

WATERBURY BOARD OF EDUCATION

Monday, March 10, 2008 at 5:30 p.m.

(For the March 17, 2008 Board Meeting - MINUTES ATTACHED)

COMMITTEE MEETING

The Board of Education Committee meetings were held on Monday, March 10, 2008 at Walsh School, 55 Dikeman Street, Waterbury, Connecticut, starting at 5:32 p.m.

PRESENT: President Hayes (left at 6:45 p.m.), Commissioners D'Angelo, Flaherty-Merritt, Harvey, Laccone, Pinto, Stango, Sweeney, Theriault, and White.

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

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

ADJOURNMENT

The Committee meetings adjourned at 8:44 p.m.

Respectfully submitted,

Carrie A. Swain, Clerk
Board of Education

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Monday, March 17, 2008 at 7:00 p.m.

Wilby High School, 568 Bucks Hill Road, Waterbury, Connecticut

PRESENT: President Hayes, Commissioners D'Angelo (left at 8:03 p.m.), Flaherty-Merritt, Harvey, Laccone (left at 7:51 p.m.), Pinto, Stango, Sweeney, Theriault, and White.

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

MEETING CALLED TO ORDER: President Hayes called the meeting to order at 7:05 p.m. with a moment of silence and a prayer and Superintendent Snead led everyone in the Pledge of Allegiance to the Flag.

ROLL CALL

CLERK: Commissioner D'Angelo.

D'ANGELO: Present.

CLERK: Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: Present.

CLERK: Commissioner Harvey.

HARVEY: Here

CLERK: Commissioner Laccone.

LACCONE: Here.

CLERK: Commissioner Pinto.

PINTO: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Theriault.

THERIAULT: Here.

CLERK: Commissioner White.

WHITE: Here.

CLERK: President Hayes.

HAYES: Here.

COMMUNICATIONS:

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

1. Copy of communications dated March 5, 2008 from Civil Service certifying Hanna Zhema, Deborah Sousa, and Patricia Velezis-Justs for the position of Paraprofessional.
2. Copy of revised communication dated March 6, 2008 from Civil Service certifying Deborah Sousa for the position of Paraprofessional.
3. Copy of communication received March 14, 2008 from Lisa Lessard regarding her daughter.

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

PUBLIC ADDRESSES THE BOARD:

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 7:08 p.m.

HAYES: Motion is made and seconded. Is there any discussion? All in favor, opposed. 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.

Dr. Patricia Frageau, SAW President, had the following comments: Please be advised that, as the legal representative of the School Administrators of Waterbury (SAW), I have been directed by its president, Dr. Patricia Frageau, to respond to your e-mail sent to one of our members, Ann Begley, dated February 26, 2008. In this email, you admonished her for talking to teachers in her school concerning the results of a "survey" that you generated. Unlike other CEA "climate surveys" with which I am familiar, your survey neither conducted with the knowledge nor the cooperation of the principal, but was an underhanded, ex parte device designed to interfere with the contractual rights of the principal involved. Indeed, you ignored established grievance procedures and complaint procedures and went directly to the Superintendent of Schools before whom I understand you presented a PowerPoint presentation. Moreover, you demanded of the Superintendent that unless this principal is removed in five days that you would present your survey to the Personnel Committee of the Board of Education. I understand that you did indeed take your case to the Board of Education. Your document makes a mockery of the evaluation law. Not only does it not

