's a reporter showing up at his door unexpectedly or . . . or Channel 3 or whatever. You know this district loses a lot of people, we lose teachers and we lose administrators and we may lose the Superintendent at some point and we get people to fill in their shoes. Sometimes, in some cases they don't fill them as well as the person who left but the school system goes on . . . Waterbury goes on. I don't know what we're gonna do when we lose Paul Guidone. He's always there for us, he's there to clean up our messes, clean up the messes of others, and do his best to put systems and procedures in place so those messes don't reoccur. And I don't think he gets nearly enough credit in my mind. So I just wanted to take a moment of personal privilege.

HAYES: Just for the record, when Dr. Snead was away Paul Guidone was sort of stuck in a firestorm. I made a point of calling him and at least thanking him late on Thursday

or late on Friday – it was a short week but it seemed like it was a long one. Anyone else under New Business? Old Business? Maybe under Old Business Commissioner D’Angelo brought up the middle school academy. Did we schedule a meeting with that yet Commissioner Flaherty-Merritt?

FLAHERTY-MERRITT: Yes, 5:00 p.m., Curriculum Committee, 30-B Church Street.

HAYES: Thank you. The Clerk duly noted it. Will we have all three middle school principals there? Now we have adjournment into executive session.

ADJOURNMENT

Upon a motion by Commissioner Stango and duly seconded by Commissioner Sweeney, it was voted unanimously to adjourn into executive session at 7:30 p.m. (until 8:15 p.m.) for discussion concerning the appointment, employment, performance, health, or dismissal of a public officer or employee.

Present: President Hayes, Commissioners D’Angelo (left at 7:45 p.m.), Flaherty-Merritt, Harvey, Pinto, Stango, Sweeney, Theriault (left at 7:45 p.m.), and White.

D’ANGELO: Under discussion. President Hayes, just a question, I know . . . discuss the eight criteria and whether we want to change the eight criteria, put more weight on one versus another, why does that need to be in executive session? Again, I really don’t care . . . we’re not going to be talking about, my understanding is we’re not talking about Dr. Snead or his performance or how we feel about him, we’re just talking about the criteria. So should the public have the right to know how we feel about the criteria?

HAYES: The reason I think it’s executive session is because it really is a negotiation. His contract states that we need to negotiate with the Superintendent any changes in the way we evaluate him. We’ve done it a couple of times, it’s not that big of a deal, and ultimately they’ll find out how we’re going to be evaluating him. But that was in Dr. Snead’s contract when he came to the City; I think we have to honor that.

D’ANGELO: This will be criteria for Dr. Snead. So in the future when we have a different Superintendent . . . this isn’t a broad superintendent...

HAYES: Maybe in the future we can say this is the criteria and then when the superintendent comes in they understand that that’s gonna be the way it is. But in Dr. Snead’s case it was negotiated with his attorney that this is how this was going to happen. We’re going into Executive Session. If someone thinks it’s not appropriate or whatever then we can talk about it and bring that back out. The motion has been made and seconded – all in favor, opposed, the meeting is adjourned.

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