

WATERBURY BOARD OF EDUCATION

Monday, April 7, 2008 at 5:30 p.m.

(For the April 14, 2008 Board Meeting - MINUTES ATTACHED)

COMMITTEE MEETING

The Board of Education Committee meetings were held on Monday, April 7, 2008 at Maloney Magnet School, 233 South Elm Street, Waterbury, Connecticut, starting at 5:39 p.m.

PRESENT: Vice President White, Commissioners D'Angelo, Flaherty-Merritt, Harvey, Laccone, Stango, Sweeney, and Theriault (5:46 p.m.).

ABSENT: President Hayes and Commissioner Pinto.

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 into executive session at 8:47 p.m. to discuss the appointment, employment, performance, health, or dismissal of a public officer or employee AND strategy and negotiations concerning pending claims/litigation. Present from 8:47 p.m. to 9:05 p.m. were all Commissioners, Dr. Snead, Assistant Superintendent's Cullinan and Sequeira, Paul Guidone, Ron Frost, and Attorney Lee Kernan Tiernan. Present from 9:05 p.m. to 9:15 p.m. were all Commissioners, Dr. Snead, Assistant Superintendent's Cullinan and Sequeira, Paul Guidone, and Ron Frost. Present from 9:15 to 9:55 were all Commissioners, Dr. Snead, Paul Guidone, Ron Frost, and Andre Alston (from 9:35 to 9:55 p.m.).

Respectfully submitted,

Carrie A. Swain, Clerk
Board of Education

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Monday, April 14, 2008 at 6:30 p.m.

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

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

ALSO PRESENT: Superintendent Snead, Chief Operating Officer Paul Guidone, Director of Personnel Ron Frost, School Business Administrator Paul Mazzaccaro, and School Inspector Herbert Greengas.

MEETING CALLED TO ORDER: President Hayes called the meeting to order at 6:32 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.

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 communication dated March 27, 2008 from Civil Service certifying Lori Galek for the position of School Secretary.
2. Copy of communication dated March 27, 2008 to Vincent Vurchio from Civil Service approving his request for a transfer.
3. Communication dated April 2, 2008 from Lisa Lessard regarding her child.
4. Communication dated April 4, 2008 from Representative Noujaim regarding Board's recent communication.
5. Communication received April 7, 2008 from Representative Berger regarding Board's recent communication.

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

APPROVAL OF MINUTES: Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to approve the minutes of December 3, 2007, December 17, 2007, January 7, 2008, January 14, 2008, February 4, 2008, February 19, 2008, and February 23, 2008.

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

PUBLIC ADDRESSES THE BOARD: Upon a motion by Commissioner Flaherty-Merritt 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 6:35 p.m.

Beverly Hunter, 498 Pearl Street, had the following comments: And the reason why I'm here this evening is because I have a safety hazard issue concerning Tinker School. Now as a grandparent I happened to go up there to find out how my granddaughter was doing and progressing and when I was there I noticed there were 17 children in the classroom, only one entrance to come in or out of the classrooms, no emergency exit, and not only that the amount of space for 17 children, it was limited. And I also noticed that due to that space the children were limited as far as their functional movement and everything. And I also noticed that there was limited ventilation there. Now I have a granddaughter that attends a specific classroom and for some unknown reason this year I had to take her to the doctors 10 times for allergies. Now due to the poor air quality evidently there's dust mites in there and I'm concerned about that. I'm also concerned about the fact that since September until the middle of