allow for input from the evaluatee, you and your members are not competent to render an opinion as to the qualifications and/or the performance of the principal. Examples from your survey "I am satisfied with our principal's knowledge to perform her job; our principal successfully accomplishes the essential duties and responsibilities of the position". This scandalous, impertinent, and defamatory document shall not be published with impunity. It pollutes the legitimate teacher evaluation law by intimidating principals with respect to teachers whom they require to evaluate and make decisions relative to non-renewal and termination. There is absolutely no protection in state law for your activities. In this regard, the teachers do not have guaranteed rights protected in Sections 10-153a to 10-153n of the Connecticut General Statutes to publish a sham evaluation of their supervisor. Finally, to threaten the school principal with a prohibited practice complaint which indeed is meaningless in the absence of some sort of retaliation by the principal against any member in her school simply because she seeks to ascertain and resolve what, if any, issues fairly exist, underscores that this survey has nothing to do with the best interests of the school children or improving the school environment, but rather to persecute the educational leader of the school relying on one-sided anecdotes and capitalizing on an administrator's anticipated fear that your unpopular opinion of her will be published, as has already been done, to the Superintendent and the Waterbury Board of Education and it is now being presented in the media. SAW will not be a handmaiden to a course of action that has no rightful educational purpose or allow the learning process to be compromised by disgruntled persons who have eschewed fundamental notions of fair play in order to attack a lone administrator who is only trying to do her job. SAW will take whatever legal recourse it deems appropriate against responsible parties including Ms. Vignali without further notice. Thank you.

Mary Kelly, Bucks Hill School, had the following comments: I respectfully come to you as a retired teacher of 32 years in the Waterbury Public School System. At present I am serving as the Literacy Facilitator for the Reading First Grant in Bucks Hill School. I come to you tonight to speak of what I know because that's all one can speak of. I know that Mrs. Begley's first priority is the children of Bucks Hill School. Everything is for the children. I know that she has supported the Reading First Literacy Grant in its entirety and as a result our Reading First data shows substantial growth from 2004 to the present. I know Mrs. Begley brings great knowledge and expertise to her position as principal. I know that she is brilliant. There is not a topic that she is not well informed of - quality literacy instruction, student behavior, BEST teacher practices, school procedures, school law, instruction, curriculum, assessment, special education. I could go on and on. I know, as one parent put it, Mrs. Begley "goes by the book". Every district mandate and initiative is followed to the "t". I know that Mrs. Begley is true to her commitments. I cannot remember when she has taken a day, other than when her sister was terminally ill. She works at a furious pace. She is bombarded throughout the day in this large and challenging urban school. I know she has come to school every day through this time period continuing her work. I know that Mrs. Begley demands teacher excellence. I would match her young staff against any other school in the district with their knowledge of scientifically based reading research, their classroom management skills, their understanding of small group explicit instruction, literacy work stations, team planning, and other facets of a complete school day. This is an incredibly gifted staff and a model school in instruction. Her staff works tirelessly and is always open to new interventions and strategies. It has been my privilege to work alongside

them. I know that Bucks Hill School presents many unique challenges, from its large student numbers of 585 students, high transfer rate, about 23% of the population is identified as special education, 11% of the population are English Language Learners, and three BDLC classrooms. There is a staff of over 50 teachers and 19 paraprofessionals and teacher classroom assistants. I know that Mrs. Begley is not perfect. But, which of us can claim to be? Perhaps an objective panel can spend time in Bucks Hill School determining our strengths and weaknesses by speaking to all parties involved. This panel could address the issues so that this school can continue its mission to educate its students to their full potential. I know that Bucks Hill School is an incredible place to be. One only needs to walk the hallways to witness its spirit and vitality. I love working there, I love working with the principal and its staff. We must not be part of the problem; we must all be part of the solution. Thank you.

Ann Spartas, Bucks Hill School, had the following comments: As a staff member at Bucks Hill School, I am writing this letter to express my support for Principal Ann Begley. I have been a Paraprofessional at Bucks Hill School since August 2006. Prior to becoming a Paraprofessional, I worked as a paralegal in a Waterbury law firm for 19 years. The decision to leave the legal profession, after spending nearly half of my life there, was made with one goal in mind; to work with children. As a paraprofessional, I feel that I can help children academically and socially, which hopefully will keep them on the right path in life. It is with this motivation that I am able to view the atmosphere at Bucks Hill, not as a teacher, nor a parent, nor an administrator, but as a person who truly wants what is best for the children as a whole.

When discipline problems have arisen with students that I work with, Mrs. Begley has taken the steps necessary to resolve such problems. After personally speaking with the students and assessing the situation, Mrs. Begley implements an appropriate plan of action for the given situation. In each such instance both the students and I felt satisfied with the outcome, thereby avoiding suspension of such students.

