

WATERBURY BOARD OF EDUCATION

Monday, July 28, 2008 at 5:30 p.m.

(For the August 4, 2008 Board Meeting - MINUTES ATTACHED)

COMMITTEE MEETING

The Board of Education Committee meetings were held on Monday, July 28, 2008 at Rotella Magnet School, Waterbury, Connecticut, starting at 5:37 p.m.

PRESENT: President Hayes, Commissioners D'Angelo, Flaherty-Merritt, Harvey, Laccone, Pinto (6:30 p.m.), Stango, Sweeney (6:06 p.m.), 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 into Executive Session for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee at 7:28 p.m. Present until 8:10 a.m. were all Commissioners, Dr. Snead, Dr. Sequeira, Mrs. Cullinan, Mr. Frost, Mr. Guidone, and Attorney Mosley. From 8:10 p.m. to 9:50 p.m. only Commissioners were present.

Respectfully submitted,

Carrie A. Swain, Clerk
Board of Education

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Monday, August 4, 2008 at 6:30 p.m.

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

PRESENT: President Hayes, Commissioners D'Angelo, Harvey, Stango, Sweeney, Theriault, and White.

ABSENT: Commissioners Flaherty-Merritt, Laccone, and Pinto.

ALSO PRESENT: Assistant Superintendent Cullinan, 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 6:39 p.m. with a moment of silence and a prayer and Commissioner Theriault led everyone in the Pledge of Allegiance to the Flag.

ROLL CALL

CLERK: Commissioner D'Angelo.

D'ANGELO: Yes.

CLERK: Commissioner Flaherty-Merritt – absent. Commissioner Harvey.

HARVEY: Here

CLERK: Commissioner Laccone – absent. Commissioner Pinto – absent.
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 D'Angelo, it was voted unanimously to receive and place on file the following communications:

1. Copy of communication dated June 25, 2008 from Civil Service certifying Mark Brousseau for the position of Maintainer I.
2. Copy of communications dated June 26, 2008 from Civil Service certifying Gia Lucenti, Lauren Siecienski, Antonella Mclennon, and Margaret Gedek for the position of ABA Behavioral Therapist.
3. Copy of communication dated June 27, 2008 from Commissioner of Education regarding the School Wellness Policy Report.
4. Communication dated July 3, 2008 from Bureau of Engineering regarding widening of Chase Avenue.
5. Copy of communications dated July 11, 2008 from Civil Service certifying Melissa Morse for the position of ABA Behavioral Therapist and Joseph DiChiara for the position of Maintainer I.
6. Communication dated July 17, 2008 from Prevention Policy Board regarding Youth Futures Committee.
7. Communication dated July 21, 2008 from H2O Community Youth Center regarding their organization.
8. Copy of communication dated July 25, 2008 from Civil Service certifying Saulo Torres for the position of Maintainer I.

HAYES: Motion made and seconded. Any discussion? Hearing none - 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 June 2, 2008, June 17, 2008, June 30, 2008, and July 21, 2008.

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 D'Angelo and duly seconded by Commissioner White, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:43 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. There will be no responses this evening to any questions or concerns raised; they will be referred to the Administration for review and response.

Miguel DaRocho, 14 Lounsbury, Avenue, had the following comments: I have been here several times on the concept of a school within a school. I have a funny feeling I'm going to be disappointed today but I'd just like to tell everybody that everything you've tried, everything the Board of Education has tried, I mean it's in the numbers, you're failing. Kids aren't passing, kids can't read, kids can't write, kids can't speak, kids don't know math, kids don't know science. Half of the time you're spinning your wheels the other half you're rolling backwards. I'm just asking you as parents, grandparents, educators, administrators, think about what you're doing. You have kids here who want to learn, whether it be through their wanting to learn, whether it be through people like me pushing them to learn, okay. You have the people that you people keep talking about. You want us, you want our kids, but you do nothing for them. You do absolutely nothing for these kids. My daughter needs an education; she's special needs just like everybody else. You worry about special needs, you worry about minorities, my daughter's special need, she needs an education. She needs the best education she can get. You worry about kids coming home with 50's and 60's; I worry about when my daughter comes home with 90's and 100's consistently. She comes home with 90's and 100's – you're not pushing her. You're not challenging her. If you don't pass the concept of school within a school today, as an administrator, as an educator, as a parent, as an uncle, as an aunt, as a grandparent, you failed. Today you failed. If you don't pass this concept you failed. You failed because you know what, these kids want to learn and if you let 100 kids do it this year, let 200 kids, by the time you people get through deciding what you want to do 1,000 kids have gone through the system. And if you go home tonight and that doesn't bother you the fact that you're letting these kids down, you failed also as human beings. Thank you very much.

Lisa Lessard, 538 Sylvan Avenue, had the following comments: I'm here tonight on a local matter which was the FirstLight Power Plant which you all know that's trying to go forth. Basically I'm here to ask each and every parent to basically show up on August 12, 6:30 start of public hearing, 7:30 public testimony tentative start time, Sovereign Bank, Brass city Room, 26 Kendrick Street, Leavenworth Street across from Drescher's Restaurant. You the School Board work so hard to keep our children in school doing what they need to do and how they need to do it. We have so many children in the surrounding vicinities of the schools that are going to be affected by the pollution within. Seriously, it's not a good thing for our children to have asthma. We have children within the vicinity of these schools that have 25% or more asthma rates. They are not going to be in school doing what we need to do which is to make sure they learn, they're going to be at the hospitals and the doctors coughing and choking and not being able to breathe properly. We want our kids to be able to run, skip, hop, jump, be educated. We want them to get appropriate education. To do so they need to breath correctly to make sure that happens. I know as Commissioners basically you can not show up on August 12 as Commissioners but you can show up as concerned citizens and believe it or not we need as many people there in opposition of this power plant. I faxed over today a six page letter with the pollution rates and the surrounding schools and how it's going to affect our kids. And believe it or not we are here as adults to protect our children each and every day. Our children might not be able to speak up at this point but we can for them and we have to do the best effort we can to basically make sure our children's health is staying where it needs to be. I know you all work hard on stay in school, be healthy, be safe. With this FirstLight Power Plant seriously it

is not going to happen. I just came from a meeting that's why I'm all out of breath, I'm part of the . . . Neighborhood Council Representative/Intervener and I'm telling you, it's scary, there's a lot of stuff that this public is not aware of. You will find out, you go on the 12th you will find out. Be listening to Channel 21, Larry DePillo and Art Denze, Aldermen, when it comes to. There is a lot of things that are being brought up that is not okay and people need to listen to for the sake and best interest of all our children, every child, us adults need to speak up for them. We will have children there that night to speak up and to talk but they're counting on us adults, people within the community, to talk for them, with them, and against this power plant. I don't know if you've been by the power plant, they say they're not doing construction on the power plant, there's power lines going up, there's power lines there. They told us the day of the walk site, they're not doing construction; they had hard hats on, why were those hard hats on because they were digging in the dirt. They're doing construction, this went through the fast track, it's not safe, it's not good, it's not healthy, and you need to listen, please, for the sake of all our children and their health. My daughter lives in the South End, there's a lot of kids that live on the South End that already have asthma, the parents are scared, they will be there that night, I'm asking, begging you pleading, anybody to please be there. I know my time is up but I'm asking the community if you care for your kids show up. I don't care, our children need you to be there, to speak up, this power plant cannot go forth for their health. Thank you.

Reverend Ollie Gray III, 2929 East Main Street, had the following comments:

Thank you, good evening Commissioners. I just to address the possibility of starting academies in our middle schools. I know you guys are weighing in on the decision whether to go forward with that or not but I just want to challenge you, I wish you would go forward with it because I feel like we don't have a lot of time, if we can help kids right now we need to do it right now with this school year coming up. I know it's real short notice but I really think if you put your heads together and work hard enough that we can get this going. I'm just here for the kids, you know, that's why I want to speak on behalf of the middle school kids. My daughter will be in middle school next year and I really would like to see it going. I don't know what exactly needs to be done but I really think it's gonna benefit some kids and I think you need to make an effort to get it done. Thank 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 6:50 p.m.