February there were five teachers for a kindergarten class, no consistency. Now, I'm trying to be a little polite, that's why I'm not saying too much, I'm a little ticked off about that because anytime you have a child going to school as a kindergartener you have to show consistency in order to show progress. Now I'm not going to name any of the teacher's names because it's embarrassing. And it's not their fault because they try to do the best they could. And, let me see what else I have up here, Like I said, if there was an emergency there's no emergency exit and that concerns me because if a fire was to break out and you all know, I don't want to go through the logistics, and something happens, I don't want to go through those logistics, but something needs to be done. And the reason why I'm here tonight is because school year has to continue but hopefully during the rest of the school year onto to next year, that situation gets addressed. And, let me see what else I have, well anyway, like I said, I do have safety issues and concern with that classroom. And like I said, it is a kindergarten classroom and for some reason because they needed space they made the classroom smaller and I don't feel as though that that's fair to the children or the production of education for teacher, she's being limited. If I need to get back up here, I'll get back up here. But I just think it's an issue. Please address it, you have my address and everything I would like a correspondence letter to know that it was taken care of. Thank you very much.

HAYES: Is there anyone else wishing to address the Board? Is there anyone else wishing to address the Board?

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 6:39 p.m.

SUPERINTENDENT'S REPORT: Last Tuesday morning, the Crosby basketball team was honored at a very nice luncheon in the Mayor's office.

Last Wednesday evening, I attended the Litter Summit.

On Thursday, I met with all of the elementary principals to discuss the proper implementation of the district's excused and unexcused absences so that all schools apply the Board's policy equally.

I visited Chase School last week. Upon entering the building, the principal, Ms. Piccochi, was having a meeting with her administrative staff. They were going over the important initiatives for this school year. The administrative staff works well together and is on the same page.

Chase has a creative partnership with the University of Bridgeport. Through a grant, the university helps with reading strategies. Data is used to drive instruction.

Formative assessment is an ongoing process at the school. Guided reading is also being used.

In the 3rd grade after school program 81% of the students scores increased in reading according to the post test. 14% of the students' scores decreased.

Common planning time is done in small groups due to the scheduling conflicts. The meetings are twice a month for each grade level.

The truancy clinic is working very well. Everyone loves it.

Suspensions are down.

There is a hole in the wall and a broken window in the café that is being repaired.

PRESIDENT'S COMMENTS: Under my comments, I just, one thing I know, some of us have been discussing over the internet, Dr. Snead, I'd like to have some kind of a report or discussion maybe at our next workshop on whether or not we have the principals' advisory committees working in the schools and meeting regularly and just how that's going. That seems to be something that can be very helpful and we've heard different opinions about whether or not it's taking place. So I'd like to have some confirmation of what's happening but ultimately I'd like to see that these are scheduled regularly so there's an ongoing discussion of all the staff at the schools.

PINTO: I'd like to remove items 9.1 and 9.13 off of the Consent Calendar.

HAYES: Motion to accept the consent calendar with items 9.1 and 9.13 removed.

9. CONSENT CALENDAR

Upon a motion by Commissioner White and duly seconded by Commissioner D'Angelo, it was voted unanimously to approve the consent calendar, items 9.2 through 9.12, as listed:

- 9.2 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply for the State Department of Education "Enhancing Education Through Technology" grant.
- 9.3 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval of a Professional Services Agreement with Connecticut Academy for Education in Mathematics, Science, and Technology, Inc., for services related to the CT Middle and High School STEM After School Program.
- 9.4 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply for the 2008-2009 School Readiness and Child Day Care Grant Program.
- 9.5 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the new position of Secretary III for the Adult Education Department. This position shall replace the current position of Data Entry Clerk.

- 9.6 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of a Construction Contract with Trane U.S., Inc., for Trane Rotary Screw Chiller Repairs at Maloney Interdistrict Magnet School.
- 9.7 With the approval of the Committee on School Activities, the Superintendent of Schools recommends approval of the 2008-2009 Use of School Facilities Rental Fee Schedule.
- 9.8 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to the following for use of school facilities by school organizations and/or City departments.
- 9.9 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to A. Boatright, KHS, and three chaperones to take 39 students to Jackson, NJ on May 1, 2008 to attend Business & Marketing Education Day at Six Flags.
- 9.10 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to Ms. Iglesias, NEMS, and four chaperones to take 40 students to Sturbridge, MA on May 9, 2008 to visit Sturbridge Village.
- 9.11 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to P. Swift, WHS and two chaperones to take 20 students to Philadelphia, PA from April 24 through 26, 2008 to participate in a track meet at the University of Pennsylvania.
- 9.12 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to R. Pulit, WHS and K. Ondrush, WAMS, and two chaperones to take 40 students to Old Lyme, CT and Newport, RI on June 2, 2008.