As a paralegal, I spent many years in a professional office environment which I feel has given me the experience necessary to assess the level of professionalism at Bucks Hill School. I have never found Mrs. Begley to be anything but professional. She consistently addresses everyone by their proper title, Mr./Ms./Mrs. I can also personally attest to her being discrete on matters of personnel, as well. On one occasion, when my attire was not appropriate, she discretely brought it to my attention and the situation was rectified without further incident. It is Mrs. Begley's discretion that is her strongest asset as a principal. She respects the privacy of the students and staff. However, it is this same discretion that may at times make it appear as though an issue had not been addressed, when it probably had been. If any member of the Board would like to discuss this matter with me further, please do not hesitate to contact me at Bucks Hill School.

Lisa Lessard, 538 Sylvan Avenue, had the following comments: I am here today to inform your school board of a serious matter which if you all remember I mentioned on October 1, 2007 School Board meeting. Some of you members were not present for it because you were not elected as of yet. My special needs multi-handicapped disabled child Anne Marie Culligan, Waterbury Supervisor of special needs Roberta Abell, and Lisa Romano LEA liaison all involved and have been for many, many years. To refresh

your memory my child at the time attended the American School for the Deaf in West Hartford, out of district schooling and on September 24, 2007 my child who is a juvenile diabetes was sent to the hospital by ambulance to the emergency room reason, blood sugar was an emergency dangerous level of 36. A medical paraprofessional which Waterbury taxpayers are paying for walked my child to the principal's office and knocked on the window and stated "blood sugar 36, what do I do?". My child has an IEP, Individual Education Plan, IEP/HP, Individual Education Health Plan. 504 diabetic care management plan, all to follow, all to be implemented in its entirety. US Department of Education looked into, I will tell you the findings of, and you can go to City Corporate Counsel concerning the resolution right now Waterbury City denied my child and appropriate public education within such school. Under federal laws of 504 which is discriminatory towards as well as, sorry, this is just very disturbing and upsetting for me as a parent, and Title II of the American Disabilities Act, the school itself, the American School for the Deaf in West Hartford, denied and failed to give my daughter a free, appropriate, public education within minor adjustments not being made for such child with her diabetic care with enough documents I just legally stated. We go to PPTs as parents with team members who are fully aware it's up to Waterbury City to make sure it's fully implemented, all I just mentioned, it's up to the school to make sure they implement. This is not okay. My child was discriminated against and the Board is being cited as well so you might want to look into the City Corporate Council because within those 14 days that my child was in school limbo, did not attend school, she did not get any education from outreach services as I asked for at October 1, 2007, Waterbury School Board meeting. It was during "elections", we were told it couldn't go through because of the elections and it would go through after the elections. To this very date I have not seen such October 1, 2007 School Board meeting, as well as any people because of. My wrap up is my child deserves better, my daughter did not deserve what she got. This happened under Superintendent of special needs Ann Marie Culligan's watch. This happened under Roberta Abell's watch, this happened under Lisa Romano's watch and I would like them held accountable for it because Mr. Martin . . . of the State Department of Education said as soon as he gets in writing that what will be happening, they will be held accountable for. My daughter deserves better, my daughter is in the fifth grade doing first grade work. She's not mentally challenged or mentally retarded. The school did not give her the tools to work with and around the learning disability she has and I have federal documents to prove it. Thank you, God bless and I hope somebody makes sure this does not happen to another special education child anywhere in this district and out. And so you know, all IEPs in district and out of district are getting reevaluated through US Department of Education with my complaint to make sure this does not happen to another family. My husband has had two heart attacks in between with these complaints and the stress on and I've been in the hospital with my diabetic care with the stress on. This is not okay, my child deserves better. My child didn't come tonight like she usually does because I didn't want her to hear what this was. And my daughter is profoundly deaf. I made the choice over health or education, no parent should make that choice period. Thank you and God bless.

