

WATERBURY BOARD OF EDUCATION

Monday, June 23, 2008 at 5:30 p.m.

(For the June 30, 2008 Board Meeting - MINUTES ATTACHED)

COMMITTEE MEETING

The Board of Education Committee meetings were held on Monday, June 23, 2008 at Rotella Magnet School, 380 Pierpont Road, Waterbury, Connecticut, starting at 5:40 p.m.

PRESENT: President Hayes, Commissioners D'Angelo, Flaherty-Merritt, Harvey, Laccone, Pinto (7:01), Stango, Sweeney, Theriault, and White.

ALSO PRESENT: Superintendent Snead, Assistant Superintendent Cullinan, Chief Operating Officer Paul Guidone (left at 6:46 p.m.), 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 Board adjourned into Executive Session at 7:06 p.m. to discuss the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee. Present were all Commissioners, Dr. Snead, Assistant Superintendent Cullinan, Ron Frost, and Attorney Mosley.

Respectfully submitted,

Carrie A. Swain, Clerk
Board of Education

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Monday, June 30, 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, 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 6:45 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.

LACCONO: 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 Driggs School Based Health Center 2007-08 Report from StayWell Health Center.
2. Copy of communications dated June 18, 2008 from Civil Service certifying Kacey Jarjura and Kathy Thompson for the position of ABA Behavior Therapist.
3. Communication dated June 23, 2008 from the Board of Aldermen requesting dates for a special meeting to discuss maintenance and updating of public buildings.

HAYES: All in favor, opposed, motion passes unanimously.

APPROVAL OF MINUTES:

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the minutes of May 12, 2008.

HAYES: Is there anyone wishing to address the Board?

SUPERINTENDENT'S REPORT: All of the 12 month and 10 month administrative employees have been involved in formative assessment training last week. Presenter Connie Kamm from the Center for Leading and Learning met with middle school and high school principals for two days of training and then met with elementary school principals for two days of training. The topic was implementing formative assessments as a strategy for learning. Our administrative staff will now turn-key this information and training over to their school staff on the first day of professional development in August.

Last Wednesday evening, June 25, I attended two events at the Villa Rosa. The first was a Recognition Dinner for mentors and other volunteers who work with students here in Waterbury. The event was sponsored by the Mentor Task Force of the Waterbury Prevention Policy Board using the Urban Mentoring Initiative Grant. The second event was a retirement party for Assistant Deputy Chief Patrick Ridenhour. I thanked him for the service he has provided to the Waterbury Public Schools.

I have now completed the evaluations of all principals, and last week and this week I am conducting evaluations on Cabinet members that report directly to me.

Commissioner Mark McQuillan will be making a presentation to the State Board of Education on Wednesday, July 2, at 1 pm. He will be discussing the results of our presentation to the Ad Hoc Committee and the progress we have made in developing a new District Improvement Plan. We have been invited to attend and to answer any questions that may arise. We will not be presenting at this meeting but we will be asked to come back and present again on our District Improvement Plan at a future date.

Planned summer construction projects are underway, including the extensive work on the Tinker School window lintels. Updates on progress will be made during the summer.

I would like to wish everyone a safe and happy 4th of July holiday.

PRESIDENT'S COMMENTS: Thank you Dr. Snead. I hope everyone has gotten their schedule into Carrie. It's not really for me as much as it is for the Chairs of our different committees that are going to have to meet over the summer. In particular the School-naming Committee. I think we need to do a Schoolhouse Committee over the summer. As long as we know so when the Chairs of the perspective committees schedule a meeting they have something to look at so they don't end up with two or three people not being available. I wonder if the Curriculum Committee is going to be doing something over the summer as well. At some point we have to get the full Board into a decision based on what was discussed at the Curriculum Committee. We can move onto our consent calendar.

9. CONSENT CALENDAR

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the consent calendar, items 9.1 through 9.6, as listed:

- 9.1 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of transfers in the 2007/08 budget totaling \$213,000, as attached.
- 9.2 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of the Department of Education's 2008-2009 Tuition Cost Rate Schedule, as attached.
- 9.3 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the Non-union Salary Adjustments for grant and general fund staff not covered by a bargaining unit, as attached.
- 9.4 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the revised job specifications for the position of School Crossing Guard Coordinator, as attached.
- 9.5 With the approval of the Committee on School Activities, the Superintendent of Schools recommends approval of the use of school facilities by school organizations and/or City departments, as listed.
- 9.6 With the approval of the Committee on School Activities, the Superintendent of Schools recommends approval of the use of school facilities by outside organizations.

HAYES: Motion made and seconded.

THERIAULT: Just a point of order Mr. Chair, I request that these items be read, for the public, rather than item 9.1 and so forth. I'm not offering to debate them just so they are read so the public will be informed.

HAYES: I'll do that. After I read one and if someone wants to remove it let me know at that point. (President Hayes proceeded to read the list of items) Motion made and seconded. All in favor, opposed, motion passes unanimously.