HAYES: Motion is made and seconded. All in favor, opposed. Dr. Snead is on vacation, also well deserved, under President's Comments, I've spoken long and hard about my feelings about going forward with the project at the middle school. I believe that we did our due diligence and we had at least one principal who took it seriously and he even took it upon himself, he had the faith in this Board that we would go forward with a project like this. I know at the last minute he seemed to back off but I think that was just because he was getting pressure from those who didn't really feel up to the challenge. I would hope that, I know it came out of the Committee to recommend, and the motion will be to recommend not to go forward with it, I'll be voting against not going forward which will result in us going forward with that and hope everyone else would go along with that as well. Another comment to those of you who weren't able to make it to

our Building Committee, there was quite disturbing piece of information tonight that we went over with the cost of the Gilmartin Project. We're gonna be scheduling a Building Committee meeting which I hope all Board members can attend, either the 18th or the 19th to see whether or not we can realize some further savings and have the whole Board be aware of what that is so we can discuss it further at our Committee Meeting on the 25th prior to some motion made by the Board to go forward in whatever manner, way, shape or form we're gonna do it. We have a long consent calendar, I'll start (President Hayes proceeded to read items as listed on the Agenda).

9. CONSENT CALENDAR

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner White, it was voted unanimously to approve the consent calendar, items 9.1 through 9.14 and items 9.16 through 9.23, as listed:

- 9.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the revised Department of Education's Organizational Chart as attached.
- 9.2 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply for the 2008-2009 Family Resource Center Program Continuation Grant for Wilson School.
- 9.3 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply for the 2008-2009 Family Resource Center Program Continuation Grant for Chase School.
- 9.4 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply for the State Department of Education 21st Century Community Learning Centers Afterschool Grant for the following schools:
 - Driggs and Kingsbury Schools Project
 - Wilson and Washington Schools Project
 - Downtown Academy Project
 - Sprague, Tinker, and Barnard Schools Project
 - Alternative Schools Project
- 9.5 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval for Bunker Hill and Carrington Schools to participate in the State Department of Education 21st Century Community Learning Centers Afterschool Grant with Waterbury Youth Service System, Inc. (applicant).
- 9.6 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval for West Side Middle School and Kennedy High School to participate in the State Department of Education 21st Century Community Learning Centers Afterschool Grant with ASPIRA of Connecticut (applicant).
- 9.7 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval of the 2008-2009 Consolidated State Grant Application.

- 9.8 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of an Agreement with TechRadium, Inc. to provide an Emergency Messaging System for the Waterbury Public Schools, subject to review of Corporation Counsel as to form.
- 9.9 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of a Professional Services Agreement with The Institute of Professional Practice, Inc. to provide professional services to students per their IEP.
- 9.10 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of a Professional Services Agreement with Access Rehab Centers LLC to provide professional services to students per their IEP.
- 9.11 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of a Professional Services Agreement with Area Cooperative Education Services (ACES) to provide fiscal management of the School Readiness and Child Daycare Grant.
- 9.12 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of a Professional Services Agreement with Rob Davis to provide behavior analyst services.
- 9.13 With the approval of the Committee on Rules & Regulations, the Superintendent of Schools recommends approval of the new policy "Gifts, Grants, and Bequests" #3280.
- 9.14 With the approval of the Committee on Rules & Regulations, the Superintendent of Schools recommends approval of the new policy "Toilet Training" #5150.
- 9.16 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of two additional positions of Instruction Tutors for Rotella Magnet School.
- 9.17 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the job specifications for and position of Waterbury Arts Magnet School Grant Facilitator for Waterbury Arts Magnet School.
- 9.18 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the job specifications for and position of Fine Arts Chairperson for Waterbury Arts Magnet School.
- 9.19 With the approval of the Committee on Building, the Superintendent of Schools recommends approval an Agreement Amendment – First Renewal Term to the Agreement with O & G Industries, Inc., to provided program management services for school building construction projects.

- 9.20 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.
- 9.21 With the approval of the Committee on School Activities, the Superintendent of Schools recommends approval of the use of school facilities by outside organizations.
- 9.22 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to D. Balletto, WHS, and 5 chaperones to take 20 students to Springfield, MA on September 18, 2008 to visit The Big E.
- 9.23 With the approval of the Ad-hoc Committee on Naming of School Facilities, the Superintendent of Schools recommends approval of the request of Wilby High School Sports Alumni Group to name Wilby High School's baseball field in honor of John McKenna and Wilby High School's football field in honor of Fred O'Brien.

HAYES: Does anyone wish to have any of the items on the consent calendar removed for discussion?

STANGO: Just one, just so I can make a public comment on it, Item #9.15, position of Supervising VP.

HAYES: Motion made and seconded. All in favor, opposed. We will then move to Item 9.15.

10. ITEMS REMOVED FROM CONSENT

- 9.15 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the additional position of Supervising Vice Principal for Chase Elementary School.**

HAYES: Motion made and seconded. Under discussion, Commissioner Stango.

STANGO: Thank you Mr. President. On that item I'd just like to comment only because, as being Chairman of the Grievance Committee and having discussions with personnel in the past they were concerned when the previous person that was in that position that that person was not taken from a proper Civil Service list for a Supervising VP and we kind of talked them into holding off and waiting to see where we were going with it next and now that we have a real opening for an SVP I'd like to say that I am in favor of this providing that the name chosen is from the current list which is soon to expire and hopefully will be chosen before that list expires so that we will have a person that has been waiting for that job and not a person who might be on a new list that pops up in the very near future.

HAYES: Thank you for making that clarification. I think we made that clear to those that will make that appointment. Anyone else? All in favor, opposed, motion passed unanimously.

11. COMMITTEE ON SCHOOL PERSONNEL

- 11.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner D'Angelo, it was voted unanimously to approve the appointment of Elizabeth Henson as High School Vice Principal, Crosby High School.**

HAYES: Motion made and seconded. Any discussion? Hearing none - all in favor, opposed, motion passes unanimously. I know you're here tonight, congratulations. We're very confident you'll do a great job and we look forward to giving you all the support that you need.

12. COMMITTEE ON CURRICULUM

Item #12.1

SWEENEY: With the approval of the Committee on Curriculum, the Superintendent of Schools recommends the establishment of a junior achievement program at the middle school level be implemented beginning with the 2009-2010 school year at North End, Wallace, and West Side Middle Schools, **so moved.**

STANGO: **Second.**

HAYES: Motion made and seconded. Any discussion?

THERIAULT: To say we're not doing anything for any of the students I think is a misnomer. Disingenuous to say the least. Many of our administrators, teachers, Central Office staff work very hard in meeting these growing demands of the No Child Left Behind. Unfortunately we have somewhere between 18 and 20 failing schools some might argue with that nomenclature but according to the standards that we currently face we're at the top of the bottom of the heap. In terms of the large cities in the State of Connecticut we're at the top of the heap. So we're doing our job or holding our own. Are we doing what West Hartford is doing? No. Are we doing what some other large affluent communities are doing in terms of progress and percentages? No. Do we need to go forward with programs like this? Yes. Do we need to go through them in a way that we analyze them and be proactive in terms of analyzing them so they will be successful and go about implementing them slowly and diligently rather than quickly and too hastily? My key component here is and always has been, cost. Now some say there is no cost involved, others say there is cost involved. If there's no cost involved then we need to go forward. If there is cost involved and it could be as much as, could be, not saying it is, could be as much as five teachers in each of our middle schools. And if you take that times approximately 40 or 50 thousand dollars ultimately when all of the sixth, seventh, and eighth grades are implemented into the junior ATOMS, ACES, and SOAR Program, you're gonna come up with 1.2 million dollars. Now in today's economy and faced with the tremendous restrictions that our Board of Education has been faced with with the cut of the Early Success Reading Grant and other grants throughout the State, it seems to me we need to do something but I don't

necessarily think spending 1.2 million dollars, if we have to spend that, is appropriate. We need to look at helping our students in the No Child Behind category that are weak in basic skills, we need to look at helping our students that are weak achievers and need help as well as all of the other students. But I still have not really got a clear answer, received a clear answer from anyone that this is not going to cost. I've gotten some kind of lip service that it's not gonna cost anything but not really a clear delineation. And as I said, if you're gonna hire three teachers this year for those programs and then you're going to take them out of the cadre of the existing teachers that we have and then you're gonna hire somebody to replace them that means you hired an additional teacher. So I'm just a little bit ambiguous on this. I'm in favor of it provided it's not going to cost a tremendous sum of money. But that's all I have to say on it. Thank you.

