

WATERBURY BOARD OF EDUCATION

MINUTES ~ SPECIAL MEETING

Friday, July 31, 2009 at 5:30 p.m.

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

PRESENT: President Hayes, Commissioners D'Angelo, Harvey, Laccone (left at 6:07 p.m.), O'Leary, Stango (left at 6:07 p.m.), Sweeney, Theriault, and White.

ABSENT: Commissioner Flaherty-Merritt.

ALSO PRESENT: Superintendent Snead, Assistant Superintendents Cullinan and Sequeira (5:43), Chief Operating Officer Paul Guidone, School Business Administrator Paul Mazzaccaro (5:47), and Attorney Maurice Mosley.

MEETING CALLED TO ORDER

President Hayes called the rescheduled meeting to order at 5:31 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 – absent. Commissioner Harvey.

HARVEY: Here

CLERK: Commissioner Laccone.

LACCONNE: Here.

CLERK: Commissioner O'Leary.

O'LEARY: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Theriault.

THERIAULT: Here.

CLERK: Commissioner White.

WHITE: Here.

CLERK: President Hayes.

HAYES: Here.

COMMUNICATIONS:

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

1. Copy of communication dated July 7, 2009 from Civil Service certifying Angela Razza for the position of Elementary School Supervisory Vice Principal.
2. Copy of a communication dated July 9, 2009 from Antonio Paulo Pinto to Mayor Jarjura resigning from the Board of Education.
3. Copy of communication dated July 13, 2009 from Civil Service certifying Julina Jaser-Petriashvili for the position of ABA Behavioral Therapist.
4. Communication dated July 13, 2009 from State Department of Education regarding Notice of Mediation and Arbitration with the Waterbury Teachers Association.

HAYES: Motion made and seconded. Any discussion?

D'ANGELO: Under discussion – when we get emails to the entire Board, does that go into the record or no?

CLERK: If I receive a copy I do put it into the record. If it comes to me as the Clerk.

HAYES: All in favor, opposed.

APPROVAL OF MINUTES:

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner White, it was voted unanimously to approve the minutes of June 1, 2009 Regular Meeting, June 8, 2009 Committee Meeting, June 8, 2009 Special Meeting, and June 15, 2009 Regular Meeting.

HAYES: There were some corrections attached. Motion made and seconded. Any discussion? Hearing none - all in favor, opposed, motion passes unanimously. Is there anyone here wishing to address the Board? Is there anyone here wishing to address the Board. Hearing none – we will move onto the Superintendent's Report.

SUPERINTENDENT: I don't have an official report tonight. I emailed each of you to keep you informed about what we're doing with professional development with our administrators this coming month. We're pretty excited about what we're doing, especially the speakers we have coming in and they're going to be at the Palace Theater, and all of our school employees will be there. We are also inviting our paraprofessionals. It's gonna be exciting so I hope you get a chance to stop by. We've got some nationally known speakers coming in to talk about what we do to make our district improvement plans and school plans work.

PRESIDENT'S COMMENTS: I just want to thank those of you who were able to make it tonight. I felt again that I needed to reschedule this; we don't have anything

else scheduled for the rest of the month, and I wanted to make sure we could get this done so we could take care of the business of getting a principal at Driggs School. And that was my motivation and I will later speak to whom my preference will be; I will recuse myself to get involved in the discussion. At this point we'll go to the Consent Calendar. Is there anyone who wants to remove anything from the Consent Calendar?

THERIAULT: Yes, I want to remove every item.

HAYES: Is there a second.

LACCONE: You don't need a second; anyone can remove anything at any time. Mr. President, I'd like to **make a motion to put 11.1 at the top of the Agenda please, so moved.**

HARVEY: **Second.**

HAYES: Motion is made and seconded to move Item 11.1 up prior to the items on the Consent Calendar. Any discussion? All in favor, opposed.

I will ask Vice President White to take over the President's Chair so I can enter into discussion on Item 11.

11. COMMITTEE ON SCHOOL PERSONNEL

11.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Hayes, it was voted, by roll call vote, to approve the appointment of Mark Levy as Elementary School Principal, Driggs School, effective August 10, 2009.

WHITE: Discussion.

D'ANGELO: As I said the other night, I cannot, for the first time in a very long time, support the Superintendent's recommendation for the principal position at Driggs School. For several reasons I will not support an outside candidate for this position at this school at this time. As one of several Driggs' teachers wrote to me today, and I think copied all the other Board members or sent it to all the other Board members wrote, Driggs will now have its third principal in the last 12 school months. I think we owe it to the school community to insure that this is not a brand new face with a brand new learning curve. As Dr. Snead told me in a recent e-mail, and I agree, it takes three to five years for a new principal to get acclimated to a new school and comfortable in that setting. We do not, and Driggs does not, have that kind of time having just lost a principal due to recent events. One of the candidates, Mrs. Phillips, has been the SVP at Driggs School for four years. She has stepped in on several occasions when this Board has needed her help and she rose to the occasion each time. She knows and understands the Driggs' community. She has been a TVP and an Acting Middle School House Principal as well. I don't know if Ms. Phillips will be a great principal or even a good principal, just as no one on this Board knows if the Superintendent's recommended candidate would be a good principal or a great principal, I think that's fair and accurate and we'd all agree on that. I know the 10 of us have always supported internal candidates whenever and wherever possible, but if we cannot support an

internal Waterbury candidate who has been the SVP at that school for four years, when can we support an internal candidate? Jan Phillips came in second a year ago when we chose to take the outside person. She came in second this time. Think about that, out of approximately 30 applicants and 16 candidates interviewed in a period of 12 months, she came in second both times and now the recommendation is to, again, not give her the opportunity that she wants, and I think, deserves. We are all so willing to take a shot at an unknown candidate over a known candidate that has been there for us when asked. It just doesn't make sense to me. We took that shot last July and in hindsight it was a mistake for several different reasons but it turned out to be a mistake. So having said that I can not support the Superintendent's recommendation and I hope the other Board members would find the opportunity to vote for Jan Philips.

