

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

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

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

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

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

MEETING CALLED TO ORDER

President Hayes called the meeting to order at 6:49 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.

LACCONO: 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 Sweeney, it was voted unanimously to receive and place on file the following communications:

1. Copy of communication dated November 18, 2009 from Stephen Laccone to Mayor Jarjura regarding his resignation from the Board of Education.

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

PUBLIC ADDRESSES THE BOARD:

Upon a motion by Commissioner O'Leary and duly seconded by Commissioner D'Angelo, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:51 p.m.

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

Lisa Lessard, 905 Pearl Lake Road, had the following comments: Good evening. I will not have any slanderous comments or anything like that. However, I will be quoting the newspaper that I have in front of me so it's stuff that was already put out there. It's in accordance to the School Board to consider rule changes, sorry I knew this was gonna be a hot topic tonight at the end of the meeting, so I thought I'd bring it up now. Reading in the newspaper Sunday, I read the School Board is addressing the cell phones and texting during your School Board and Workshop Meetings as well as rule changes. As a matter of courtesy and respect, cell phones and texting should only be used when Commissioners are not in session and if indeed an emergency arises, then excuse yourself from the forum and come back when able to pay attention and listen to those whom are discussing matters at hand. In regards to public speaking, cell phones as well as texting does occur, and often, which your public speakers are often parents, parents of the children you say you took public office to help within their education. Parents feel they have only three minutes to tell you your issues and concerns and would appreciate your full attention during that time. Parents see a Commissioner on his cell phone or texting a message, they feel what they are saying is not being heard, that this Commissioner doesn't seem to care and sees them and their children as nobodies for they are not worthy to be listened to; how can any Commissioner follow through with help for that parent and that child if they miss fully what the parent is trying to communicate in the first place? Communication is key, is it not? Parents see cell phones and texting as rude behavior by those who are seated in the Commissioner's spot, reasoning being, we the taxpayers put you there, reasons to help guide and

nurture our children's education within the school system. You are not put in your seats to be on your cell phones or texting messages to whom whoever knows. You're there to do the business of us, the taxpayers, and that of your community of a whole. I leave you with this saying, there's a time and place for everything and a School Board and school workshops is neither the time nor the place for cell phones and texting to occur. Emergencies do happen, please excuse yourself, and come back when you're able to listen. When it comes to rule changes, basically, I don't want to put anybody's name out there so I'm really not going to, you're gonna know who I'm talking about. But when you have someone in charge of the School Board, who is the leader, that leader is there for the other Commissioners to follow and our leader at this School Board does an awesome, great, wonderful job but sometimes, as the newspaper states, his temper does get the better of him and it comes off on the Commissioners as well as the parents sitting in the forum, and it's not okay. So maybe the rule that is in there does need to be relooked at as well as the Mayor being ex-officio member may not be counted towards a Board quorum. The last time the Mayor showed up to this local School Board meeting or Workshop has been twice in the past two years, both times to veto something you, the local School Board Commissioners, we put in you in your spots for, basically wanted but his veto put it so it went towards him. We do not want, we know what the Mayor wants, we know what the Mayor says, we want to hear what each one of you want and you say. Thank you. Take the puppet strings away and please think for yourselves and by yourselves.

HAYES: Next speaker is Steve Somma. That's a familiar name. Next and final name on our signup sheet is Reverend Ollie Gray.

Reverend Ollie Gray, III, had the following comments: I'm here tonight to just speak on a couple of things. I'm here, number one, as a parent and also as an advocate for our children. We're in a crisis here in Connecticut as far as public education goes with educational inequality. Our State has one of the largest achievement gaps in America. On average Connecticut's low income students are three years behind middle and high school students in reading and writing and in math. While this crisis impacts Connecticut's poor and minority communities the most, every one of us pays a substantial price - educational inequality means fewer jobs, more crime, and higher taxes. Public education here in Waterbury is in crisis. Twenty-two of 27 schools are failing in the public arena. Twenty-two of 24, if you remove the magnet schools, which have students from the outside that attend those schools. The current way of doing public education is failing our children here in the City and the number one priority in public education is to teach our children. The data shows that a large portion of our children are not achieving academically. To me that is just unacceptable. We need leadership and we need accountability. If we're going to have excellence in education in Waterbury Public Schools, a couple of things I wanted to point out, the recent hiring of two public officials with stimulus money shows me that if we the people do not speak up and get involved, things will never change here in Waterbury. Here are a few questions that I have for our Mayor, our Superintendent of Schools, our Board of Education Members, and our Aldermen. Number one - how will Federal Stimulus money be implemented in our schools? Number two - how can we all get a copy of the existing plan for spending Federal Stimulus dollars? Number three - in what capacity is the school district involving parents in the process of upcoming decisions? Number four - will there be a community meeting to inform the public about the use of Federal Stimulus funds? And I just want to wrap it up by saying this, parents need and deserve