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

10. ITEMS REMOVED FROM CONSENT CALENDAR

- 9.1 Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to approve the Department of Education's 2008 – 2011 District Improvement Plan, as attached.**

HAYES: Motion made and seconded. Any discussion

PINTO: Under discussion, not having been at the Workshop last week there's a couple of items in the plan that I was concerned with. Number one on the strategies that is sent is the first item on page five and that just talks about the, the first line item is systems, the one thing that concerns me is that it does not anywhere indicate that

security will be part of the plan. So my motion is to, I would actually like to make a motion to adjust the language to include that security will be taken into consideration to develop data systems.

HAYES: I don't know what happened at the Workshop, I wasn't there either, does anybody have any information to share with Mr. Pinto?

SWEENEY: The District Improvement Plan, which is just a generalized plan for what the district is going to do over the next couple of years and one point that we had discussed last year was the inability to warehouse data but that doesn't necessarily mean that security won't be part of that, it means that we're gonna look at a system for warehousing data when we get to that point then the people in charge will have to look at the best system with the best security that fits the district but we don't generally go into that fine eyed of detail in a District Improvement Plan.

PINTO: And then my second item was on the selection of, there was a specific listing of languages that we would develop alternative materials in but there was no criteria for deciding which languages should be selected and how we should choose what languages we need to develop those materials in. It just said two languages and didn't say anything about selection criteria.

SWEENEY: Paul could verify, I thought those were State guidelines when it gets to a certain percentage don't we have to print everything in that language?

GUIDONE: I'm not sure if there's actual State requirements.

HAYES: Dr. Snead, do you have any idea how that works? I know just that Spanish and Albanian are the two most spoken second languages.

SNEAD: We have no criteria for determining all the languages that we would try to interpret and send information out in. We basically we try to do the two majority ones which are Spanish and Albanian, in fact we don't even have interpreters for all the languages spoken in the district. It's just been our practice, no policy or law or regulation regarding that.

FLAHERTY-MERRITT: Can I just make a suggestion that maybe you bring it up, to add to a workshop, that we do develop criteria then. Because it would be a good idea to have a set standard so we don't have parents complaining that it's produced in this language but I don't have any literature in my language. If we have a set criteria, as you suggest in your e-mail, then we have some guidelines.

PINTO: I will be fine moving forward with the items as written as long as we revisit it, modifications later.

HAYES: Any further discussion? Hearing none – all in favor, opposed, motion passes. The motion for item 9.13 should come from the Committee on School Activities.

9.13 Upon a motion by Commissioner Laccone and duly seconded by Commissioner D'Angelo, it was voted unanimously to approve that

permission be granted to M. Vagnini, WAMS, and three chaperones to take 45 students to New York, NY on May 28, 2008 to see the musical "Hairspray".

HAYES: Motion made and seconded. Under discussion – Commissioner Pinto.

PINTO: I just would like to know if anyone has found out if this is age appropriate for the students attending?

FLAHERTY-MERRITT: The movie is PG-13.

PINTO: Correct, but that does not necessarily mean the play...

FLAHERTY-MERRITT: The movie is identical to the play, I've seen both. So I hope that helps you out.

HAYES: When I've gone on field trips sometimes I was wondering about the movies they played and usually they pulled them when I was on the bus. I don't know what they did when I wasn't there but that was a good point, it should be age appropriate.

SWEENEY: Parents do have to sign permission slips and they should be reading them and they should know that this is where they're going, parent decision, they should be making it.

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

EXECUTIVE SESSION

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner White, it was voted unanimously to go into executive session at 6:51 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.