STANGO: Thank you. First I'd like to apologize first, because I'll be leaving right after this vote; I'm in between venues, that's why I'm running in late, I'm gonna run out early. That's why I apologize for my casual attire, also. But anyway, once upon a time when I was more of a radical young teacher, I used to think "why don't they go outside the system for new principals? Let's shake everybody up, let's bring in some new blood, teachers are becoming much too complacent in their jobs. Let's bring a new sheriff to town, let's keep everybody on their toes." Now my feelings have changed a bit, in my opinion, in most cases, homegrown works best. I feel we should go with what we already know, go with the tried and tested in our own educational community. They know the workings of Waterbury, they know our kids, they know our families, - Waterbury is a great system. We have outstanding people; we should use what we have. This past day I have been doing some unofficial data research. Due to the time constraints of the meeting schedule, I had no time to actually verify each fact, so I may be a little off, but I believe that it's close. In the past five years or so we have hired about 21 principals and high school vice principals, 16 of those were promoted from within the district, five were hired from outside the district. Four of those five are no longer employed here. All but two of our own 16 are still on the job. In my opinion in-house is more reliable, they tend to stay around, they invest in the community. Tonight our task is to name a new principal for Driggs; Driggs is fragile, it has already gone through one administrative transitional year, now only to go through another. I feel that it is important to show consistency and longevity with any administrative team. The kids, the parents, the teaching staff deserve this; the citizens of Waterbury expect it. I am also somewhat concerned about the message we may be sending our professional staff. What are we teaching them about our progression up through the ranks of their chosen career path? This Board must not allow them to lose heart. One last thing I want to say is this – I surely appreciate the job of the Interview Committee, having sat on a few myself. And I can remember feeling put off when one of my own assessments was questioned by a colleague. Your choice may be excellent; however in my estimation, in this moment in time in going forward, it is not the right fit. As Board members there are times when voting when the brain must take a back seat to the heart. For me this is one of those times. Respectfully, I'll be voting no. Thank you Madam President.

THERIAULT: I, too, respect the job that the selection committee did, but I do think that the President of our Board is a bit micromanaging when he gets involved in many of these interview processes. Former presidents of boards would never have done this because they would have been hung out to dry by the newspaper; maybe we need to

do that. I know, occasionally, Board members have to sit in on these things but it seems like the President of our Board is in there continually micromanaging the system.

HAYES: Madam President, can we please stick to the topic we're supposed to be discussing, the principal position?

THERIAULT: Yea, we're talking about the interview process and you were one of the interviewers, right President Hayes?

HAYES: You're talking about other things, that's my point.

THERIAULT: That's part of the process; you were one of the interviewers.

WHITE: Out of order, out of order. Continue and stay with the subject please Commissioner Theriault.

THERIAULT: My point is, I have a couple of questions to ask here, first of all, were additional interviews given to any of the candidates? One. Two, were there additional meetings and negotiations with any of the candidates? Was there any preference given to any of those candidates? We know that one of the candidates here did help us out several times and did a relatively good job. And yet we're willing to go around the inside candidate and go to the outside candidate. As Commissioner Stango so eloquently stated, outside individuals seem to have a tough time here. I can remember going all the way back to Mr. Borelli when we had outside candidates, as a footnote, didn't work out. We've always said to individuals, substitutes, teachers, administrators, you know we're gonna give you a leg up if you help us out and yet the candidate that helped us out we give them a lead weight and throw them overboard and wish them good luck. I think it's unfortunate that we do this, and I think it's unfortunate that this Board tries to be so bipartisan all the time on minutia, but when it comes to important things such as this, we become very, very political and we put the D's and the R's and the I's in front of our names. So I'll be voting my conscience when the vote comes to the person that's recommended and I hope the other Board members will do the same, thank you.

HAYES: Just to address this particular situation. Contractually the President, Superintendent, and another member of Central Office are the ones who conduct the interviews, that's what we did this time. All other Board members are invited. I know at times it's hard for everyone to get there but, in this case, Commissioner O'Leary was there as well. I always wrestle, I don't normally wrestle with the inside versus the outside, I always go for the person on the inside if I feel that we don't have someone else that separates themselves. You know all things being equal; I definitely go with the person that we know. In this case we went through the interview process, each of us that were there felt that we had an opportunity to get a gentleman Mr. Mark Levy who is the candidate this evening. He comes from a school district, Hartford, where they face so many of the same type of issues that we face here in Waterbury and at Driggs School, in particular. The demographics of the school are similar if not mirroring the Driggs' demographics. The Superintendent gives him rave reviews. The principal that he worked for, again, hate to lose him. Now we know this Board, I may have been even a part of it near the end with the previous superintendent, and it happens a lot where people go around giving our great recommendations for people they want to get rid of. But we know in Hartford they're having problems with their budget, the Superintendent

told Dr. Snead that, in fact, he would have been in a position to move up, but because of their budget constraints unfortunately they couldn't do that. Again, moving through the ranks, we've done so many people again this year; we moved Patty Frageau over to Brooklyn, replaced her with an inside candidate from Tinker. We had a pool of applicants that really only had one local person that we were able to interview, that was Ms. Phillips, and I do appreciate all her years of service but, again, not everybody is in the right position at the right time for the right job and I don't think that this is the time where we need to simply move someone forward because they've been in the system for awhile.