Patrick J. Ospalek, 9 Erica Lane, Wolcott, had the following comments: I'm here tonight to clarify some misconceptions that have arisen as a result of the current situation at Bucks Hill School. I'm here to tell you that this is really nothing new, as President of the Teachers' Union from 2004 through 2007 I had firsthand knowledge of

teacher concerns during these years. In 2005 as a result of numerous concerns and several grievances, Dr. Snead directed Michael Eagen, Personnel Director at the time and Assistant Superintendent Cullinan to meet with the teachers at Bucks Hill School. Invited were any teachers with concerns about the leadership of Bucks Hill. Thirty-one teachers showed up for that meeting. As a result of that meeting Dr. Snead sent correspondence to the Principal of Bucks Hill School containing a variety of issues to be addressed. Two-thousand five, 31 teachers; 2008, 35 teachers - nothing new. Thank you.

Ana Velez, 405 Bucks Hill Road, had the following comments: I'm here to support the Principal of Bucks Hill School Ann Begley. For the past three years I have worked with Ms. Begley and Mrs. Mary Kelley to obtain gifts for the children at Bucks Hill School through a ministry at the Church I attend, First Assemblies of God. I asked Mrs. Begley to pick out 50 of her students who could benefit most from the shoebox ministry that I'm in charge of. The shoeboxes are intended for each child to feel loved and to ensure that every child receives a gift at Christmas time. The second year the number increased to 250 kids. It was hard for Mrs. Begley to pick the children because she loved them all. She loved the way the shoeboxes were made so beautifully and she wanted every child to receive one. The third year my Pastor James Lilley and I decided to hand out shoeboxes to the entire school. When I told Mrs. Begley she cried with happiness but that did not surprise me because every time she saw the faces of the children when they received their shoeboxes it brought tears to her eyes. We needed 600 shoeboxes to cover the entire school. I needed everyone's help, that's when she got the entire staff at Bucks Hill School and some that came from other locations to make over a hundred boxes. That tells me in order to accomplish all of this it takes great skill, communication and dedication demonstrated by Mrs. Begley and the other staff members involved. In the three years that I have been visiting Bucks Hill School I have seen nothing but well behaved children. On my last visit to the school all 600 children were in the gymnasium and were on their best behavior. And I thought that that would be impossible but all of the staff at Bucks Hill School made that possible. Thank you for your attention and your valuable time.

Donna Vignali, 26 Lakeside Boulevard, had the following comments: I'm Donna Vignali, President of Waterbury Teachers Association; I do not intend to take much of your time this evening. The WTA has spoken to Central Office regarding this situation numerous times and we have made repeated attempts to meet with this Board. We are now taking further action so that this issue will be resolved. Thank you.

Lynn Asplund, 167 Madison Street, had the following comments: Hello Board Members, my name is Lynn Asplund. As far as the parent is concerned, yes you do have that responsibility, okay. As far as Mrs. Ann Begley, I've know her for awhile, okay, and if you people have seen me on TV many times, I can tell you what's wrong with half of you teachers. Okay, because I've been there. Now I've had problems yes with the Board of Education but we resolved our problems. Now if some of you teachers feel intimidated maybe you should find another job because you teachers have a problem with intimidating children. You harass them, you bully them, do I need to go on? So, but I have tried to help some of you teachers out with books, papers, your schools repaired, I've done all that but I've had my son, I I'm a mother and a grandmother and I have my son in an out of school district, he's doing quite well but I

still keep tabs of what goes on here. And as far as calculators are concerned, we're gonna take care of the situation tomorrow; it's called CMT's. A teacher told my granddaughter that she don't care what her Grandmas says, she's gonna use a calculator. Now I got to deal with the State. But if this teacher realizes that I could make it so she doesn't take the test so you lose a score there, she'll have to mark her absent. Yes I do my homework and I try to keep tabs on everybody even though I don't work for the Board of Education but I'll tell you if I was on it there would be a lot of teachers looking for another job. Thank you.