Present: All Commissioners, Dr. Snead, Paul Guidone, and Ron Frost.

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Pinto, it was voted unanimously to return to the regular order of business at 7:19 p.m. No votes were taken.

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

11. COMMITTEE OF THE WHOLE

11.1 Upon a motion by Commissioner White and duly seconded by Commissioner Harvey, it was voted unanimously to remove item 11.1 from

the agenda, recommendation to terminate contract of employment of teacher.

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

12. COMMITTEE ON SCHOOL ACTIVITIES

12.1 Upon a motion by Commissioner Laccone and duly seconded by Commissioner Pinto, with Commissioners D'Angelo, Sweeney, and White voting "no", it was voted to approve the use of school facilities by outside organizations.

HAYES: Motion made and seconded. Any discussion?

SWEENEY: This is actually, relates to holding of a pageant at one of our high schools, Kennedy, on August 9 and 10, to run from 8:00 a.m. to 9:00 at night, this is a Saturday and a Sunday. I just, I feel that this is a more appropriate for an outside venue, for a theater, for a conference center. I just don't feel that it fits a school use. I know I was given information that says if we allow a commercial organization to use our schools once we have to allow them all. I think we have to have; we should be able to have some kind of discretion as to whether or not it fits the use. I'm also concerned, again this is August 8 and 9, we're gonna have staff in on extra hours, that time of year they should be getting the schools ready for the beginning of the school year, getting things done during that down time that they can't do at other times. I just really feel this is inappropriate. And if I'm bucking State law, I'm bucking State law. It wouldn't be the first time I told the State they were wrong.

HAYES: Any further discussion on that? All in favor, opposed. Seven in favor, three opposed – Commissioners White, D'Angelo, and Sweeney. Motion passes.

12.2 Upon a motion by Commissioner Laccone and duly seconded by Commissioner Harvey, it was voted, by roll call vote, to approve that permission be granted to C. Fann-Pierce, KHS, and four chaperones to take 32 students to New Orleans, LA from may 30 through June 3, 2008, to assist in reconstruction and cleaning.

HAYES: Motion made and seconded. Is there any discussion?

WHITE: I was against this because, originally they were going to a conference, that's what they usually do at this time of the year and there's, it's a good thing. But to take our students to New Orleans to help with the reconstruction I feel could be very dangerous – health wise, the way the planes were going this week, travel wise, and I feel that if they're going to just help with something we have Habitat for Humanity here in town, they could do the same thing here in town and they wouldn't have to use their travel time, they would have that much more time here. I just don't feel that this is an appropriate reason to loose two days of school. I know it's only two days of school, the rest is a weekend, I just don't agree with it in this particular instance.

HAYES: Any further discussion? Hearing none - all in favor, opposed, roll call to be clear.

ROLL CALL VOTE:

YEAS: Commissioners Harvey, Laccone, Pinto, Stango, Sweeney, Theriault, and President Hayes - 7

NAYS: Commissioners D'Angelo, Flaherty-Merritt, and White - 3

THERIAULT: If they can go to Maine they can go to New Orleans.

13. COMMITTEE ON SCHOOL PERSONNEL

13.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner D'Angelo, it was voted unanimously to approve the appointment of Nicholas Albin as Supervisor of Reading, English/Language Arts grades 7 – 12.

HAYES: Motion is made and seconded. Is there any discussion?

THERIAULT: Here's one more indication of an individual who really has been able to shine in our school system. Under the tutelage of the Superintendent and Central Office staff, as well as the administrative staff, here's someone who's been able to come along in a very short time up into the echelon of higher administration. And I congratulate him and look forward to more of his ilk to come forward, getting their certification, and staying in Waterbury. And hopefully he's gonna stay here and not go elsewhere.

WHITE: Oh, I think he'll stay.

THERIAULT: So I wish him all the best, he's done a lot in a short time and it can be done. He's got, what was it, four different certifications, all kinds of things, I wish him well.