Just in response to Commissioner Theriault, the D's, R's and I's, I don't think had anything to do with this. Again, those of us who were there strongly felt that Mr. Levy could do a wonderful job for us. As far as any negotiations, what I asked of Dr. Snead, there was no negotiations, there was no interviews, it was simply to make him aware of the fact that he'd be taking a pay cut and I wasn't going to recommend him and we weren't going to recommend him if he wasn't willing to do that. We believe he's willing to do that. If it turns out that he doesn't then we're going to get back into the process. But the fact of the matter is we've got someone who has a number of years experience with our type of kids. He has, again, great recommendations from the people he worked with; they don't want him to leave. Final remark I want to make with regard to the mistake, I too am sensitive to the fact Driggs has gone through, now it will be their third principal in three years. Again, we brought someone in from the outside and the mistake was, in my opinion, wasn't in hiring the person we hired, it was with regard to his availability to us that was ultimately taken away, we believe that he could have stayed there longer. And we expected and through the interview process it was clearly stated to all of our people we would expect them to make a commitment, found out if they really knew what Driggs School was all about, and again to me those are just typical kinds of questions that we need to ask for, especially an important position like Driggs. Unfortunately Driggs didn't have a lot of internal people that applied. Maybe there's some people who want to stay in where they were hoping that in some time they'd be able to rise to the ranks at the same place they were, but I do believe there are other qualified internal candidates that didn't apply which, again, is another problem for us because of the challenge I think that maybe some people who don't want to necessarily start there because that may ultimately bring them down for any future thing. I think most people like to sort of start out at a job where it's already set up and there's not these problems. But again, Mr. Levy is aware of the situation, he's aware of the amount of money that's available to him and I will support him because I believe he is the best person for that job at that time. Thank you Madam President.

SWEENEY: I'm gonna stray just a tiny little bit and thank everyone who rearranged their schedules to be here tonight and to thank the families of all those people, including my husband who I know is not happy that we had to put aside plans to be here. With that said, I had some issue with what I thought was a stray from the process that I thought was inappropriate. I have strong sense of ties to our internal candidates, I think our people work very hard and that they deserve a shot. So some of that plays into it. I have some concerns about many of the resumes, not just the top three that I saw but all seven of the resumes that were originally posted. I had concerns about many of them. And so I will take that and I have processed it and I have made my decision and that will be my vote. I will not take any flack or give anyone any flack for any decision they make. I don't think I deserve it and I don't think anybody else deserves it. Thank you.

HAYES: There was one thing I left out, I could wait until others speak if you'd like.

WHITE: This is not going to turn into a debate.

HAYES: That's not my intention at all.

WHITE: We will allow a second comment and if you haven't spoken before, then we'll move the question and take a vote.

O'LEARY: I, being the new kid on the block, am quite fascinated by all this but I will tell you, I respect each of you here for voicing your opinions, and I along with most of you apparently always in favor of internal candidates. However, and I demonstrated that throughout my career here with the City over and over again, but when you only have one internal candidate who applies for a position, it's very troubling for me. Very, very troubling to me. And you know I got to tell you that I'm bothered by that and being the new kid on the block, I'm gonna try to learn as much as I can about why there is only one internal candidate who applied for this position so that possibly we don't have to deal with this type of decision in the future. However, that said, I respect our School Superintendent, I think that he is the most qualified person to make a recommendation for who should be the next principal at Driggs and with only one internal candidate, there's not a lot of wiggle room here. The Superintendent clearly has chosen Mark Levy and I believe very strongly that the Superintendent knows who should be the principal of this school which is a challenge school, a difficult school, he certainly understands the fact that there's been a lot of movement up there over the last three years but I have to, and it's got nothing to do with politics – the D's, R's, or I's, I have to respect the Superintendent's choice. Thank you.

HARVEY: I'd just like to briefly state that as Commissioner O'Leary has stated, we had a selection committee, an interview committee, and generally we go along with those recommendations. I respect everything that has been said here but I'm looking for the most qualified candidate. The Interview Committee stated that they have selected the most qualified candidate. I think our children deserve the most qualified candidate. Not to return a favor, but for the qualified candidate. Some other things I'm looking at and this is really what I look at when I consider a candidate, and that is the demographics of the school and our Interview Committee has stated that this candidate will be able to hit the ground running because he comes from a familiar background. I'm also looking at the fact, Commissioners, that over 70% of the student population are minorities. I'm really looking at that. It just so happens, although this was not part of what the considerations were, he is not only a qualified candidate, he is an African-American candidate, he is a role model, so that weighed heavily on my vote. So one other thing, I rely on the input of the taxpayers and I received input regarding the second in line, or the person that came in second and it was "don't let that happen" . . .

D'ANGELO: Madam President, that's out of line.

HARVEY: I'm sorry, I'll repeal that, but that what input I received. I'm sorry if it's out of line but that's what I received. So therefore I will be voting for Mark Levy. Thank you.

D'ANGELO: I apologize to the candidate that's in the room that had to hear that, first about the race issue which seems to come up time and time again in this room for some reason, and then to berate a City employee and tell them you've heard negative things about them. I've been on the Board 12 years and I've never ever heard anything like that. But I guess I'll consider the source in this case. Madam President, we talked a little bit about process and mistakes and I just want to make one quick point. The last principal we had I think was a mistake for a couple of reasons, okay, and they're my reasons. But the mistakes that we made were we went on the recommendation from Central Office that the retirement issue was okay and we were allowed to do that and the person could stay for five or six years. That was the first mistake because that information was inaccurate. The second mistake is we were told by either the person or the people we called to do our background check that the school he was working at went out of business, it closed – that was inaccurate. It's still open to this day and functioning very well with the new principal. So those were two of the mistakes that we made. You talk about process, Commissioner Theriault was asked if this candidate was brought back for a second meeting, that disturbs me, if it was and the others were not. We either have a process and we apply it uniformly to all the candidates or we don't. Even if a candidate is going to be the Superintendent's or the Committee's recommendation, I don't feel that background checks and calling people and seeing what you think of them is adequate if you're not going to do it for the other two. And the reason I say that is because, as Commissioner Harvey stated, the 10 of us make the decision on who to hire. We normally go with the Superintendent's recommendation but when we walk into this room on a Monday night normally, we don't know which of the three we're gonna hire until we walk out, and I think to give one, I don't want to say preferential treatment, but different process than you give the other two, is a disservice to the 10 of us because you know Dr. Snead or anyone else could say I called their Superintendent and they have nothing but great things to say and that's fine but we can't, we don't know the person, we know our internal candidates and we know their pluses and we know their minuses, but all we hear about the outside people is how wonderful they are. And I'd be willing to be that if you worked side by side with someone for 20 years, you may have a lot of good things to say, but you may also have some negative things to say. But we don't have the luxury of knowing those things because it's an outside person and I think that's why you have to keep the process fair. That's my only comment.