Christine Sarrazoler, 56 Stowe Road, had the following comments: I'm a parent at Bucks Hill and I had a problem last year regarding my daughter being picked on by someone in school and it kept going on, she kept speaking to the teacher and I went to see the principal because it had gone on for a couple of weeks and I was told that Bucks Hill was not allowed to suspend anyone anymore because that was a violation of their civil liberties. I thought there was a bullying policy so my child was able to go to school and have her civil liberties violated. I didn't know any better at the time, it happened again and in order to have the problem stopped I went to the police station and filed a report against the child. The first year my daughter was in school at the end of the school term I know a lot of teachers left. When I started there were many parents that volunteered and as the years have gone by it's become less and less. I was approached during the summer by some of the teachers to do the school store because nobody wanted to volunteer. I was the only parent that was there during the Christmas sale, no other parent helped. You know who helped, the teachers that had a free period because nobody wants to volunteer. And I know a lot of parents feel the same way and they're afraid of retaliation. I will not have retaliation against my kids and it needs to be handled and fixed because a lot of teachers, good teachers, are not going to take it any longer, they can't, it's going to affect their health and it's not fair on the children. They need a better education. Thank you.

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business at 7:35 p.m.

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

SUPERINTENDENT'S REPORT: Congratulations to our state champion Crosby Bulldogs and coach Nick Augelli! Crosby won the state LL Championship game Saturday night, 82-79, playing at Gampel Pavilion in Storrs. The game was telecast on WFSB-TV 3 live and is being repeated on Comcast on-demand for those of you who may not have had the chance to drive to Storrs to see it live.

Our new web site debuted today at our same URL, www.waterbury.k12.ct.us. Most of the information from the old web site has been transferred over to the new site, and more content has been added. Schools and administrators will continue to develop additional content for the new site in the next several weeks. The new site is more user-friendly and has more flexibility and options when it comes to content and should be more easily kept updated. Among the new features on the site are a Parents Page, which includes bus schedules and lunch menus, and expanded department and program links to such areas as Curriculum and Instruction, Special Education, and

Bilingual Education. We also have a search web site button which will allow users to type in a word or phrase, such as Channel 16, and they will be directed to this week's broadcast schedule. I hope you will take the opportunity to check out our new site and continue going back to it for updates. Nancy Vaughan reports that she has already received an email inquiry based on the new web site today.

On Friday, I along with Dr. Sequeira, Anne Marie Cullinan, and Nancy Vaughan attended a meeting at CREC in Hartford to help us prepare for a report on the Cambridge Report to the State Board of Education's Ad Hoc Committee on Accountability. We are scheduled to present to the State Board of Education on May 21st at 9:00 a.m. at the State Office Building in Hartford. At that time Board President Hayes and I are required to respond to the findings of the Cambridge Assessments. We are planning to discuss this report and our planned response to the state at the April 7th Board Workshop.

On Wednesday, I attended a monthly meeting of CAUS (CT Association of Urban Superintendents).

Also last week, I met with the SAW Executive Board regarding some concerns they have.

Lonnie Duke, who was instrumental in bringing several large grants to Waterbury, passed away on March 10th at the age of 56. I attended his memorial service on Saturday.

Last week I visited Kingsbury School.

The principal, Pam Baim, is focused and has the school moving in the right direction. She showed off her beautiful computer lab. The students use the lab 1 to 2 times week.

The atmosphere and the staff are extremely positive. The principal and staff are committed to moving the school in the right direction.

The new supervising vice principal Dena Moure is extraordinary. She is a very good disciplinarian and more importantly a reading expert. Dena will be presenting at the International Reading Association in Atlanta on Sunday, May 4th. Also, Pam will be presenting at a state conference on May 13th. Mrs. Baim and Dena make a great team.

Suspensions are down. The school is utilizing a series of resources and interventions like reward systems, and PBS (Positive Behavioral Support).

Mrs. Baim meets three times a month with each grade level to examine data and plan.

There is a leak in the radiator on the 3rd floor, 2 pianos that need to be removed, and painting done in various parts of the building. Herb Greengas has been made aware of this and will take action.