11. COMMITTEE ON SCHOOL PERSONNEL

11.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner White, it was voted unanimously to approve the appointment of Marc Ladin as Principal of Driggs School.

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

12. COMMITTEE ON BUILDING

12.1 Upon a motion by Commissioner White and duly seconded by Commissioner Harvey, it was voted unanimously to approve of the ED042 for the Duggan School Project (State Project #151-0252 EA/RR), as attached.

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

13. COMMITTEE ON FINANCE

13.1 Upon a motion by Commissioner Pinto and duly seconded by Commissioner Harvey, it was voted unanimously to approve an agreement with The University of Bridgeport to provide student interns for the period of September 1, 2007 through June 30, 2008.

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

14. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to receive and place on file items 14.1 through 14.5, as listed:

14.1 Athletic appointments effective immediately:
Rivera, Natasha – Assistant Swim Coach, Wallace Middle School.

14.2 Grant funded appointments:
DeNucci, Andrea – Education Aide, Stepping Stone Summer Program, maximum of 120 hours at \$16.00 per hour.

Haines, Thomas – Project Coordinator, Stepping Stone Summer Program, maximum of 120 hours @ \$30 per hour.
 Tacchi, Barbara – School Readiness and Child Daycare Grant Program Coordinator, \$75,000 annually with benefits governed by WMAA, effective 07/01/08.
 Townsend, Telicia – Education Aide, Stepping Stone Summer Program, maximum of 120 hours at \$16.00 per hour.
 Watkins, Aita – Project Coordinator, Stepping Stone Summer Program, maximum of 120 hours @ \$30 per hour.

14.3 **Resignations:**

Busnel, Melissa – Special Education Teacher, State Street, effective 06/30/08.
 Ciarleglio, Adam – Math Teacher, WAMS, effective 08/15/08.
 Collins, Christopher – Grade 5, Walsh School, effective 06/30/08.
 Connors, Lisa – Crossing Guard Supervisor, effective 06/16/08.
 Dean, Amy – Kindergarten Aide, RMS, effective 06/16/08.
 Ieronimo, Karen – Paraprofessional, ECEP, effective 06/16/08.
 Perez, Lorraine – Truancy Specialist, WSMS, effective 06/19/08.
 Pribila, John – Paraprofessional, ECEP, effective 06/16/08.

14.4 **Maloney Magnet School July Summer School appointments, salary according to individual's contract:**

Administrator:	Donna Cullen	
Computer Technician:	Robert Calabrese	Michael Thompson (substitute)
Teachers:		
Ann Drewry	Barbara Moulthrop	Cheryl Couture
Dana Cancro	Darlene CoFrancesco	Diurca Tomasella (part time)
Esther D'Esposito	Gina Kotsaftis	Jennifer Hibbs
Marlene Madera	Judith Sidella	Kazumi Yamashita
Maria Collado	Robert Lopez	Susan Groppi
Suzanna Dali-Parker	Tonyia Tafuto	Theresa Battistrada
Dale O'Leary		
Paraprofessionals:		
Dejanira Clark	Mary Turner	Talisha DeGroat

14.5 **Rotella Magnet School Summer School appointments, salary according to individual's contract:**

Administrator:	Robin Henry	
Network Specialist:	Mark Poulin	
Clerical:	Linda Lindsay	
A/V Tech:	Robert Keating	
Teachers/Arts Enrichment:		
Barrett, Ellen	Daniels, Mark	Decerbo, Laureen
DeSantis, Paula	Dooling, Joan	Galullo, Kathy
Gatti, Doreen	Greggis, Kathleen	Harrigan, Margaret
Ismail, Refik	Ledbetter, Brenda	Milo, Maria
Molaskey, Catherine	Santovasi, Monica	Sirois, Kenneth
Veneziano, Rosalie	Yost, Amy	
Teachers/Academics:		
Biolo, Dawn	Cipriano, Nancyjean	Gravel, Suzanne
Howell, Deborah	Lee, Ellen	Lindquist, Marlene
McGrath, Diana	Pinho, Kelly	
Aides:		

Alexander, Lisa
Lanouette, Victoria
Sequenzia, Deborah

Cicchello, Ersilia
Monteiro, Greta
Sugrue, Kathleen

Irizarry, Angelina
Neuman, Kim
Thomas, Martha

HAYES: Motion is made and seconded. All in favor, opposed, motion passes unanimously. Anyone have any New Business?

WHITE: I know I sound like a broken record but I think that we should begin the, we should go into the beginning stages of redistricting because it's going, the new schools will be upon us before we realize it and I think it's important to, even if we just begin with knowing what we have, where they are and how they may have to change. I think there's a lot to do right there; that's enough to take us awhile. And I think we have to decide whose job this is, who has to do it. So that's good for another workshop maybe.

HAYES: Paul, redistricting, who would that fall under?

GUIDONE: I guess me. We have been talking about that as a matter of fact as of today. We'll get together a schedule, work it through the Building Committee, and begin to move forward, it's probably about the time we need to consider the impact of the first two schools as well as a plan for the third one.