HAYES: As I stated, I'm not going to get into debate, I just wanted to clarify again, it wasn't a second interview, it was simply to ask the question if you're aware of the pay and would be willing to go for that pay before we recommend. The other point I want to make, in response to Commissioner Sweeney and to others, I don't know, there is no flack to be received by anybody who votes their conscience and I know that's what you guys are doing, that may be voting against it. I respect all the work that you do; I understand how troubling this situation is. We did have the whole month, if we didn't get something done as soon as possible, I just thought it was important that whoever we selected had a chance for a month to get acclimated and for the staff and those that work there, and the students know that they got a principal. I went through that at Chase School, went through about four or five principals while my kid were there and it was troubling. So I wanted to move as soon as we could on that. Lastly, I expect, and I know that everyone here will support whoever ultimately is the principal there because we know that we need to have a successful operation going on at that school for the students that are there. And lastly, I'd like to send special thanks to Vice President

White, now Acting Chair, and wish her happy anniversary, it's her 55th anniversary. I want to thank you for taking the time.

WHITE: That is not relative to the question but thank you.

O'LEARY: To clarify any confusion since I was there for the interviews. Clearly at the commencement of the interviews the panel had unanimously agreed that Mark Levy was the top candidate and it was actually myself that noticed the difference in pay and I asked President Hayes to just verify that Mr. Levy would understand that he was taking a pay cut to come here to Waterbury. So Dr. Snead and President Hayes agreed that they were going to call him just to make sure, because no one wanted to present a candidate that didn't have the full understanding. Obviously he should have known that but let's be honest, you have to be sure. And lastly, I did not take any of Commissioner Harvey's remarks as race related; she was simply pointing out and very accurately pointing out that there's 70% population at Driggs School that are minorities and she was simply pointing out that Mark Levy is a minority, and Mark Levy, because he is a minority, will reflect well with the 70% of the minority population of Driggs School. I didn't take it any other way than that. And quite frankly in my world of law enforcement you always try to have your employees reflect the community that you serve and I think that's what Commissioner Harvey's remarks were meant for and I don't think any other opinion is valid, I think clearly that she's accurate in her assessment. Thank you.

WHITE: Thank you for the clarification Commissioner O'Leary.

D'ANGELO: Just one final comment. Just, I wanted to bring it to everyone's attention on the Board that the makeup of the students of the City of Waterbury is 70% minority – every school in total.

WHITE: Thank you.

HARVEY: Can we move the question, call the question.

WHITE: We will have a roll call vote.

ROLL CALL VOTE:

Yeas: Commissioners Harvey, Laccone, O'Leary, White, and President Hayes - 5

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

CLERK: Five/four – motion passes.

WHITE: It has been approved. With the approval of the Committee on School Personnel, Mark Levy has been appointed Principal at Driggs School. I'll vacate the Chair.

LACCONE: I had prior commitments so I'm going to have to leave, I apologize.

(Note: Commissioner Stango left at this point also – 6:07 p.m.)

9. CONSENT CALENDAR

All items were removed from the Consent Calendar.

10. ITEMS REMOVED FROM CONSENT

- 9.1 Upon a motion by Commissioner White and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the Department of Education's updated Organizational Chart.**

HAYES: Motion is made and seconded. Any discussion? Hearing none – all in favor, opposed. Motion passed unanimously.

- 9.2 Upon a motion by Commissioner O'Leary and duly seconded by Commissioner Harvey, it was voted unanimously to approve transfers in the 2008-09 budget totaling \$71,000, as attached.**

HAYES: Motion is made and seconded. Is there any discussion? Hearing none – all in favor, opposed. Motion passed unanimously.

- 9.3 Upon a motion by Commissioner O'Leary and duly seconded by Commissioner Harvey, it was voted unanimously to approve of a License Agreement with SWIS and CICO-SWIS to provide a web-based information system for school personnel.**

HAYES: Motion is made and seconded. Any discussion? Hearing none – all in favor, opposed. Motion passed unanimously.

- 9.4 Upon a motion by Commissioner Harvey and duly seconded by Commissioner White, with Commissioner Theriault voting "no", it was voted to approve the job specifications for and new position of Maloney Magnet School Grant Coordinator.**

HAYES: Motion made and seconded. Any discussion? Commissioner Theriault.

THERIAULT: As I said at the Workshop, we're creating quite a bureaucracy in our magnet schools because they have this Operating Grant and I suspect that next year that Operating Grant will be severely cut by the State. I think some of these situations that individuals are working on and the additional help that they get is administrative, it's a nice thing to do, it's a nice perk to have, but I'll be voting no because of the bureaucracy it creates and the possibility these jobs might have to be eliminated next year.

HAYES: Any further discussion? Hearing none – all in favor, opposed, motion passes.

- 9.5 Upon a motion by Commissioner White and duly seconded by Commissioner Sweeney, it was voted unanimously to approve of an Energy Efficiency Services Letter of Agreement with Connecticut Light and Power for Duggan School.**

HAYES: Motion is made and seconded. Any discussion? Hearing none – all in favor, opposed. Motion passed unanimously.

9.6 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve that permission be granted to the following for use of school facilities school organizations and/or City Departments.

HAYES: Motion is made and seconded. Any discussion? Hearing none – all in favor, opposed. Motion passed unanimously.

9.7 Upon a motion by Commissioner Harvey and duly seconded by Commissioner White, it was voted unanimously to approve that permission be granted to the following for use of school facilities by outside organizations/waiver requests.

HAYES: Motion is made and seconded. Is there any discussion? Hearing none – all in favor, opposed. Motion passed unanimously.

12. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner O'Leary and duly seconded by Commissioner Sweeney, it was voted unanimously to receive and place on file items 12.1 through 12.7, as listed:

12.1 Athletic appointments effective immediately:

Cheske, Winfield – Assistant Football Coach, KHS.

12.2 Appointments:

Razza, Angela – SVP, Bucks Hill School, effective August 10, 2009.