Also last week I visited Regan School.

The principal, Dr. Patty Frageau, is extremely detailed and is focusing on the priority areas to enhance student achievement.

Regan is using Data to drive instruction. The teams meet twice a week for common planning time. There are bi-monthly staff meetings.

Suspensions are down. The school is utilizing a series of resources and interventions like RTI (Response to Interventions), PBS (Positive Behavioral Support), and EIP (Early Intervention Project) to decrease suspensions and special education referrals.

Herb Greengas' staff is doing a good job in the upkeep of the school. There is a new roof on the school, new lockers, a new kitchen, and new paving in the parking lot.

(Clerk's note – recording was of poor quality).

PRESIDENT'S COMMENTS: . . . great job, I'm proud of the representation

SUPERINTENDENT: Both Wilby and Crosby had outstanding teams . . .

HAYES: I don't think in spite of it . . . have asked that we designate . . . maybe what the NVL does scholar-athletes to recognize them as well. We're asking more of them . . . Again congratulations, with all our standards . . . teams that represent us very well . . . sitting on those teams . . . credit to all of us including the staff and the teachers and everyone else. . . .

REPORTS

1. COMMITTEE ON FINANCE

- 1.1 Upon a motion by Commissioner Pinto and duly seconded by Commissioner Harvey, it was voted unanimously to remove item 1.1 from the agenda - a Professional Services Agreement with Maxim Healthcare Services, Inc.**

HAYES: Any discussion?

PINTO: The contract was not adjusted for a three year period.

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

2. COMMITTEE ON GRANTS

- 2.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to approve to apply for the US Department of Education Carol M. White Physical Education Grant.**

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

2.2 Upon a motion by Commissioner Harvey and duly seconded by Commissioner White, it was voted unanimously to approve to participate in the CT State Department of Education Math and Science Partnership Supplement Grant with ACES.

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

EXECUTIVE SESSION

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Flaherty Merritt, it was voted unanimously to go into Executive Session at 7:41 p.m. to discuss the appointment, employment, performance, health, or dismissal of a public officer or employee.

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

Present were: President Hayes, Commissioners D'Angelo, Flaherty-Merritt, Harvey, Hayes, Pinto, Sweeney, Theriault and White, Superintendent Snead, Assistant Superintendents Cullinan and Sequeira, Paul Guidone, and Ron Frost.

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Stango, it was voted unanimously to return to the regular order of business at 7:51 p.m. No votes were taken.

HAYES: Motion made and seconded. Just for the record Commissioner Laccone had some personal business and had to leave after the executive session.

3. COMMITTEE ON SCHOOL PERSONNEL

3.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner White, it was voted unanimously to approve that the Superintendent of Schools be authorized to notify teachers of the non-renewal of their employment contracts in accordance with Connecticut General Statute's section 10-151.

HAYES: Motion was made and seconded. Any discussion? All in favor, opposed, motion passes unanimously.

3.2 Upon a motion by Commissioner Harvey and duly seconded by Commissioner D'Angelo, it was voted unanimously to approve that the non-renewal of the following non-tenured teachers be rescinded: Lisa Kroc and Jamie Larson.

HAYES: Motion made and seconded. Any discussion? Hearing none - all in favor, opposed, motion passes unanimously. At this point Commissioner White will take over prior to 3.3.

3.3 Upon a motion by Commissioner Harvey and duly seconded by Commissioner D'Angelo, it was voted unanimously to approve the Adult Education Hiring Procedures, as attached.

WHITE: Discussion.