HAYES: I've asked Commissioner White to carry this issue the rest of the way so I can get involved in the discussion. So I'll recuse myself.

WHITE: Commissioner D'Angelo.

D'ANGELO: In early January I left the nine other members of the Board an e-mail asking if we can look at doing an academy type school at the middle schools and elementary schools and only one person responded I believe that was Commissioner Theriault and he did not think it was a good idea because he was worried, if I remember correctly, about it becoming an elites atmosphere. If I remember correctly I think Commissioner Sweeney has brought this up in years past as well. It wasn't met with much excitement at that point either. In March or April I called Commissioner Stango and asked if he would visit Wallace Middle School with me and see if there was any interest in doing a pilot program for this September at Wallace School. When we sat down with Dr. Padua, the Principal, I think it's safe to say he met our request or request of interest anyway with enthusiasm. I think he saw a need for this type of program and I think he probably explained the needs for it better than I and Commissioner Stango did that day. He immediately got to work putting together a program that would start this September and I think it's safe to say that they came to our June 9 meeting with the anticipation that the Board of Ed would approve it or at least give a verbal commitment that he could move forward with that. He had already spoken to parents and teachers and others at the school and within the school community and it was met with similar interest. But nothing really happened for a couple weeks. At our last Curriculum meeting Dr. Padua said that he thought he could get it going for September but I think the expression on his face and in his voice made it clear, at least to me and possibly to some others that it was going to be extremely difficult for that to happen with any degree of success. One of the other schools is going through a compact school next year and I think also had valid concerns why they would not be able to do it for this September. The other school I think met this with the same amount of enthusiasm that the administration at that building meets a lot of other things and I think with that level of enthusiasm it was clear that it wasn't going to succeed or get off the ground this year at North End Middle School. So that was the reason for us putting it on hold. I think the majority of the Curriculum Committee felt that to try to do this in September and let it end in failure would be a bigger disappointment than waiting another year and having it succeed. And that was my feeling coming into this meeting. Now I know Commissioner, President Hayes is gonna make some strong arguments for doing it in

September as has two of our public speakers tonight and I will listen to those and decide accordingly. I just want to be relatively confident that if we try to do this this September with only three weeks left or in the middle of the year that there's gonna be a relatively good chance of it succeeding otherwise I can't support it. Thank you.

SWEENEY: I think that in terms of students who struggle that this District goes above and beyond the call of offering programming for these students. And the unfortunate reality is that a lot of them don't take advantage of it. We have a lot of students, a lot of parents, and a lot of staff in this district who are willing and ready to step up to the plate for this type of program and I have supported in and asked for it in years past and I still support it. I do not support it for this September. I do not support a roll out mid-year. I think that would harm the program itself. I would not give it its best chance at succeeding in giving these students what they have for far too long waited for. We had staff at two of our middle schools who I don't think ever had the opportunity to weigh in on whether they think this is a program they could bring to the floor. Wallace Middle School and Dr. Padua did an exceptional job putting it together and putting it down on paper and ready to put it into action. And I pray that we do not lose the enthusiasm that they have had for this and that they will go forward into next year and continue with that enthusiasm and that the other two middle schools will get on Board. I think that what we have to do now and what we should do now and I am myself doing now is putting those two schools on notice that we intend for this to go forward in all three middle schools come 2009/2010. We want a good comprehensive program for these kids that addresses the needs of those students and we want it in 2009/2010, no more excuses, no more backing down. But to put it forward today would be to risk failure and I want those students to have what they deserve.

STANGO: I ask rhetorically where this Board has been for the last five or ten years. Yes it should have been done five or ten years ago, it should have been done just shortly after the high school program started, the advance program, the SOAR and ATOMS, and ACES and so on. But it wasn't. I believe the program is past due. I also believe it will be a success when it does begin. Will one more year hurt us? I don't know. Hopefully it won't, it's been put off for too long, we need to do it right when we do it. I believe that the public supports this plan; I believe that the parents want it and they have been waiting for it. I believe the students need it. And I believe this Board is behind it. However to ensure its success I believe that the curriculum, the staff selection, the space allocation, the student selection criteria, and how this program will eventually mesh into the broader curriculum of the middle school itself must be thoroughly thought out, studied, and properly planned. With this in mind I wholeheartedly support this program and I want it to succeed and therefore I will support it to begin in 09 after it is thoroughly vetted out in curriculum and input from anyone who'd like to have input in it – parents, other faculty and staff, principals, whoever should come forward in Curriculum Committee meeting and give us their views. Thank you very much.

HAYES: To my fellow Board members I just want to give you a little bit of a history. I know Commissioner Stango, Commissioner D'Angelo, you say where has this Board been, we haven't had this Board in place. As the President I've heard the discussion, I've let the discussion go but I never felt we had the support. We had our meeting at West Side Middle School and I asked directly the principal there whether he thought he

could support something like this, he said yes. It was like without question. I looked at the Board members; three of them who aren't here, two I know for sure would have supported this. I believe we all support it, the question is when? And, like I say, I'm the one who decided to put it on the Agenda and when to put it on because I thought we had the votes. We've come down to a point now, because of health reasons I missed a couple of meetings, but there was no reason why we couldn't have gone forward with this. I still believe there is no reason. At our Workshop I asked pointedly to Dr. Sequeira and Dr. Snead. Dr. Sequeira as our Assistant Superintendent of Curriculum and Dr. Snead obviously as our Superintendent. They said if we direct them to do it they'll do it. The concern about failure – I don't know how we can fail when we challenge 130 to 140 kids in total from these three schools to do better, to provide for them a better opportunity. Commissioner Theriault's concerns are legitimate if we were to open this up a few months ago and we had a bunch of kids coming in from the parochial schools or whatever to take advantage of this like we've witnessed at our high school programs. Every year now you hear about our graduates going to Columbia, Princeton, Yale, Dartmouth, you know where they're coming out of, they're coming out of those programs. We're denying possibly 130 to 140 kids that are gonna be their next year that same opportunity in the future. Or they, it's gonna be a much stiffer challenge for them. I don't think our students need to wait any longer. I felt that this was the right time because I thought I had the support, I'd hate for us to put this off for a year. We simply need to direct our principals that come in front of us and say, well I don't know, I didn't have enough time. I know Commissioner Flaherty-Merritt told me and you all agreed with the fact that all three principals were told and notified of our intention with this in April. Why some didn't and one did and then I saw Dr. Padua quite honestly as I told you at the Workshop, I think he's willing to go forward, he's notified parents already, so not only are we not going forward with the program we're gonna disappoint a number of parents. I just think we can institute this program with our own kids. So who's going to get the first shot, those people who have decided to stay with us who haven't jumped off and gone to where they believe they can get a better opportunity. And I've heard countless reports or firsthand knowledge from parents who have their kid in St. Mary's or wherever and said you know, I went up to West Side or I went up to Wallace, you know there's a lot of opportunity up there for my kids. They're so happy they got plays and all these other things that they can do. But we need to challenge those kids and again we're starting this off well we might not get it just the way we want it. I don't think when we started the Smaller Learning Communities and the Academies at our schools everything got off smoothly but I don't know how we could associate the word failure with any program starting in September that's going to allow us to challenge certain students who are up to that challenge. I would ask that we vote for this. We've had people come out in support of this; we've all been in support of it. I think we have to have faith, and Dr. Snead is, for those of you who weren't there and those of you who were there, I'll remind you, he spoke in factually in favor of this at our meeting in June. If he's that much behind it and we let our administrators and our staff and our parents and let other members of this community know we want to challenge our kids to the best of our ability we don't want to say we've got to wait another year to do it. You know with all the, quite frankly while I agree with our first speaker tonight, he's talking about his daughter being in a certain situation. Quite honestly I had kids in that same situation, that's one of the reasons why I'm moving away from the middle school concept in my own mind because I think at the middle school there's so many other issues. The thing we need to do most is allow kids an opportunity to reach their full