12.3 Grant funded appointments effective August 27, 2009:

Chaifetz, Chaya – Substitute Teacher Assistant, ECEP, \$66.92/per day.

Diaz, Keyshla – Substitute Teacher Assistant, ECEP, \$66.92/per day.

Lifrieri, Catherine – Teacher Assistant, Early Childhood Education Program, 10 month SEIU position, 35 hours p/wk, \$9.56 p/hr with benefits.

Negron, Arelis – Substitute Teacher Assistant, ECEP, \$66.92/per day.

Thornton, Stacey – Substitute Teacher Assistant, ECEP, \$66.92/per day.

12.4 Resignations/Terminations:

Acevedo, Navine – Physical Education Teacher, WMS, June 30, 2009.

Baughn, Diane – Special Education Teacher, KHS, effective June 30, 2009.

Blazys, Deborah – Allied Health Teacher, CHS, effective July 13, 2009.

Delbuono, Patricia – Grade 2 Teacher, Brooklyn, effective July 7, 2009.

Maddock, Charlene – Teacher, effective August 22, 2009.

Saavedra, Julian – 7th Grade SS, WSMS, effective July 15, 2009.

12.5 Retirements:

Caetano, Susan – Grade 2 Teacher, Chase, effective July 31, 2009.

Chauncey, Christine – SVP, Walsh, effective July 1, 2009.

Serret, Karen – Bilingual Reading Teacher, Chase, effective July 1, 2009.

12.6. Leave of Absence:

Gotibowski, Desiree – 7th Grade Science Teacher, WSMS, requesting an unpaid childrearing leave of absence for the 2009-10 school year.

12.7 Adult Education appointments effective 8/24/09:

NAME		POSITION	HOURS/RATE
ADMINISTRATOR/AM PROGRAM			
Sica	Alan	Acting Substitute Principal	As needed
ADULT HIGH SCHOOL CREDIT DIPLOMA/AM PROGRAM			
Barone	Stephen	HSD Instructor	25 hours p/week @ \$29.00 p/hour
DeBiase	Janette	HSD Instructor	20 hours p/week @ \$29.00 p/hour
Goggins	Daniel	Substitute	As needed @ \$24.00 p/hour
Halloran	David	Substitute	As needed @ \$29.00 p/hour
Harper	James	HSD Instructor	20 hours p/week @ \$29.00 p/hour
Harper	Julia	HSD Instructor	20 hours p/week @ \$29.00 p/hour
McDonald	Denise	HSD Instructor	15 hours p/week @ \$29.00 p/hour
Murray	Diana	Substitute	As needed @ \$24.00 p/hour
Parsons	Lawrence	HSD Instructor	25 hours p/week @ \$24.00 p/hour
Plourde	Michael	Substitute	As needed @ \$24.00 p/hour
Reilly	John	CPP Instructor	30 hours p/week @ \$29.00 p/hour
Riemer	Wayne	HSD Instructor	20 hours p/week @ \$29.00 p/hour
Skehan	Thomas	HSD Instructor	20 hours p/week @ \$29.00 p/hour
Sullivan	Joan	Substitute	As needed @ \$29.00 p/hour
ADULT BASIC EDUCATION (ABE)/AM PROGRAM			
Bala	Elona	ABE Instructor	20 hours p/week @ \$29.00 p/hour
Barbieri	Stephen	ABE Instructor	25 hours p/week @ \$29.00 p/hour
Chasse	Jenny	ABE Instructor	20 hours p/week @ \$29.00 p/hour
Guerrero	Joanne	ABE Instructor	20 hours p/week @ \$29.00 p/hour
Monaco	Roxanne	ABE/GED Facilitator/Instructor	35 hours p/week @ \$29.00 p/hour
Salvestrini	John	Substitute	As needed @ \$29.00 p/hour
GENERAL EDUCATION DEVELOPMENT (GED)/AM PROGRAM			
Aldarondo	David	Spanish GED Instructor	20 hours p/week @ \$24.00 p/hour
Monroe	James	English GED Instructor	20 hours p/week @ \$29.00 p/hour
GUIDANCE STAFF/AM PROGRAM			
Clifford	Thomas	Substitute	As needed @ \$29.00 p/hour
Dawson	Patricia	School Counselor	23 hours p/week @ \$29.00 p/hour
Gorman	Virginia	School Counselor	20 hours p/week @ \$29.00 p/hour
Rodriguez	Monica	School Counselor	20 hours p/week @ \$29.00 p/hour
Maschi	Suzette	School Counselor	20 hours p/week @ \$29.00 p/hour
Velez	Michelle	AM Guidance Clerical	30 hours p/week @ \$14.00 p/hour
ENGLISH AS A SECOND LANGUAGE (ESL)/AM PROGRAM			
Calabro	Richard	Intermediate ESL Instructor	15 hours p/week @ \$29.00 p/hour
Cuevas	Jeanette	Substitute	As needed @ \$24.00 p/hour
DeBlasio	Gary	Intermediate ESL Instructor	15 hours p/week @ \$29.00 p/hour

Gervase	Robert	Facilitator	35 hours p/week @ \$29.00 p/hour
Kerzner	Sheila	Beginning ESL Instructor	15 hours p/week @ \$29.00 p/hour
Magidina	Liliya	Intermediate ESL Instructor	15 hours p/week @ \$29.00 p/hour
Macharelli	Patricia	ESL Data Entry Clerk	20 hours p/week @ \$19.00 p/hour
Morales	Maria	La Casa Bienvenida ESL Instructor	8 hours p/week @ \$24.00 p/hour
Norris	Jon	Beginning ESL Instructor	15 hours p/week @ \$24.00 p/hour
Perrella, Sr.	Frank	Advanced ESL Instructor NOW Building, St. Mary's	15 hours p/week @ \$29.00 p/hour
Salgado	Roberto	Hospital, ESL Instructor	25 hours p/week @ \$29.00 p/hour