HAYES: I didn't really have an opportunity because I went to . . . I really think this is kind of sort of an exercise that wasn't necessary, that we did this because there was a mistake made and now we're reiterating what was there was a process in place that wasn't followed and trying to act like there wasn't one and trying to re-write it is not the way to fix a problem. Those positions, as far as I know one of those positions wasn't filled right, because another one of the positions had applications on file. I don't know how you get applications on file for a job that was never posted. The other position was not posted as reported by our man from Central Office, Mr. Murray, a gentleman came in and asked for a job, and we found him one. I found that that was disgraceful and I don't want to be a part of it. I'm sorry I didn't have an opportunity to say that before, I said it prior to that. I don't care about anybody suing us or anybody else. When I got involved in this job, I was on the Ethic's Board prior to and I had to deal with a lot of stuff on that Board . . . and to come back and be part of a process that says "oh well, we dropped the ball on this one", really bothers me. I don't know what else to say about it; obviously we're now simply voting on a procedure that was already in place so I'm going to abstain from that because I don't want to waste my time.

WHITE: Any other.

HARVEY: At first I was not going to comment . . . President Hayes . . . echo, I was not pleased with the fact that procedures were in place but they were not followed. A recommendation was to move forward . . . Frankly, so be it, but I say President Hayes . . . every "t" better be crossed and every "i" dotted.

WHITE: Any further discussion?

THERIAULT: Roll call vote please.

ROLL CALL VOTE:

Yeas: Commissioners D'Angelo, Harvey, Pinto, Stango, Sweeney, Theriault, and White – 7

Nays: Commissioner Flaherty-Merritt – 1

Abstention: President Hayes - 1

President has presumed Chair.

3.4 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to remove item 3.4 from the agenda.

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

4. COMMITTEE ON RULES & REGULATIONS

4.1 Upon a motion by Commissioner White and duly seconded by Commissioner D'Angelo, it was voted unanimously to approve revisions to the Bylaws of the Board, Policy #9010.

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

5. COMMITTEE ON SCHOOL ACTIVITIES

Upon a motion by Commissioner Flaherty-Merritt and duly seconded by Commissioner D'Angelo, it was voted unanimously to approve 5.1 through 5.7, as listed:

- 5.1 Use of school facilities by school organizations and/or City departments, as listed.
- 5.2 Use of school facilities by outside organizations with fees as outlined in their attached Use of Building Permit and subject to the receipt of all necessary deposits, insurance information, and/or lifeguard/CPR certifications, as listed.
- 5.3 Request of Congressman Chris Murphy's Office for a waiver of custodial fees for their use of Waterbury Arts Magnet School in the approximate amount of \$180.00 be approved.
- 5.4 Permission be granted to P. Monks, WSMS; J. Porzio, WMS; and S. Valentino, NEMS (FOCUS) and seven chaperones to take a total of 100 students to New York, NY on May 6, 2008 to visit Liberty Island National Park.
- 5.5 Permission be granted to 1st Sgt. Weber, WHS ROTC and two chaperones to take 30 students to Quantico, VA and Washington, DC from May 12 through May 13, 2008 to attend military orientation training.
- 5.6 Permission be granted S. Baldwin, WHS, and three chaperones to take 20 students to Westbury, NY on March 22, 2008 to participate in a baseball scrimmage.
- 5.7 Permission be granted to A. Lombardo, Washington School, and nine chaperones to take 45 students to New York, NY on May 22, 2008 to visit the American Museum of Natural History.

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

6. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file items 6.1 through 6.5, as listed:

6.1 Athletic appointments effective immediately:

Ferrare, William, Boys' Varsity Indoor Track Coach, KHS.
Sullivan, Michael – Varsity Soccer Coach, CHS.
Vecca, David – Boys' Freshman Baseball Coach, KHS.

6.2 Grant funded appointments:

Kiely, Olive – Instructional Tutor, WAMS, \$30 per hour, no benefits, 10 months per year, maximum of 18 hours per week.

6.3 Resignations:

Alfisi, Esther – WSMS School Psychologist, effective 03/4/0/.
Atkinson, Susan – Speech-Language Pathologist, Chase School, effective 3/28/08.
Corso, Gina M. – Special Education Teacher, Preschool Learning Center, eff. 03/07/08.
Cowitz, Philip R. – Visual Challenges Teacher, effective 3/14/08.
DeLude, Heather – H.S. English Teacher, WAMS, effective 03/03/08.
Gault, Nancy – Walsh School TESOL, effective 03/07/08.