HAYES: I've seen Mr. Albin as the Athletic Director for the middle school. I've seen him out on weekends measuring fields and working, he goes above and beyond and I know he was a big part of what's going on at Wallace as well. I think he's a Waterbury guy, I think he's gonna stay here, he really, the feedback I've gotten is all positive about him whether it was from other staff, students, administrators, so I think, I'd like to congratulate him after we vote, I was hoping he'd be here after we do that. Any further discussion? Hearing none – all in favor, opposed.

14. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner White, it was voted unanimously to receive and place on file items 14.1 through 14.4, as listed.

- 14.1 Athletic appointments effective immediately:
Crane, Richard – Head Indoor Track Coach, CHS.
Gwiazdoski, Paul – Head Golf Coach, CHS.
McDonald, Ryan – Head Boys’ Tennis Coach, CHS.
Nicholas, Stefanie – Assistant Outdoor Track Coach, CHS.
- 14.2 Grant funded appointments effective immediately:
Morek, Danielle – Speech Language Pathology Assistant, 35 hours per week at \$28 per hour, 10 month position, plus extended school year, benefits governed by the SEIU Contract, funded by the IDEA grant.
O’Leary, Patrick – Speech Language Pathology Assistant 35 hours per week at \$28 per hour, 10 month position plus extended school year, benefits governed by the SEIU Contract, funded by the IDEA grant.
- 14.3 Extended School Hours appointments, maximum of 6 hours per week, salary according to individual’s contract, funded by the ESH Grant:
Jerilyn Salvia, Substitute, Kingsbury School.
Stephanie Alspaugh, Walsh School (replaces Stacy Kozolowski).
- 14.4 Leave of absence requests:
Quinlan, Stacey – Kingsbury School grade 1, requesting an unpaid childrearing leave of absence from May 1, 2008 through June 16, 2008 (last day of school).

HAYES: New Business.

WHITE: I have something under New Business which has nothing to do with what we discussed tonight. I wanted to know if anybody here went to WAMS to see “The King and I”, wasn’t it was just wonderful? It was absolutely unbelievable. It was so hard to believe that these were just students; it was so hard to believe. The music, the choreography, the commeratory amongst them, it was just wonderful. So I guess we should try to attend more of these things. And also I was out at Crosby the other day, PAL hosted a championship baton twirling, a baton twirling championship, and I was amazed at how well, I shouldn’t say I was amazed, I was pleased to see how much respect they had for the auditorium, the floor, they took such good care of everything, they didn’t go in places where they weren’t supposed to be and that was my observation but later on when I was speaking to one of the custodians, out of the clear blue, she said this is such a great group, they don’t ask for anything, they just tell us what they’re doing, we watch them, they clean up after themselves, they were very, very impressed with the group. So it was nice to hear because I’ve been in schools, at programs, where the kids are running wild. So it was very nice to see that they weren’t. That’s it. And I drove around the back of the school to see the addition, the media addition, and it’s wonderful. It’s so pretty that it should be in front of the school. What I guess what I’m saying is having seen the inside I’m glad that the exterior is done so well also, it’s a great thing.

STANGO: I just want to also piggyback on Mary’s description of the play, “King and I”, at WAMS. A production like that I think is what a person would picture when WAMS was conceived as an arts magnet school. It just was what you would think would

happen there. You're in the Palace Theater, how many kids can say they performed in the Palace Theater. These kids can. And I know the work that went on behind the scenes with the various staff and faculty members and I know that having taken a little part in something 100 years ago with school productions. They work with the joy of working on it, it's not like they don't begrudge it at all and this is what they did and this is what, the greatness of the production. At one point I believe, I tried to count them but they moved too fast, I think there were close to 100 students on the stage at one point at various sizes and ages. I think they had, they may have even imported some lower than sixth grade but there was at least sixth graders all the way to 12th grade and they all worked together. I was great; I just wanted to add that in. Thank you very much.