DISTANCE LEARNING/AM & PM PROGRAM

Brough	Karen	Algebra 1A & 1B Instructor	10 hours p/week @ \$29.00 p/hour
DeBonis	Michael	US History I/World Cultures	10 hours p/week @ \$29.00 p/hour
Magidina	Liliya	English Instructor	5 hours p/week @ \$29.00 p/hour
Santoro	Joseph	Tech Support	10 hours p/week @ \$24.00 p/hour
Sica	Alan	Civics/US History I Instructor	10 hours p/week @ \$29.00 p/hour
Veneziano	Ellen	General Math 1A & 1B Instructor	10 hours p/week @ \$29.00 p/hour

EDUCATIONAL AIDES/AM PROGRAM

Booker	Cicero	ESL Aide NOW/OIC	12 hours p/week @ \$21.50 p/hour
Cotto	Carmen	ESL Aide	20 hours p/week @ \$21.50 p/hour
Galvin	Cynthia	Curriculum Packet Program	30 hours p/week @ \$21.50 p/hour
Gray	Derrick	ABE Aide	20 hours p/week @ \$21.50 p/hour
Gonillo	Salvatore	Resource Room	20 hours p/week @ \$21.50 p/hour
Gonillo	Salvatore	CCS & Pre GED Testing	20 hours p/week @ \$21.50 p/hour
Nonamaker	Kim	ABE Aide	20 hours p/week @ \$21.50 p/hour
Poulter	Patricia	ABE Aide	20 hours p/week @ \$21.50 p/hour
Scatena	Anthony	ABE Aide	20 hours p/week @ \$21.50 p/hour
Zappone	John	Resource/Attendance Room	25 hours p/week @ \$21.50 p/hour

OTHERS/AM & PM PROGRAM

Basile	David	CARS Facilitator	10 hours p/week @ \$29.00 p/hour
Bond	Troy	Security	30 hours p/week @ \$20.00 p/hour
Morrison	Terrance	Attendance Counselor	30 hours p/week @ \$29.00 p/hour
Russo	Mary	Bookroom Aide	30 hours p/week @ \$12.00 p/hour
Santoro	Joseph	Computer Analyst	30 hours p/week @ \$24.00 p/hour

GED EXAMINATION

Bacik	Madelein	Alternate Examiner/Proctor	11 hours p/session @ \$15.00 p/hour
Bala	Elona	Proctor	8 hours p/session @ \$11.00 p/hour
Cotto	Carmen	Proctor	8 hours p/session @ \$11.00 p/hour
Gonillo	Salvatore	Chief GED Examiner	11 hours p/session @ \$21.50 p/hour
Russo	Mary	Proctor	8 hours p/session @ \$11.00 p/hour

CLERICAL

Bacik	Madelein	PM Receptionist	10 hours p/week @ \$21.43 p/hour
Feliciano	Denise	Guidance/ESL/HSD	As needed @ \$11.00 p/hour
Galullo	Patricia	PM Receptionist	5 hours p/week @ \$18.82 p/hour
Morales	Mildred	PM Clerical	5 hours p/week @ \$16.46 p/hour

STATE MANDATED WRITING SAMPLE EXAMINERS (as needed)

Harper	Julia	Writing Examiner	3 hours p/week @ \$29.00 p/hour
Magidina	Liliya	Writing Examiner	3 hours p/week @ \$29.00 p/hour
McDonald	Denise	Writing Examiner	3 hours p/week @ \$29.00 p/hour
Reilly	John	State Contact Writing Examiner	6 hours p/week @ \$29.00 p/hour

TECHNICAL TRAINING CENTER STAFF/AM & PM PROGRAM (Rotation Schedule)

Auger	Nelson	Tech Center Instructor	20 hours p/week @ \$29.00 p/hour
Cavallo	Anthony	Tech Center Custodian	18 hours p/week @ \$10.00 p/hour
Dias	Mario	Tech Center Instructor	20 hours p/week @ \$29.00 p/hour
Halloran	David	Substitute	As needed @ \$29.00 p/hour
Mazzamauro	Joseph	Tech Center Instructor	20 hours p/week @ \$29.00 p/hour
Sorcinelli	Fred	Tech Center Aide	35 hours p/week @ \$12.00 p/hour
Zello	Frank	Tech Center Instructor	20 hours p/week @ \$29.00 p/hour

CUSTODIAL STAFF/AM PROGRAM

Austin-Scott	Alexander	Security/Custodial Aide	20 hours p/week @ \$10.00 p/hour
Gjonbalaj	Husein	Security/Custodial Aide	35 hours p/week @ \$10.00 p/hour
Iasevoli	Peter	Head Custodian	35 hours p/week @ \$15.50 p/hour

ADMINISTRATOR/PM PROGRAM

Drewry	Paul	PM Principal	20 hours p/week @ \$35.00 p/hour
Musto	Antonio	Substitute	As needed @ \$35.00 p/hour

ADULT HIGH SCHOOL CREDIT DIPLOMA/PM PROGRAM

Addona	Marylou	Social Studies Instructor	6 hours p/week @ \$29.00 p/hour
Bugajewski	Katy	Fundamentals of Writing	6 hours p/week @ \$29.00 p/hour
Byron	Raymond	Consumer Math	6 hours p/week @ \$29.00 p/hour
Clark	Stacy	U.S. History II	6 hours p/week @ \$29.00 p/hour
Cumbo	Elena	CPP Instructor	12 hours p/week @ \$29.00 p/hour
Dawson	Kathryn	Substitute	As needed @ \$29.00 p/hour
DeBonis	Michael	Civics Instructor	6 hours p/week @ \$29.00 p/hour
Epstein	Harold	Computer Instructor	6 hours p/week @ \$29.00 p/hour
Guerrera	Glenn	Substitute	As needed @ \$24.00 p/hour
Leogrande	Catherine	English Instructor	6 hours p/week @ \$29.00 p/hour
Linskey	Tara	Health & Disease Instructor	6 hours p/week @ \$29.00 p/hour
McAloon	Jennifer	General Science Instructor	6 hours p/week @ \$29.00 p/hour
McCasland	Peter	Substitute	As needed @ \$29.00 p/hour
Mobilio	James	World Cultures II Instructor	6 hours p/week @ \$29.00 p/hour
Moreau	Margaret	General Math	6 hours p/week @ \$29.00 p/hour
Pantoni	Dino	Basic Grammar/Vocabulary	6 hours p/week @ \$29.00 p/hour
Plourde	Michael	Substitute	As needed @ \$24.00 p/hour
Rossi	Stephen	English Instructor	6 hours p/week @ \$29.00 p/hour
Samolis	Victoria	Computer Instructor	6 hours p/week @ \$29.00 p/hour
Shea	Thomas	Substitute	As needed @ \$29.00 p/hour
Spring	Frank	Math Instructor	6 hours p/week @ \$29.00 p/hour
Veneziano	Ellen	Pre Algebra	6 hours p/week @ \$29.00 p/hour