potential. Taking them out for one day a week to go on field trips and stuff I don't think is doing that for them. It's a little enrichment but why shouldn't we challenge those kids. I think we have the staff in place that can do it. We're not talking about importing a number of students in Commissioner Theriault so it's basically rescheduling those kids with the teachers that we have. If we need to get additional teachers, we'd do the same thing if 50 new kids showed up. If we had 20 new kids with special needs, if we had whatever other people that have special concerns that we all are mandated to follow unfortunately none of us are mandated to do the best we can for the brightest kids, the kids that are willing to take on the challenge. They're not always the brightest but the kids that are bright and are willing to take on a challenge. I think we have enough of them here in Waterbury and I think it would be a shame to delay it another year. I would ask that we go forward with this, that we direct the Superintendent and Assistant Superintendent to get this program implemented. Those who get into it will be happy that they're in it, there might be some bumps along the way but they'll be a part of laying the foundation for success in the future. That's all I, like I said, I respect all your concerns about this but sometimes I think we have to direct them and not just let someone come in front of us and say oh you know I'm not so sure if I can do it. Well if you can't do it we'll find somebody else that can do it. That's the message that has to go out to them. I'm not going to have the administrator come in front of me who had plenty of hours, plenty of time to know, and who should be coming to us asking us for this program. Again when they see the success of ATOMS at Wilby and ACE at Crosby and SOAR who gets all the press but the other programs are just as successful. So why not set up a feeder system with all those schools and we'll have more kids that are going to Columbia, Princeton, Yale, Dartmouth, or wherever they want to go on full scholarships. I got a letter from a parent who had left, this is something that I did but I took my own personal authority and did this but the family moved away, went back to Puerto Rico and came back into town and some realtor told them well up on Columbia Boulevard isn't the Kennedy district because they wanted the kids to go to Kennedy High School for the SOAR Program. All the kids are in it now but the oldest one is her son. So I asked, they provide their own transportation, I did one of my letters to allow them the opportunity to go there, and I had a frank discussion with them, you're going to do well, yes don't worry Mr. Hayes. I met with the family, the kids going to Princeton on a full ride. There's a kid right now that's going to sixth grade that could be on the path but we're gonna wait a year, I think it will be a shame. We'll be hurting students and again we have to start directing, we can't be waiting to see and have people tell us it's gonna fail. There should be no discussion about failure from our administrators especially when we have the program Dr. Padua put all the time and effort into that can simply be replicated at the other schools. And if they don't like it, they want to do better; we'll challenge them to come up with something better then after a year we'll see where everybody stands. But they should at the very least do what Dr. Padua has done. And I'm sure that he'll do it when he doesn't feel the pressure of some of his peers there who are saying that they can't do it. That's all I have to say on that.

WHITE: Thank you for that impassioned plea. Everyone has spoken that wanted to speak. Can I give you back your position? Thank you.

HAYES: I call on Commissioner White.

WHITE: This is a very good program and everybody here had wonderful statements to make on it. I agree with everything – pros and cons, but I do believe that if you're going to begin it in one school it has to be started in all schools at the same time and with the same equality and the program set up itself. That's it.

THERIAULT: With all due respect, it's not supposed to flip flop. I didn't say anything about it but with all due respect it's supposed to remain with you for the duration and you're not supposed to have the opportunity to speak.

WHITE: Then I'll take it back.

HAYES: So noted.

THERIAULT: I don't want to start a precedent. I respect your right and I respect your opinion that's why I allowed you to continue but I just don't want to start a precedent for other issues in the future.

WHITE: I'll remember that in the future.

HAYES: No further comment can we have a roll call vote please.

STANGO: Could you read the motion again please.

SWEENEY: Ladies and gentlemen, with the approval of the Committee on Curriculum, the Superintendent of Schools recommends that the establishment of a junior achievement program at the middle school level be implemented beginning with the 2009/2010 school year at North End, Wallace, and West Side Middle Schools.

D'ANGELO: The motion says to start it 2009/2010, so if we vote against that we would then need a motion to start it in 2008/2009. If the motion is approved it will start next year.

ROLL CALL VOTE:

Yeas: Commissioners Stango, Sweeney, Theriault, and White - 4

Nays: Commissioners D'Angelo, Harvey, and President Hayes – 3

HAYES: Motion passes.

D'ANGELO: Mr. President, I'd like to make a motion to add item 12.2 to the agenda – motion to be added - the Board of Education hereby requests an Executive Session be scheduled for their September 15, 2008 Regular Meeting for the purpose of reviewing the most recent evaluations of all principals, administrators, and supervisory staff conducted by Dr. Snead, Superintendent of Schools. Further, that copies of said evaluations be provided for the Board in the Executive Session for review, **SO MOVED.**

SWEENEY: **Second.**

HAYES: Motion is made and seconded. Just for clarification we looked into this and we believe a vote of the Board is necessarily for us to ask for those and we'll all be able to

view them at the same time with Dr. Snead and whoever. Any discussion? We're just voting to add, I'm sorry. All in favor, opposed. Add that as item 12.2.

Item #12.2

D'ANGELO: The Board of Education hereby requests an Executive Session be scheduled for their September 15, 2008 Regular Meeting for the purpose of reviewing the most recent evaluations of all principals, administrators, and supervisory staff conducted by Dr. Snead, Superintendent of Schools. Further, that copies of said evaluations be provided for the Board in the Executive Session for review, SO MOVED.

SWEENEY: **Second.**

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

HARVEY: We're scheduling this for the 15th? That's a regular meeting?

CLERK: It's a regular meeting.

HARVEY: Okay, so we're going to review the evaluations and then what?

HAYES: With Dr. Snead, we'll use that as part of our evaluation process.

HARVEY: Our evaluation of him.

HAYES: Just another tool for us...

HARVEY: But his evaluation will be completed by that time.

HAYES: We're not even scheduled to do that.

HARVEY: Are we adding something to his evaluation that we haven't discussed with him.

D'ANGELO: Just, with all due respect, that was not my intention to use it as a tool for his evaluation because I think we clearly delineated what we were using for the purposes of his evaluation. I want an opportunity and I think maybe some of the other Board members want an opportunity to see the evaluations and what type of comments and what types of things the principals are being evaluated on. That was my reason for it.

HAYES: Okay, I'm sorry.

STANGO: Just a question Mr. President, I don't know if you know the answer, will we have to have a vote like this every year if we wanted to see them every year? Is that's the way it's set up?

D'ANGELO: It's my understanding from Central Office.

STANGO: If an individual Board member, such as myself perhaps doesn't want to see them we don't have to partake in this particular exercise then.

D'ANGELO: Correct.

STANGO: Because I tend to when I visit a school don't want to have any background about how that principal was evaluated at that point so I may not partake in it or I might. I'd have to give that some thought. But certainly I would vote the affirmative to be able to do it.

THERIAULT: I think my comment is more for clarification purposes. I could remember in the past four years being on this Board every time this issue came up it was sort of like a forbidden area for us to go to. In fact I have discussed this on several occasions with Commissioner D'Angelo. It was my understanding that we're not privy to teachers or administrators evaluations for whatever reason whether it be State law or whatever that but I guess this has been researched through our Attorney, I would assume and that this is copasetic with regard to the rules and regulations of the Board and State and Federal law. I don't want to get into an area of looking at people's evaluations and going into an area that we may not necessarily be privy to. So I want to make absolutely sure that this area has been thoroughly researched so we don't have any repercussions later on. And maybe Attorney Mosley, maybe you could, either now or later, address my particular comment.