to be at the table when important decisions are being made about our schools. We are essential partners in the education of our children. And any meetings that are held, public education meetings but held privately, that's a concern to me. And lastly, I want to recommend a book to everyone here tonight, people say that our kids can't achieve, they have low expectations, there's an excellent book, it's written by Karin Chenoweth, the title of it "It's Being Done": Academic Success in Unexpected Schools. I believe we can do much better and our kids deserve much better. We have to educate our children. And I'm gonna tell you, I'm here as a parent and I'm gonna continue to come down here and speak up, because I'm here for the kids and I have a child that's in Waterbury Public education and I want to thank you guys because I know you guys all work hard. We have a problem, we need to work together to do something about it. Commissioner Laccone, thank you for your service. God Bless you.

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to return to the regular order of business at 6:59 p.m.

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

SUPERINTENDENT'S REPORT: I normally don't respond, I'm gonna violate the practice here just for a second because I have an issue with the way No Child Left Behind Legislation designates categories of schools that don't achieve certain measures as failing. They are not failing; indeed we do not have any failing schools in Waterbury. There are schools that have not achieved the high standards, and we should all have high standards on test scores, but it does not mean that they're failing children. Our schools, our staff, everyone, Board of Ed, everyone here, work hard to support our schools. Our staff is involved in all the latest training; we use the latest technology, the latest instructional strategies. The difficulty is overcoming the economic gap and the second difficulty is getting parents like yourself, Reverend Gray, as involved in the education of their children as they should. That's the answer. Thank you very much, I'm sorry, I apologize, but I work hard and so does the staff here and we don't fail our children, we bend over backwards and do everything we can to help our children. That category of failing schools is the wrong title to use. Every one of our schools achieves and, incrementally, improves over the years. Thank you. I can talk for an hour on it but I won't.

WHITE: Thank you for that explanation Dr. Snead. A lot of us agree with that.

Dr. Snead read and distributed the following report:

Kingsbury School has been awarded an "America the Beautiful Grant" in partnership with the neighboring Southmayd Home. The school will be receiving a number of nonfiction books on trees and second graders will be completing their own tree guidebook by drawing and taking pictures of neighborhood trees and researching facts about them. They will also be writing in journals, highlighting trees from their own yards.

Kennedy High School's Craft Fair and Tag Sale is scheduled for Saturday, December 5, from 11 to 4 in the school's cafeteria. This event will benefit the Special Education and Science Departments.

Generali School's annual math-a-thon in honor of cancer survivor Kyla Coughlin raised an incredible \$5,065.11 for St. Jude Children's Research Hospital. The school has just received word that Kyla is still cancer free on her third anniversary scan. Since all the grade levels made their goal, one teacher from each grade level and Mrs. Stamp will be working at McDonalds on Reidville Drive on Thursday, December 3, 2009 from 5:00 to 7:00 p.m. serving the students, families, and friends of Generali.

The next DIP Executive Management Team Meeting will be held on Wednesday, December 2, 12:30 – 2:30 at Post University, Library Board Room, 800 Country Club Road. The team will be continuing its monitoring of the DIP implementation.

West Side Middle School's Watchdog Dads will be the subject of another news piece this week. NBC30 is scheduled to come in and do an interview tomorrow morning.

NBC30 is also doing a story on the Crosby and Wilby culinary arts students who will be preparing food for the Inauguration tomorrow. WAMS students will also participate in the Inauguration event. Students will perform and act as guides for Inauguration attendees.