GUIDANCE STAFF/PM PROGRAM

Basile	David	School Counselor	6 hours p/week @ \$29.00 p/hour
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Gonzalez	Lurdes	School Counselor	6 hours p/week @ \$29.00 p/hour
Jordan	Ellen	School Counselor	6 hours p/week @ \$29.00 p/hour
Ortiz	Jennifer	School Counselor	6 hours p/week @ \$29.00 p/hour

ADULT BASIC EDUCATION (ABE)/PM PROGRAM

Agostine	Nina	ABE Instructor	6 hours p/week @ \$29.00 p/hour
Bala	Elona	Substitute	As needed @ \$29.00 p/hour
Baranowski	Judith	ABE Instructor	6 hours p/week @ \$29.00 p/hour
Barbieri	Stephen	Substitute	As needed @ \$29.00 p/hour
Coughlin	Timothy	ABE Instructor	6 hours p/week @ \$29.00 p/hour
D'Agostino	Anthony	ABE Instructor	6 hours p/week @ \$29.00 p/hour
Hollye	Krista	ABE Instructor	6 hours p/week @ \$29.00 p/hour
Guerrero	Joanne	Substitute	As needed @ \$29.00 p/hour
Margiotta	Lysa	Substitute	As needed @ \$29.00 p/hour
Monaco	Roxanne	ABE/GED Facilitator/Instructor	12 hours p/week @ \$29.00 p/hour
Muro	Nancy	ABE Instructor	6 hours p/week @ \$29.00 p/hour
Pesce	Maria	ABE Instructor	6 hours p/week @ \$29.00 p/hour
Salvestrini	John	Substitute	As needed @ \$29.00 p/hour
Zappone	Evette	ABE Instructor	6 hours p/week @ \$29.00 p/hour

GENERAL EDUCATION DEVELOPMENT (GED)/PM PROGRAM

Aldarondo	David	Spanish GED Instructor	6 hours p/week @ \$24.00 p/hour
Monroe	James	GED Instructor	6 hours p/week @ \$29.00 p/hour
Mottillo	Sabrina	GED Instructor/Pre GED Testing	9 hours p/week @ \$29.00 p/hour
Trocolla-Vargas	Lillian	Spanish GED Instructor	6 hours p/week @ \$2900 p/hour

ENGLISH AS A SECOND LANGUAGE (ESL)/PM PROGRAM

Aucella	Laurence	ESL Counselor	12 hours p/week @ \$29.00 p/hour
Bambus	Dolores	ESL Instructor	6 hours p/week @ \$29.00 p/hour
Calabro	Richard	ESL Instructor	12 hours p/week @ \$29.00 p/hour
Cuevas	Jeanette	ESL Instructor	6 hours p/week @ \$24.00 p/hour
DeBiase	Janette	ESL Instructor	12 hours p/week @ \$29.00 p/hour
DeBlasio	Gary	ESL/Citizenship Instructor	12 hours p/week @ \$29.00 p/hour
Febles	Maria	ESL Instructor	6 hours p/week @ \$29.00 p/hour
Magidina	Liliya	ESL Instructor	6 hours p/week @ \$29.00 p/hour
Martinez	Mildred	ESL Instructor	12 hours p/week @ \$29.00 p/hour
Powell	Joanne	ESL Instructor	12 hours p/week @ \$29.00 p/hour
Salgado	Roberto	ESL Instructor	12 hours p/week @ \$29.00 p/hour
Scurssso	Laurie	ESL Instructor	12 hours p/week @ \$29.00 p/hour
Soto	Denise	Substitute	As needed @ \$29.00 p/hour

EDUCATIONAL AIDES/PM PROGRAM

Cotto	Carmen	ABE Aide	12 hours p/week @ \$21.50 p/hour
Zappone	John	ABE Aide	12 hours p/week @ \$21.50 p/hour

SECURITY/PM PROGRAM

Latham	Ryan	Security	16 hours p/week @ \$20.00 p/hour
Nieves	Charlie	Security	16 hours p/week @ \$20.00 p/hour

CUSTODIAL STAFF/PM PROGRAM

Evon	Randy	Security/Custodial Aide	35 hours p/week @ \$12.00 p/hour
Markure	Andy	Security/Custodial Aide	20 hours p/week @ \$10.00 p/hour
Martinelli	David	Bookroom Aide	14 hours p/week @ \$12.00 p/hour

ESL CAREER DEVELOPMENT PROGRAM (CDP) – PIP GRANT

Calabro	Richard	Instructor	10 hours p/week @ \$29.00 p/hour
DeBlasio	Gary	Substitute	As needed @ \$29.00 p/hour
Magidina	Liliya	Instructor	5 hours p/week @ \$29.00 p/hour
McCasland	Peter	Instructor	2 hours p/week @ \$29.00 p/hour
Norris	Jon	Instructor	5 hours p/week @ \$24.00 p/hour
Perrella	Frank	Instructor	5 hours p/week @ \$29.00 p/hour
Reilly	John	Program Coordinator	15 hours p/week @ \$29.00 p/hour
Scurso	Laurie	Instructor	6 hours p/week @ \$29.00 p/hour
Felton	Tanya	Clerical	2 hour p/week @ \$15.51 p/hour