MOSLEY: Individually a Board member cannot look at the evaluations but the Board as a whole could vote to look at the evaluations. Individually a Board member cannot like act alone it has to be the entire Board. .

HAYES: So this vote is appropriate to do this way?

MOSLEY: But there's also issues when a Board looks at it in case you have to discipline a principal later. You've already had access to the information. So that might bias you when you have to discipline an administrator. So my advice is to give thought to what you're doing, the wiseness of it.

THERIAULT: Just a point of clarification. So in other words those individuals that were privy to this particular evaluation and if an administrator were then up for discipline might have to recuse themselves on the basis of previous knowledge.

MOSLEY: If it's appealed to the Board and the Board has to sit in judgment and you already have previous knowledge. So I'm just saying you give complete and comprehensive thought to what you're doing.

HAYES: If you don't mind, personal privilege, I'd just like to throw in my comment on how I would look at it and hope that others would look at it. Regardless of any disciplinary action, we're gonna be privy to the information before we take action on it. I think what we need to do is look at the evaluations and how they were conducted, that type of thing, because we're supposed to be evaluating, that's the way I'm looking at it, others can do what they want, but for us to evaluate our evaluator we need to know how

he's evaluating. Because regardless if there's a grievance or something like that, before we make any decision all the information is going to be put in front of us, we shouldn't be prejudice by having that information in front of us and if we are, if you're afraid you might be then maybe you shouldn't look at it. But the fact of the matter is we have Dr. Snead as our evaluator. I know Commissioner White and I for years have been trying to figure out the best way and I thank Commissioner D'Angelo for putting it back on the front burner again and for us to find a way to do this because this hasn't been suggested to us before, there were always reasons why we shouldn't do it. So I just want to make sure that everybody understands that the way I'm looking at it is simply to evaluate the evaluation process and to make sure that everybody is getting evaluated, those type of things would be what I'd be looking for, not to pass judgment on whether it's the proper evaluation but whether sufficient energy or effort was put into it. And equitably, that's another point.

HARVEY: Just a few concerns. I have been on the Board in the past but I don't know if this has ever been done before. Have we ever evaluated or looked at the evaluations of principals?

WHITE: We never looked at the evaluations per se because we were told we could not at that time, correct?

MOSLEY: If I may, just a suggestion...

WHITE: We could not look at the evaluations in the past because we were told that it was not within our purview to do that and it was not to look at them for punishment to, or anything that was, to reprimand someone, all it was was to see that all of the evaluations that were done were done in a fair and equitable manner, that's all. Using the same process.

MOSLEY: If I may. I've read a bit of information, law and other, in regards to this issue and this is a very, very sensitive issue. A suggestion, if you want to make sure you do it correctly, is to ask the Corporation Counsel formally for an opinion that way you know exactly what the law is. That's just my advice to be sure because it is a very, very, when you read the literature and the law, it's a very, very touchy area and if you're gonna do that, just my suggestion, ask for a formal opinion from Corporation Counsel.

HARVEY: Thank you Attorney Mosley. That was the first question. A comment is we evaluate the evaluator so I think this is treading on some thin territory for us. It seems like to me it's micromanagement but that's my opinion. Thirdly, I would hope that if anyone has a conflict of interest if we proceed with this that they would reclude themselves from this process. Thank you Mr. President.

SWEENEY: I think that we probably wouldn't be here at this point asking these kinds of questions if Commissioner White's pleas year after year to have some kind of accounting of evaluations had been listened to but it had been, at least for the three years I've been on this Board, has been ignored. And again, as Mary has stated, the request has always been that we just want some idea of how many were evaluated, what was the criteria used, and what was the balance of that evaluation, do we have a lot of staff in the high third, do we have a lot of staff in the middle third, do we have

some staff in the lower third. So at no point in time did Commissioner White ever ask to actually ask to see individual evaluations but just wanted a broader picture of it and that was ignored. So I think that I would support the opportunity for any Commissioner that wants to do that at this point because I don't see that we're getting any cooperation to do it otherwise. Being that it's in executive session and the attendance has to be documented, I would suggest that anyone who is uncomfortable with actually looking at those evaluations simply not attend that executive session therefore it is on the record that you did not look at those evaluations and therefore we will have Commissioners who can sit in on disciplinary, if that comes to the floor. But I think at this point in time the only option that we have been left with is to request to look at those evaluations in order to answer the type of questions that Commissioner White has put on the table year after year after year. Thank you.

HAYES: I think everybody has comment on that. Is it okay to go forward? Go for a roll call vote on this as well.

THERIAULT: Just a clarification of the motion. I hear Attorney Mosley saying what his opinion is but what he's saying is he's not absolutely certain. What he's saying is to be certain this Board needs to request a vote to go to the Corporation Counsel for an opinion. And I feel like, I don't know how the rest of you feel, but I feel like Commissioner Harvey, anyways, like I'm a little bit on thin ice here if we go forward with this I will not look at the evaluations, I will never recuse myself from any disciplinary action of any administrator or teacher whether it's because I've seen their evaluation. If that being the case I think we need an interpretation. So I wonder if the person that made the motion would be amenable to a friendly amendment that the Corporation Counsel get involved and we request an opinion from the Corporation Counsel.

HAYES: I think one of the things you can do is make the motion to amend on your own and we can vote on it up or down if we have a second and then act on the original motion.

D'ANGELO: I know there's reluctance from Central Office to not want us to see some of the evaluations; I understand that, it's been a long standing issue. I would like to ask Attorney Mosley, who I believe left an e-mail saying the Board has the right to do this providing they vote in the affirmative to do so. I'm just curious now, is it because it's sensitive or you don't feel in your mind that you're at ease with your decision, I guess is my question. Is it the sensitivity or there's something that's telling you you may not have made the right judgment when you left me the e-mail?

MOSLEY: No, it's not about the right judgment on the e-mail, from reading in this area, in the case law, it indicates that if the Board later has to discipline an administrator and they're already privy to the information, that administrator has a right to challenge you sitting in and it's a very touchy area. And I think it's, just my view, it's wise to be absolutely sure of what you're doing to request an opinion that way you have it in black and white in terms of protecting you in terms of what you do.

D'ANGELO: So just so I'm clear and I understand you, you're comfortable that the Board has a right to review such evaluations. You're saying as a Board member in our minds we have to ask ourselves if we think it's prudent or not to do so.

MOSLEY: I didn't say I was comfortable, what I was saying is if the Board does review or are privy to evaluations, if you have to later sit in judgment of any of those administrators, the administrators may be able to challenge in court because you have reviewed it, and to be absolutely sure to me it's wise to request a legal opinion in black and white so you have that to protect whatever you do. That's the only thing I'm suggesting.

D'ANGELO: I guess what I'm having trouble understanding with Attorney Mosley is, there's two issues that you're talking about, or at least that I'm talking about. Number one; does this Board have the right to vote to see the evaluations? That's the first issue. Let's put that in one box. The second issue is if we don't, then it's clear, if we do, the issue is is it prudent to do that? So my first question is does the Board have the right in your determination to see the evaluations – yes or no?

MOSLEY: In my view, to be absolutely sure, it's best to get a legal opinion. The information that I read clearly says an individual Board member – no. The Board has to act as a whole, that's the information I read. But to be absolutely sure, my advice is to request a legal opinion to back you up in terms of whatever you do.

GUIDONE: Just to add to the discussion, I think Maurice has been pretty clear, in order to keep business moving on a number of occasions we try to provide advice and assistance and guidance on what we might consider to be some legal issues and questions and we do the best we can. We often tell what that is and often send to you the actual language so you can look at it, read it and I think in this case we've done that, Maurice has done that, just recognize this is not a formal legal opinion and I think what Maurice may be saying is if you want a formal legal opinion then you can ask that. He's provided at least the advice that he can based on what he read. I read some of that language too and there were also some questions, what he's described, can the Board vote to allow the full Board to review or certain members? The answer to that is yes but it provided questions as to what you can do, how you can do it and what you should do. I think what he's saying is he's giving you his best advice on how to proceed but it is not; don't treat it as a formal legal opinion.