PRESIDENT'S COMMENTS: The only comment I have is I echo what Vice President White said, I appreciate your passionate response to that criticism, I think we all sort of share in that when criticism is aimed at us. But I do appreciate you speaking to that particular issue, I know it hits home with all of us. We'll now move onto the Consent Calendar. Is anyone wishing to remove anything from the Consent Calendar?

President Hayes proceeded to read the list of Consent Calendar items.

8. CONSENT CALENDAR

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Harvey, it was voted unanimously to approve the Consent Calendar, items 8.1 through 8.5, as listed:

- 8.1 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the ED042 (phase 4/FF&E) for the Enlightenment and Special Education Program Center Project (State Project #151-0263 A/RR).
- 8.2 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the ED049R (#3) for the Enlightenment and Special Education Program Center Project (State Project #151-0263).
- 8.3 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the job specifications for and position of Parent Educator/Positive Youth Developer for Wilson School's Family Resource Center. This position replaces the former position of Parent Educator/Wilson FRC.

- 8.4 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.
- 8.5 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.

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

10. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to receive and place on file items 10.1 through 10.14, as listed:

- 10.1 Athletic appointments effective immediately:
Carter, Margaret – Assistant Cheerleading Coach, KHS.
Martinez, Carlos – Assistant Football Coach, KHS.
- 10.2 Athletic resignations effective immediately:
Bechard, Lori Ann – Middle School Assistant Swim Coach, WSMS.
Dellano, Michael – Junior Varsity Girls Softball Coach, KHS.
Jordan, Keith – Assistant Girls Basketball Coach, KHS.
Walker, Michele – Assistant Boys Swimming and Diving Coach, CHS.
- 10.3 Grant funded appointments effective immediately:
Marin, Irma M. – Speech-Language Pathology Assistant (IDEA Grant), 35 hours per week @ \$28.00 per hour, non-union position with benefits governed by the SEIU Agreement.
Maturo, Jonna – Title I Instructional Tutor, Kingsbury School, 10 months per year, maximum of 18 hours per week @ \$30 per hour, no benefits.
Summa, Ann – Title I Instructional Tutor, Kingsbury School, 10 months per year, maximum of 18 hours per week @ \$30 per hour, no benefits.
- 10.4 Enlightenment After-School Program (OPM Attendance Grant) appointments, 6 hours per week, salary according to contract, effective immediately:
Ellen Veneziano, Lead Teacher and Math Teacher.
Hugh Aird, Science Teacher.
Elidon Hoxhallari, Paraprofessional.
- 10.5 State Street School After-School Program (ARRA/IDEA Grant) appointments, maximum of 7.5 hours per week, salary according to individual's contract, effective immediately:
Lisa Ariola-Simoes
Matthew Spar (Sped. Teacher) Jamie Harris (Sped. Teacher)
Jim Monroe (GED Teacher) Stephany Martin (Sped. Teacher)
Jim McDonald (Paraprofessional) Carmen Oviedo (Paraprofessional)
Denise Foster (Parent Liaison) Christine Silva-Dalton (Social Worker)

Elsie Bruno (Social Worker)

Patty McAlinden (Social Worker)