6.4 Retirements:

DeLeone, Pamela – Maloney Writing Resource Teacher, effective 06/30/08.
Emons, H. Raymond – CHS Technology Education, effective 06/30/08.
Johnson, Elizabeth – Kingsbury Grade 2, effective 06/30/08.
Kalach, David P. – KHS Social Studies Department Head, effective 06/30/08.
Marold, Mary Ann – Principal, Driggs School, effective 06/30/08.
Prifty, Lynn – WMS Grade 6 Social Studies, effective 06/30/08.
Shocki, Charlotte – WMS House Principal, effective 06/30/08.
Silva, Elba – Driggs K – 5 TESOL, effective 06/30/08.
Taglia, John J. – KHS Guidance, effective 06/30/08.
Thompson, Philip – Special Assignment, Central Office, effective 06/30/08.
Trawick-Speaks, Nancy – Bilingual Kindergarten, Chase School, effective 12/1/08.
Zollo, Kathy – Generali School, effective 06/30/08.

6.5 Adult Education hourly rate increase:

Barbieri, Stephen, HSD/ABE Instructor, hourly rate increase to \$29.00 per due to certification, effective 1/22/08.

HAYES: inaudible.

THERIAULT: On item 6.2, was that job posted appropriately and filled appropriately.

HAYES: Yes. Motion made and seconded. All in favor, opposed, motion passes unanimously.

Commissioner D'Angelo left at this point.

FLAHERTY-MERRITT: Under New Business because it was left off by the President earlier, I just want to congratulate Alan Dickey of the Kennedy swim team for his performance . . . overall for the entire state and he's only a sophomore.

STANGO: In continuing with my names of retiring people . . . terrific job for many years . . . contributed very much to the system and I have know many of them since – Pamela Deleone from Maloney School; Raymond Emons from Crosby High School; Elizabeth Johnson - Kingsbury; David Kalach – Kennedy; Mary Ann Marold - Driggs Principal; Lynn Prifty – Wallace; Charlotte Shocki, Principal at Wallace; Elba Silva – Driggs; John Taglia – Kennedy; Philip Thompson – Special Assignment; Nancy Trawick-Speaks – Kindergarten at Chase; Kathy Zollo – Generali. Again, thank you for all your years of service.

HARVEY:

WHITE: . . . I was pleasantly surprised . . . website . . . once you get used to where to go . . .

HAYES: Does it still mention the gates . . .

THERIAULT: Just for the record I do want to express my dissatisfaction with the tone of the WTA dissertation tonight. I found it very offensive and I think that it's time that this Board took a stand, whatever we're going to do, and discuss it because I don't like being intimidated or threatened at the podium and I take personal offense to it. I don't know about the rest of you but having been a WTA member for a long time and been a SAW member for a long time, I take very, very much offense to that kind of tactic and being strong armed and being intimidated and being threatened, and that was a threat. That's the way I saw it, for the record.

WHITE: I agree with Commissioner Theriault.

HARVEY: . . . recommendation from the Personnel Committee . . . to request WTA to make a presentation to the Board of Education. Subsequently that request was referred to the Personnel Committee and the WTA was invited to our meeting. However, as it developed, we set provisions on what we wanted to hear . . . and the WTA had issues with those provisions. So the WTA presentation was removed from the Personnel Committee Meeting Agenda. The Personnel Committee met . . . we, from that meeting, we had a recommendation, and the recommendation was that President Hayes refer the request to Dr. Snead. So just to make that official . . . referring back to Dr. Snead . . . I have to commend Coach Nick Augelli . . . at Crosby High School and the team on their win. I'm very proud as an alumnus of Crosby High School. . . . the seniors on the team . . . scholarships so the team members can attend college . . .

HAYES: . . . update on the status of all our graduating athletes . . . whatever dollars they were able to take advantage of . . .

ADJOURNMENT

Upon a motion by Commissioner Pinto and duly seconded by Commissioner Harvey, it was voted unanimously to adjourn at 8:08 p.m.

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