WHITE: I understand what Attorney Mosley is stating about us having to be impartial in certain areas but just asking to view the evaluations does not mean that we're stating that a principal has done something wrong or illegal or something that would have to be brought before us. We have never seen an evaluation, we have been told evaluations are done, we just want to see them, know what is looked for in them, how the person is evaluated, and are they all done the same way. That's my point, my point is just, this is not looking, this is not a witch hunt. The Superintendent evaluates, if there's something we should know about he would tell us I'm sure of it. This is just so that we now can see the evaluations, not stacked on a shelf, but in front, just to flip through to see that they're all done in the same manner. That's it.

SWEENEY: I just want to remind everybody that since we've been taking votes to get opinions from Corporation Counsel we have never gotten one that we haven't asked for at least twice. So the time span is, you know do we want to wait for them to do a legal opinion or do we want to just go forward with it. Again, it's in executive session. If you

don't want to look at the evaluations, don't attend and some of us will have the information. And there will always be somebody out there who could step in and do a disciplinary if that has to be done. I don't think even an opinion from Corporation Counsel from what I'm hearing from Attorney Mosley is gonna make much of a difference because it sounds like they're on the edge of whether or not they want to recommend this as something safe to do. I think we have to step up and decide whether it's safe for us to do and just go along and do it. My vote will be to go ahead and then I will use my own personal opinion as to whether or not I want to look at the evaluations.

HAYES: How about if I say I'll give everybody no more than one more shot at this.

THERIAULT: I do agree with Commissioner White with regard to process and many times we've gone into executive session and we've spoken about process and not spoken about individual names. When we really wanted to keep an issue at a distance so to ask about process is no problem, I would certainly attend a meeting that dealt with process. I somewhat agree with what some other Commissioners have said with regard to Corporation Counsel when, I mean I can remember one time we got an opinion back from the Corporation Counsel that was three pages long and after I read it I was more confused than I was before I got the opinion. So we might have to get another judge or somebody to interpret the writings of Corporation Counsel with no disrespect to the Corporation Counsel. I know they're trying to cover themselves and do the job correctly but sometimes they do it in such legalese that it seems we're not privy to that kind of nomenclature and that type of . . . and we just don't understand all of the legal ramifications of what they're saying. So we can request an opinion but I'd like the opinion to be clear and delineate a yes or no not a maybe, if, and, or buts. If we're gonna request an opinion let's get a definite opinion, yes or no.

HARVEY: Commissioner Theriault I totally agree with you because the last opinion we received I just, in fact I still don't understand it. But my question, three things, I am in agreement regarding the process. If it's the process that we're looking at, I agree. If it's the name however I am just a little leery with the way that was presented. My question is the timing. We are evaluating Dr. Snead and now we're asking for the evaluation of the principals. I am just a little bit concerned about that, why now is my question? So if we do this and we go into executive session, if we're going to produce names, I'm going to vote no. If we're going in and we're looking at the process and the Board of Education we set policy, we're not on a witch hunt. If that's the process, if that's what we're looking at, a witch hunt, then I am not for it and I will not attend the meeting.

HAYES: The motion didn't mention a witch hunt.

WHITE: Dr. Snead did tell us at one point that we could read an evaluation with the name whited out and our Board members, because they're so smart said oh well we can figure out who it is just by what we read but that was not the purpose. So I don't care if the names are there are not, it's so you can go through and see if certain points were covered. That's all.

ROLL CALL VOTE: Yeas: Commissioners D'Angelo, Stango, Sweeney,
Theriault, White, and President Hayes - 6

Nays: Commissioners Harvey - 1

HAYES: Motion passes six to one.

13. 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 13.1 through 13.10, as listed:

13.1 Athletic resignations effective immediately:

Danner, Seth – Soccer Coach, WMS.

13.2 Grant funded appointments:

Airline, Linda – substitute Pre-k Classroom Assistant, ECEP, \$7.65 per hour, no benefits.
Castro, Lillian – from substitute to permanent Pre-k Classroom Assistant, ECEP, effective immediately.

Parker, Deborah – Truancy Prevention Specialist, WSMS, 10 months per year, 35 hours per week, \$30,000 annually with benefits governed by the SEIU Agreement.

Rangel, Neldys – substitute Pre-k Classroom Assistant, ECEP, \$7.65 per hour, no benefits.

Rosado-Thompson, Melinda – from substitute to permanent Pre-k Classroom Assistant, ECEP, effective immediately.

Salvatore, Melissa – Classroom Assistant, RMS, 10 months per year, 35 hours per week, salary and benefits governed by the SEIU Agreement.

13.3 SOAR to Success Summer School corrections:

Brown, Heather – correction of salary to administrator's pay.

Greene, Cathleen – correction of salary to administrator's pay.

Lucian, Michelle – correction of salary to administrator's pay.

13.4 Kith and Kin Home Visitor's Program funded by the Quality Enhancement Grant, for the period of June 2 through June 28, 2008:

Debra Lopez – Program Coordinator, 38 hours, \$24.73/hr.

Maryangela Amendola – Program Coordinator – 38 hours, \$30/hr.

Cathi Newmark – Home Visitor – 31 hours, \$30/hr.

Tanya Tenor – Home Visitor – 81 hours, \$30/hr.

Jenna Bozzutto – Home Visitor – 81 hours. \$15.00/hr.

Nera Clemente – Home Visitor – 81 hours, \$20.00/hr.

Andrea Denucci – Home Visitor – 55 hours, \$14.52/hr.

Thomas Troland – Custodian (one day) – 7 hours, \$12.76/hr.

13.5 Professional Development for Licensed Family Home Providers, funded by the Quality Enhancement Grant, salary according to individual's contract:

Barbeau, Kathryn – 12 hours.

Keidel, Kris – 3 hours.