WHITE: The things that happened last week in our City with our kids were wonderful if you consider the Crosby championship, going into a school and having it be respected and taken care of and a lot of these were our kids that were there, and the production at WAMS and the attendance was wonderful at the productions, both productions. So I just want everybody to know there are good things happening in the City with the children in the buildings. And I thank all the people that are responsible for that.

HAYES: Can I just add on that topic. I'm glad a couple of us were able to go but maybe in the future when one of us is planning to go somewhere we tell the rest and maybe we can go as a group or whatever. I know we all got busy schedules and some of us can do it and some of us can't, but it would be nice if we could go together. Another point, I know we had the Supervisor of Arts here not too long ago, I think there's a lot of good things going on in the other schools as well but I really, I'm hoping that they're gonna pick it up a little bit because all the arts and theater shouldn't be going on just at this school, it should still be an intricate part of the curriculum at the middle schools and high schools as well. So we should support those programs as well.

WHITE: Those are all coming up at this time of year.

HAYES: So are all good as well.

FLAHERTY-MERRITT: In the same note I just want to congratulate the Crosby mock trial team, they're moving onto the next level. They did excellent. The closing remarks, I actually heard from several different people from several different schools that competed against them, they actually contacted me, to tell me that the person who did the closing remarks, I don't know the student's name, had the best one there, he didn't use a script, just went off and they were entirely impressed. So I just want to congratulate them.

HAYES: Anyone else under new business?

SWEENEY: Last year this Board decided that it would be a good idea to avoid any activities in the high schools and the middle schools during graduation week and we're getting to the point where people will be booking for approximately that time so could we just remind staff to be careful of what they book during that week.

HAYES: How are we with the last day of school right now?

WHITE: The 16th, I believe it's a Monday.

HAYES: We have to go to the Monday. Anything else under New Business? Old Business?

D'ANGELO: I'll be careful. Last week in executive session our Board directed the Superintendent and staff to get back to us by the end of business tomorrow on our certification issue for a Waterbury education employee and my understanding was we wanted from Hartford either an e-mail or fax saying that the things that they require for said employee are in place otherwise the employee would not be in work the following day and would be terminated. And I was just wondering if we can get an update on, not the specific person but the process.

FROST: We received late Friday afternoon written confirmation that the documents had been received by the State Department of Education. Further discussion today there are some items still outstanding and my understanding is they're in route, in transmission to the State.

FLAHERTY-MERRITT: So, Mr. Frost, for clarification, the file is still not complete so as of tomorrow it looks like we will not have a letter from the State or notification from the State that the file is complete and that is what we requested.

FROST: I can't answer that, I won't know until the end of business tomorrow.

FLAHERTY-MERRITT: As of right now the file isn't complete.

FROST: That's correct.

D'ANGELO: Mr. Frost, assuming tomorrow 5:00 passes and the Board does not get an e-mail from Central Office saying that they received notification from Hartford that everything is in place, does this Board require action tomorrow night or Wednesday or is the mandate, the directive that we gave going to be carried out Wednesday morning?

FROST: I can't give you a legal opinion about that.

HAYES: Obviously you all know I wasn't there so I'm not sure what the actual directive was or what the what if's were in the event that these dates passed or what would be acceptable so...

SWEENEY: It was abundantly clear what was expected and when it was expected and what the consequences were if the expectations were not met.

FROST: I believe we would have to go through due process and inform the employee.

D'ANGELO: I guess what I don't want, I shouldn't say what I don't want, what happens if 5:00 passes tomorrow, the information is not in place, we start due process, we start due process and two weeks from now the information is in place, is that gonna mess up the due process?

FROST: The directive was that by April 15 and if the information was not there on April 16 he would no longer be employed.

D'ANGELO: Okay, thank you.

HAYES: So there's a clear understanding of that, no one disputes that? Okay, thank you. Anything else under Old Business?

ADJOURNMENT

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner D'Angelo, it was voted unanimously to adjourn at 7:41 p.m.

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