- 10.6 Waterbury Arts Magnet School After-School Arts Program (Operating Grant) appointments, salary according to individual's contract, effective immediately:
Roselyn Glass – maximum of 6 hours per week.
Mimi Zwick - maximum of 6 hours per week.
Deborah Benjamin - maximum of 6 hours per week.
Joseph Finn – maximum of 3 hours per week.
William LaVallee – maximum of 3 hours per week.
Licia Fitzpatrick – maximum of 4 hours per week.
Scott Serafine – maximum of 6 hours per week.
Marianna Vagnini – maximum of 3 hours per week.
Carrie Werner – maximum of 3 hours per week.
Bruce Post – maximum of 3 hours per week.
Andrew Caruk – maximum of 3 hours per week.
Suzanne Kirschner – maximum of 3 hours per week.
Bruce Post – maximum of 3 hours per week.
- 10.7 High School Credit Retrieval Program (grant funded) appointments, maximum of eight hours per week, salary according to individual's contract, effective immediately:
Robyn Apicella Barbara Carrington-Lawlor Michael Yamin
- 10.8 Truancy After-school Clinic Program Appointments, 2 hours per day, three days per week, salary according to individual's contract:
- | <u>Generali School</u> | <u>Chase School</u> | <u>Sprague School</u> |
|-----------------------------|---------------------|-----------------------|
| Nikki Barbieri | Maria Romero | Cherie Corbo |
| Odet Simoes | Mary Lou Raider | Eileen Nido |
| Rebecca Harrison (sub) | | |
| Robyn Medina (sub) | | |
| Tom Haines (sub) | | |
| Michelle Predzimirski (sub) | | |
- 10.9 TPTA Division Facilitator appointments, maximum of 12 hours per week, salary according to individual's contract:
Maria Moulthrop
Brian Goggin
Michelle Lucian and Julissa Crespo (splitting position)
- 10.10 TPTA appointments, maximum of two hours per day, or 3 hours per day if assigned bus duty, four days per week, salary according to contract:
Newman, Suzanne – Teacher, Sprague.
Da Silva, Susie - Sub, Wilson.
Costa, John - Sub, Wilson.
Hernandez-Dwyer, Jennifer - Sub Lead Teacher, Generali.
- 10.11 21st Century After-school Program appointments, salary according to individual's contract, effective immediately:
Arroyo, Richard – CT Junior Republic, Cohort 8/Project #2/Downtown Academy.
Gomolo, Michael – Carrington School, Cohort 8/Project #3/Carrington & Walsh.

Requejo, Hilary – Walsh School, Cohort 8/Project #3/Carrington & Walsh.

10.12 Teacher transfers:

Lawson, Doreen – from Wilson grade 3 to Bucks Hill Title I Literacy, eff. 11/09/09.

10.13 Resignations:

Guardarrama (Coughlin), Kaylyn – WSMS Spanish, effective 10/14/09.

10.14 Retirements:

Thompson, Maryann – Principal, MMS, effective 06/30/10.

HAYES: Motion made and seconded. All in favor, opposed. Is there any Unfinished Business from a Proceeding Meeting? Any Other Unfinished, New, or Miscellaneous Business?

THERIAULT: President Hayes **I would make a motion to add to the agenda changing the hiring of all staff/personnel under the Board of Education/Superintendent's Classification of Duties to reflect the Superintendent and the Board's approval.**

D'ANGELO: **Second.**

HAYES: Motion has been made and seconded. Commissioner, are you asking for a vote tonight or to add to a future agenda?

THERIAULT: I would like a vote tonight.

HAYES: The vote for this, the motion was to add.

STANGO: Could you repeat that please.

THERIAULT: The motion to add to the Agenda changing the hiring of all staff/personnel under the Board of Education/Superintendent's Classification of Duties to reflect the Superintendent and the Board of Education's approval.

D'ANGELO: Mr. President, just for clarification through you. So this would take us back where we vote yes or no and not simply receive and place on file?

THERIAULT: This would add it to the agenda and then I have another motion.

SWEENEY: You can discuss add or don't add.

D'ANGELO: Okay, so if a Board member doesn't understand what the motion they want to add is he or she has to vote no, we want to add something, is that what we're saying?

FLAHERTY-MERRITT: Yes.

D'ANGELO: We're not allowed under Robert's Rules of Order to understand what motion he wants to add Mr. President?

SWEENEY: The motion that's on the floor is currently to add to the Agenda, that's the motion on the floor, that's the motion you can discuss. Then you can have the discussion of the motion.

HAYES: The vote is to add or not. A "yes" vote means we add it, a "no" vote means no it's not added. All in favor, opposed.

THERIAULT: Roll call vote please.

ROLL CALL VOTE TO ADD:

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

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

MOTION FAILS by roll call vote of 4 - 6

HAYES: Motion fails. Is there any other Unfinished, New, or Miscellaneous Business? Hearing none, a motion is in order to adjourn into Executive Session.

ADJOURNMENT

Upon a motion by Commissioner Harvey, and duly seconded by Commissioner Sweeney, it was voted unanimously to adjourn at 7:09 p.m. into Executive Session for discussion concerning the appointment, employment, appointment, employment, performance, health, or dismissal of a public officer or employee. Executive Session ended at 8:32 p.m. Present were President Hayes, Commissioners D'Angelo, Flaherty-Merritt, Harvey, Laccone, O'Leary, Stango, Sweeney, and White. Also present was Dr. Snead.

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