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

Gee, Kathy – Paraprofessional

Perugini, Anna – Clerical

Crighton, Nancy – Clerical

Cremins, Barbara - Librarian

13.7 Food Service Summer Employees:

Employee Name		Title		Amount
Seritha	Anglin	Park N. E.	Site Supervisor	\$ 9.00
Anne	Begnal	Office	Office Help	\$ 8.00
Joan	Cabral	School Bucks Hill	Site Supervisor	\$9.00
Robyn	Capozio	Park Waterville	Site Supervisor	\$9.00
Patty	Ciarleglio	Prep 5		\$11.00
Fran	Conway	School Bucks Hill	Site Supervisor	\$ 9.00
Nilda	Cortez	School Driggs	Site Supervisor	\$9.00
Mary	DeMaida	School Hopeville	Site Supervisor	\$9.00
Patty	Desjardin	Monitor		\$13.50
Marie	Dichelle	School Generali	Site Supervisor	\$9.00
Diane	Edgecomb	School Regan	Site Supervisor	\$9.00
Lisa	Emanuel	School Generali	Site Supervisor	\$9.00
Neesha	Emanuel	School Driggs	Site Supervisor	\$ 9.00
Carmen	Felix	WHA Berkley Rec Center	Site Supervisor	\$ 9.00
Kathleen	Fennelly	School Hopeville	Site Supervisor	\$9.00
Debbie	Finke	Prep 6		\$ 11.00
Yolanda	Garcia	St. Margaret's	Site Supervisor	\$ 9.00
Anele	Genova	School North End	Site Supervisor	\$ 9.00
Barbara	Healy	School North End	Site Supervisor	\$ 9.00
Tammy	Howard	WHA Truman	Site Supervisor	\$9.00
Bambi	Hurd	Prep 8		\$11.00
Joseph	Janetty	Park Hamilton	Site Supervisor	\$9.00
Marcia	Jolly	Boys Club	Site Supervisor	\$9.00
Cheryl	Laviana	School Driggs	Site Supervisor	\$9.00
Lina	Matozza	WHA Oak Terrace	Site Supervisor	\$9.00
Odalys	Mella	Park River Baldwin	Site Supervisor	\$9.00
Joanne	Nocera	School North End	Site Supervisor	\$9.00
Marilyn	Perin	Willow Plaza Comm. Center	Site Supervisor	\$9.00
Anthony	Petrok	Park Washington	Site Supervisor	\$9.00
Alice	Pinto	Prep 7		\$11.00
Maria	Rego	Monitor		\$13.50
Dorene	Rinaldi	School Generali	Site Supervisor	\$9.00
Maria	Rivera	Rivera Memorial Foundation	Site Supervisor	\$9.00
Marie	Roberts	Park Chase	Site Supervisor	\$9.00
Karen	Robinson	Boys Club	Site Supervisor	\$9.00
Margaret	Rocco	School Bucks Hill	Site Supervisor	\$9.00
Robyn	Salvietti	Prep 3		\$11.00
Cindy	Santulli	Prep 2		\$11.00
Anne	Scott	Sub	Site Supervisor	\$9.00
Jean-Marie	Semeraro	WHA Spring Brook	Site Supervisor	\$9.00
Kathy	Sestito	Prep 1		\$11.00
Mary	Shea	School Chase	Site Supervisor	\$9.00
Barbara	Smith	School Regan	Site Supervisor	\$9.00
Emma	Smith	Coordinator		\$30.00
Tina	St. Pierre	School Brooklyn	Site Supervisor	\$9.00
Irene	Vivitski	Prep 4		\$11.00
Bernice	Walker	WOW Center	Site Supervisor	\$9.00
Kim	Walters	Sub	Site Supervisor	\$9.00
Arlene	Wester	Park Hamilton	Site Supervisor	\$9.00

13.8 **Resignations:**

Brady, Joseph T. – Grade 7 Math Teacher, WAMS, effective 08/20/08.
 Butkus, Stacy L. – Administrator, Chase School, effective 07/04/08.
 Cornelius, Erin – Math Teacher, Enlightenment School, effective 07/11/08.
 Danner, Seth – Math Teacher, WMS, effective 08/15/08.
 Dillon, Erin – Life Management Teacher, State Street/Enlightenment, eff. 08/01/08.
 Greene, Maureen – Grade 6 Language Arts Teacher, WMS, effective 07/11/08.
 Jones, Lisa – Grants Manager, effective 08/14/08.
 Makarewicz, Jacqueline – Grade 2, Generali School, effective 07/01/08.
 Pizone, Christine – School Counselor, Driggs/Bunker Hill/Tinker, effective 07/16/08.
 Prefontaine, Thomas – Grade 2, Generali School, effective 7/23/08.
 Sharkey, Jessica – Special Education Teacher, Hopeville School, effective 07/14/08.
 Sollazzo, Tara – Special Education Teacher, Tinker School, effective 07/15/08.
 Wingenfeld, Brenna – TESOL Teacher, Brooklyn School, effective 06/30/08.

13.9 **Retirements:**

Scully, Linda L. – Kindergarten Teacher, W. Cross School, effective 7/14/08.

13.10. **Adult Education appointments effective 08/25/08:**

NAME		POSITION	HOURS/RATE
ADMINISTRATOR/AM PROGRAM			
Sica	Alan	Acting Substitute Principal	As needed
ADULT HIGH SCHOOL CREDIT DIPLOMA: AM PROGRAM			
Adebanjo	Olukauode	Substitute	As needed @ \$24.00 p/hour
Barone	Stephen	HSD Instructor	25 hours p/week @ \$29.00 p/hour
DeBiase	Janette	HSD Instructor	20 hours p/week @ \$29.00 p/hour
Hannon	Adla	HSD Instructor	10 hours p/week @ \$29.00 p/hour
Harper	James	HSD Instructor	20 hours p/week @ \$29.00 p/hour
Harper	Julia	HSD Instructor	20 hours p/week @ \$29.00 p/hour
			Substitute as needed @ \$24.00 p/hour
Hinton	Donald	HSD Instructor	p/hour
Latham	Ryan	Substitute	As needed @ \$24.00 p/hour
McDonald	Denise	HSD Instructor	15 hours p/week @ \$29.00 p/hour
McKeon	Rosanne	Substitute	As needed @ \$29.00 p/hour
Parsons	Lawrence	HSD Instructor	25 hours p/week @ \$24.00 p/hour
Reilly	John	CPP Instructor	28.75 hours p/week @ \$29.00 p/hour
Riemer	Wayne	HSD Instructor	20 hours p/week @ \$29.00 p/hour
Skehan	Thomas	HSD Instructor	20 hours p/week @ \$29.00 p/hour
Sullivan	Joan	Substitute	As needed @ \$29.00 p/hour

ADULT BASIC EDUCATION (ABE): AM PROGRAM

Bala	Elona	ABE Instructor	20 hours p/week @ \$24.00 p/hour
Barbieri	Stephen	ABE Instructor	25 hours p/week @ \$29.00 p/hour
Chasse	Jenny	ABE Instructor	20 hours p/week @ \$29.00 p/hour
Guerriero	Joanne	ABE Instructor	20 hours p/week @ \$29.00 p/hour
Monaco	Roxanne	ABE/GED Facilitator/Instructor	35 hours p/week @ \$29.00 p/hour

GENERAL EDUCATION DEVELOPMENT (GED): AM

PROGRAM

Aldarondo	David	Spanish GED Instructor	20 hours p/week @ \$24.00 p/hour
Monroe	James	English GED Instructor	20 hours p/week @ \$29.00 p/hour

GUIDANCE STAFF: AM PROGRAM

Aston	Edward	Guidance Counselor	20 hours p/week @ \$29.00 p/hour
Dawson	Patricia	Guidance Counselor	23 hours p/week @ \$29.00 p/hour
Gorman	Virginia	Guidance Counselor	20 hours p/week @ \$29.00 p/hour

ENGLISH AS A SECOND LANGUAGE (ESL): AM PROGRAM

Calabro	Richard	Beginning ESL Instructor	15 hours p/week @ \$29.00 p/hour
Cuevas	Jeanette	Substitute	As needed @ \$24.00 p/hour
DeBlasio	Gary	Substitute	As needed @ \$29.00 p/hour
Gervase	Robert	Facilitator	35 hours p/week @ \$29.00 p/hour
Kerzner	Sheila	Beginning ESL Instructor	15 hours p/week @ \$29.00 p/hour
Magidina	Liliya	Intermediate ESL Instructor	15 hours p/week @ \$29.00 p/hour
Morales	Maria	La Casa Bienvenida ESL Instructor	8 hours p/week @ \$24.00 p/hour
Norris	Jon	Beginning ESL Instructor	15 hours p/week @ \$24.00 p/hour
Perrella, Sr.	Frank	Advanced ESL Instructor	15 hours p/week @ \$29.00 p/hour
Salgado	Roberto	NOW Building, St. Mary's Hospital, ESL Instructor	25 hours p/week @ \$29.00 p/hour
Soto	Denise	Intermediate ESL Instructor/Chase School Family Resource Ctr./ OIC	20 hours p/week @ \$29.00 p/hour

ONLINE COURSE INITIATIVE (AM/PM Program):

Brough	Karen	Algebra 1A & 1B Instructor	5 hours p/week @ \$29.00 p/hour
Drew	Joseph	US History II Instructor	5 hours p/week @ \$29.00 p/hour
Magidina	Liliya	English Instructor	5 hours p/week @ \$29.00 p/hour
Sica	Alan	Civics/US History I Instructor	10 hours p/week @ \$29.00 p/hour
Veneziano	Ellen	General Math 1A & 1B Instructor	10 hours p/week @ \$29.00 p/hour