INDUSTRY CONCEPT EDUCATION (ICE) – PIP GRANT

Gervase	Robert	Instructor	1 hour p/wk as needed @ \$29.00 p/hr
Kerzner	Sheila	Instructor	6 hours p/week @ \$29.00 p/hour
Magidina	Liliya	Instructor	8 hours p/week @ \$29.00 p/hour
Martins	Marianne	Instructor	8 hours p/week @ \$29.00 p/hour
McCasland	Maureen	Coordinator/Counselor	12 hours p/week @ \$29.00 p/hour
Salgado	Roberto	Instructor	5 hours p/week @ \$29.00 p/hour
Scurso	Laurie	Instructor	8 hours p/week @ \$29.00 p/hour

NON-MANDATED PROGRAMS STARTING SEPTEMBER 14, 2009:

Arsennault	Danny	Origemi	2 hours p/week @ \$24.00 p/hour
Ashe	Jan	Quilting	8 hours p/week @ \$24.00 p/hour
Bana	Debra	Weight Loss Awareness	1.5 hours p/week @ \$24.00 p/hour
Berchonak	June	Substitute (C.N.A.)	As needed @ \$29.00 p/hour
Betts	Albert	Stained Glass	2 hours p/week @ \$24.00 p/hour
Bondelloni	Barbara	Intro to Sign Language	1.5 hours p/week @ \$24.00 p/hour
Bonvicini	Pio	Opera	2 hours p/week @ \$24.00 p/hour
Bond	Troy	Martial Arts	2 hours p/week @ \$24.00 p/hour
Caputo	Judith	Real Estate Principles & Practices	6 hours p/week @ \$29.00 p/hour
Church	Mark	Securities/Investment	6 hours p/week @ \$24.00 p/hour
Colella	Charles	Phlebotomy Instructor	28 hours p/week @ \$29.00 p/hour
Collins	Jack	Start and Run a Small Business	2 hours p/week @ \$24.00 p/hour
Coutu	Dave	Lawn Care	2 hours p/week @ \$24.00 p/hour
Dahl	Patricia	Art	7.5 hours p/week @ \$24.00 p/hour
Dwyer	Katherine	Piano	2 hours p/week @ \$24.00 p/hour
Ferrucci	John	Cooking	2.5 hours p/week @ \$29.00 p/hour
Forte	Rose	Everyday Italian Cuisine	3 hours p/week @ \$24.00 p/hour
Gervase	Robert	C.N.A. Coordinator	10 hours p/week @ \$29.00 p/hour
Gloudenis	Mary	Chair Caning	2 hours p/week @ \$24.00 p/hour
Guerrera	Robert	Qualified Food Operator Training	2 hours p/week @ \$24.00 p/hour
Iannicelli	Jessica	Substitute (C.N.A.)	As needed @ \$29.00 p/hour
LeClerc	Leon	Computers	5 hours p/week @ \$24.00 p/hour
Lew	Hollye	CNA	15 hours p/week @ \$29.00 p/hour
Ligi	Richard	Substitute Phlebotomy Instructor	As needed @ \$29.00 p/hour
Little	Kelly	Know the Law	2 hours p/week @ \$24.00 p/hour

Mastracchio	Janet	Tap Dancing	2 hours p/week @ \$24.00 p/hour
McCasland	Donald	Phlebotomy Coordinator	10 hours p/week @ \$24.00 p/hour
Miller-Jaynes	Betty	CPR	3 hours p/week @ \$24.00 p/hour
Milo	Jennifer	Basic Excel	1.5 hours p/week @ \$24.00 p/hour
Mirabillo	Maria	Cooking	4.5 hours p/week @ \$24.00 p/hour
Muriente	Carmen	Spanish	4 hours p/week @ \$24.00 p/hour
Nelson	Craig	Budget/Debt Elimination	1.5 hours p/week @ \$24.00 p/hour
Norris	Marie	French I	2 hours p/week @ \$24.00 p/hour
Parsons	Lawrence	Gourmet/Italian Cooking	4 hours p/week @ \$24.00 p/hour
Perrella, Jr.	Frank	Computer Literacy for Seniors	4 hours p/week @ \$24.00 p/hour
Pratt	Nancy	Beautiful Skin	3 hours p/week @ \$24.00 p/hour
Rado	David	Casino Games	2.5 hours p/week @ \$24.00 p/hour
Rodriguez	Jeffrey	Business	1.5 hours p/week @ \$24.00 p/hour
Seabury	Joan	CNA	9 hours p/week @ \$29.00 p/hour
Sholtes	Ann Marie	Photo Albums	2 hours p/week @ \$24.00 p/hour
Vigliotti	Maria	Italian I & II	4 hours p/week @ \$24.00 p/hour
Zaccharia	James	Swing Dance	2 hours p/week @ \$24.00 p/hour

HAYES: Motion is made and seconded. All in favor, opposed. Anything under New Business?

D'ANGELO: I guess I want to talk real quickly about what Commissioner O'Leary said in regards to Commissioner Harvey's comments and my comments. If I need to apologize to Commissioner Harvey for implying that she was bringing race and making race an issue in the hiring, that's not what I intended to do. My comment was meant to say I spend a lot of time in these schools as you do Commissioner O'Leary and a lot of the Board members; over 70% of our students are minority. And during my walks through the schools or my meetings in the schools with teachers or administrators or parents, race never comes up, it just doesn't. I mean it just never comes up. And the only time it comes up is here from certain Commissioners that have to ask whether it's O & G, how come you don't hire any minorities in Waterbury and he said well we hire 40% and she said oh you do, or he says oh you do, I guess I should have checked that before I commented. It's just always the same, it always comes up and 70% of our kids are minority whether it's Chase School or Duggan or Driggs or Bucks Hill, it just doesn't matter anymore. I've been on the Board for 12 years; I never made a vote, never worried about race. I don't know. But I will continue to take exception when there's an employee and we say well we've heard bad things about them. I just don't think that's appropriate to bring to the debate. Thank you.

HAYES: Anyone else with New Business? How about Old Business?

ADJOURNMENT

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to adjourn at 6:14 p.m.

ATTEST: _____

Carrie A. Swain, Clerk
Board of Education