HAYES: Anyone else under New Business? Old Business?

HARVEY: President Hayes, just two things. One is just a reminder that we need to, the Committee on Naming of Schools should meet on that.

WHITE: Anybody that's on that Committee can you check the 8th. If we can meet earlier in the day depending what time...

HARVEY: I can't make it the 8th. We can use e-mails for that.

HAYES: We'll just figure it out through Carrie.

WHITE: Well how about the following Tuesday?

STANGO: If you're talking about the day time that Friday would be good.

WHITE: Which Friday? That's the one week we're away.

HARVEY: Mr. President, I have something else. One other thing, we need to, I believe it's the Personnel Committee that needs to meet on a personnel matter, and we probably need to meet soon. I will be sending out notice on that.

WHITE: Why don't we change it to that Monday because we'd be coming to a meeting on Monday anyway?

HAYES: I was going to suggest that without belaboring it. Most of us don't schedule anything on Mondays so it might not be a bad idea. Maybe even if we could double up on a couple of them.

WHITE: Okay, I'll set two for that Monday then.

HAYES: Regarding the Grant's Office, Commissioner Harvey is the Chair of the Personnel Committee, said she'd prefer not to be handling that because of her own, she has a personal relationship with the person who's in charge of that particular thing so I'll probably handle that, or at least get to the first, last, maybe only meeting and if it needs to go forward maybe we can decide amongst ourselves what . . .

HARVEY: Commissioner D'Angelo, I know you're asking what the personal, there is an ethical relationship there so I'm taking the step of having someone else handle it like we all should do. So I know what your question is so I appreciate President Hayes doing that.

D'ANGELO: That really wasn't my question. What I was asking was and credit to you for excusing yourself, why an issue like this goes to a Board of Ed committee? If there is or isn't an issue isn't it the Superintendent's, I'm just confused why the Board of Ed would be micromanaging a department?

HAYES: I think first of all it was a result of a request made through an e-mail and I simply thought it would be best to have it go through a Committee where Dr. Snead would report. And the only reason it's going through Committee is because it's over the summer otherwise I probably would have had it to the Committee of the Whole. But since we don't have any meetings for more than a month I thought we'd just go through a committee or maybe we'd double up since we have so many different committees going maybe we'd double up a couple of them and resolve it that way. So I mean you have two committees with different members maybe we'd all get in the same place at the same time and that's how I was hoping to schedule it and that's why I thought Mondays might be a good time to do that.

WHITE: I don't believe that's micromanaging. This is an extenuating circumstance and this is the best way to handle it.

HAYES: Anything else under Old Business?

THERIAULT: I understand it is the Board's policy when we have substitutes that do long terms subbing to give them first crack at the interview process, not necessarily give them a job but this is the second or third occasion that I can think of in the past four years where someone has not gotten that Board of Ed blessing to get an interview and I understand that we do a first round and a second round and so forth but certainly the individual that partakes in the first round has the better advantage because there are more jobs available. So through Dr. Snead and you President Hayes this has been our policy and we have adopted this policy and I'd like to make sure it's implemented through Roberta Pesce and Dr. Snead for those people that have been loyal to us and have been our permanent subs for periods of time that they get first crack at these jobs and get an interview. I'm not saying that they get the jobs; I'm saying it's Board policy that we grant them an interview first before we grant the outsiders.

HAYES: I think it's fair enough for me to give a directive to Dr. Snead to make sure that that's taking place because I know we had a discussion also with regard to long term substitutes and all those type of things that we want to fill those positions they would be

more likely to take them if they knew they at least had that first interview, that opportunity. It works both ways, we have an opportunity to get to know them a little better, we might know them better than they might want us to know them but the fact of the matter is is because they come here we do owe it to them to give them that interview and I would expect that that were to happen and if it doesn't we have to address that at the time.

THERIAULT: Just for the Board's edification a year or two ago there was a person that worked for us 183 days and she was not granted an interview on the first or second go around. So it does happen that these people slip through the cracks and these are the very people that we should be saying "okay, we're going to give you the chance to prove yourself, take the interview, you've done well for us, and we're gonna stick by you and do well for you if you do well on the interview". So thank you.

HAYES: Anything else under Old Business?

GUIDONE: Pat, just as an announcement, as you probably know your e-mail accounts were closed down on Friday so we could comply with the Freedom of Information Act request. Any of you that had unique passwords, you need to contact Will to put you back in the system. That's already occurred with a number but he told me today that a few haven't. So if you haven't make sure you contact Will tomorrow so you can get e-mail back and forth.

HAYES: I wasn't clear on the whole idea on what a unique password is, I thought you had to have a unique password.

GUIDONE: Several of you have a generic password that you use and that was immediately restored automatically but some of you had unique or specific ones to yourself.

HAYES: Okay, I didn't know that.

ADJOURNMENT

Upon a motion by Commissioner Pinto and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to adjourn into Executive Session at 7:06 p.m. for discussion concerning the Superintendent of Schools evaluation.

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