EDUCATIONAL AIDES: AM PROGRAM

Aston	Vivian	ABE Aide	20 hours p/week @ \$21.50 p/hour
Booker	Cicero	ESL Aide	12 hours p/week @ \$21.50 p/hour
Cotto	Carmen	ESL Aide	20 hours p/week @ \$21.50 p/hour
Galvin	Cynthia	Curriculum Packet Program	30 hours p/week @ \$21.50 p/hour

Gray	Derrick	ABE Aide	20 hours p/week @ \$21.50 p/hour
Gonillo	Salvatore	Resource Room	20 hours p/week @ \$21.50 p/hour
Gonillo	Salvatore	CCS & Pre GED Testing	20 hours p/week @ \$21.50 p/hour
Nonamaker	Kim	ABE Aide	20 hours p/week @ \$21.50 p/hour
Scatena	Anthony	ABE Aide	20 hours p/week @ \$21.50 p/hour
Zappone	John	Resource Room	25 hours p/week @ \$21.50 p/hour

OTHERS:

AM & Aft PROGRAM

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

GED EXAMINATION:

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

CLERICAL:

Bacik	Madeleine	PM Receptionist	10 hours p/week @ \$20.20 p/hour
Galullo	Patricia	PM Receptionist	As needed @ \$17.74 p/hour
Macharelli	Patricia	ESL Data Entry Clerk	20 hours p/week @ \$19.00 p/hour
Morales	Mildred	PM Clerical – Sub	As needed @ \$15.51 p/hour
Romero	Aida	PM ESL Clerical	6 hours p/week @ \$15.50 p/hour
Velez	Michelle	CDP Clerical	30 hours p/week @ \$14.00 p/hour

STATE MANDATED WRITING SAMPLE EXAMINERS: (As needed)

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

TECHNICAL TRAINING CENTER STAFF: (Rotation Schedule)

AM/PM PROGRAM

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

CUSTODIAL STAFF/AM PROGRAM

Gjonbalaj	Husein	Security/Custodial Aide	35 hours p/week @ \$10.00 p/hour
Iasevoli	Peter	Head Custodian	35 hours p/week @ \$14.50 p/hour

ADMINISTRATOR: PM PROGRAM

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

ADULT HIGH SCHOOL CREDIT DIPLOMA: PM PROGRAM

Addona	Marylou	Social Studies Instructor	6 hours p/week @ \$29.00 p/hour
Bugajewski	Katy	Fundamentals of Writing	6 hours p/week @ \$29.00 p/hour
Brough	Karen	CPP Instructor	8 hours p/week @ \$29.00 p/hour
Byron	Raymond	Consumer Math	6 hours p/week @ \$29.00 p/hour
Clark	Stacy	U.S. History II General Math	6 hours p/week @ \$29.00 p/hour 6 hours p/week @ \$29.00 p/hour
Corden	Carla	Instructor	
Cronk	Wendy	Substitute	As needed @ \$29.00 p/hour
Cumbo	Elena	Substitute	As needed @ \$29.00 p/hour
DeBonis	Michael	Civics Instructor	6 hours p/week @ \$29.00 p/hour
Epstein	Harold	Computer Instructor	6 hours p/week @ \$29.00 p/hour
Guerrera	Glenn	Substitute	As needed @ \$24.00 p/hour
Leogrande	Catherine	English Instructor	6 hours p/week @ \$29.00 p/hour
Linskey	Tara	Health & Disease Instructor	6 hours p/week @ \$29.00 p/hour
McAloon	Jennifer	General Science Instructor	6 hours p/week @ \$29.00 p/hour
McCasland	Peter	Substitute	As needed @ \$29.00 p/hour
Mobilio	James	World Cultures II Instructor	6 hours p/week @ \$29.00 p/hour
Moreau	Margaret	Pre-Algebra	6 hours p/week @ \$29.00 p/hour
Nicholas	Stefanie	Substitute	As needed @ \$29.00 p/hour
Pantoni	Dino	Basic Grammar/Vocabulary	6 hours p/week @ \$29.00 p/hour 6 hours p/week @ \$29.00 p/hour
Rossi	Stephen	English Instructor	6 hours p/week @ \$29.00 p/hour
Samolis	Victoria	Computer Instructor	6 hours p/week @ \$29.00 p/hour
Shea	Thomas	Substitute	As needed @ \$29.00 p/hour
Spring	Frank	Math Instructor	6 hours p/week @ \$29.00 p/hour

GUIDANCE STAFF: PM PROGRAM

Basile	David	Counselor	6 hours p/week @ \$29.00 p/hour
Hitchens	Heather	Counselor	6 hours p/week @ \$29.00 p/hour

ADULT BASIC EDUCATION (ABE): PM PROGRAM

Agostine	Nina	ABE Instructor	12 hours p/week @ \$29.00 p/hour
Aldarondo	Joanna	Substitute	As needed @ \$29.00 p/hour
Bala	Elona	Substitute	As needed @ \$24.00 p/hour
Baranowski	Judith	ABE Instructor	12 hours p/week @ \$29.00 p/hour
Barbieri	Stephen	Substitute	As needed @ \$29.00 p/hour
Coughlin	Timothy	ABE Instructor	6 hours p/week @ \$29.00 p/hour

Guerriero	Joanne	Substitute	As needed @ \$29.00 p/hour
Monaco	Roxanne	ABE/GED Facilitator/Instructor	12 hours p/week @ \$29.00 p/hour
Muro	Nancy	ABE Instructor	6 hours p/week @ \$29.00 p/hour
Zappone	Evette	ABE Instructor	12 hours p/week @ \$29.00 p/hour

GENERAL EDUCATION DEVELOPMENT (GED): PM PROGRAM

Aldarondo	David	Spanish GED Instructor	6 hours p/week @ \$24.00 p/hour
Drew	Joseph M.	GED Instructor	6 hours p/week @ \$29.00 p/hour
Mottillo	Sabrina	GED Instructor	9 hours p/week @ \$29.00 p/hour
Trocolla- Vargas	Lillian	Spanish GED Instructor	6 hours p/week @ \$2900 p/hour

ENGLISH AS A SECOND LANGUAGE (ESL): PM PROGRAM

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

EDUCATIONAL AIDES: PM PROGRAM

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

SECURITY/PM PROGRAM

Monroe	James	Security	14 hours p/week @ \$20.00 p/hour
Nieves	Charlie	Security	14 hours p/week @ \$20.00 p/hour

CUSTODIAL STAFF/PM PROGRAM

Caporale	Daniel	Security/Custodial Aide	35 hours p/week @ \$10.00 p/hour
DosSantos	Anthony	Security/Custodial Aide	35 hours p/week @ \$11.50 p/hour
Evon	Randy	Security/Custodial Aide	35 hours p/week @ \$10.50 p/hour
Martinelli	David	Security/Custodial Aide	16 hours p/week @ \$10.00 p/hour
Martinelli	David	Bookroom Aide	14 hours p/week @ \$12.00 p/hour

ESL CAREER DEVELOPMENT PROGRAM (CDP) – PIP GRANT

DeBlasio	Gary	Substitute	As needed @ \$29.00 p/hour
Magidina	Liliya	Instructor	5 hours p/week @ \$29.00 p/hour
Norris	Jon	Instructor	5 hours p/week @ \$24.00 p/hour
Perrella	Frank	Instructor	5 hours p/week @ \$29.00 p/hour

Powell	Joanne	Instructor	6 hours p/week @ \$29.00 p/hour
Reilly	John	Program Coordinator	15 hours p/week @ \$29.00 p/hour
Soto	Denise	Instructor	10 hours p/week @ \$29.00 p/hour
Felton	Tanya	Clerical	2 hour p/week @ \$15.51 p/hour

INDUSTRY CONCEPT EDUCATION (ICE) – PIP GRANT

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

GREAT OPPORTUNITIES FOR ADULT LEARNERS (GOAL) – ADULT ED. INITIATIVE FOR YOUNG ADULTS

Bacik	Madeleine	Clerical	1 hour p/week @ \$15.51
Bala	Elona	Instructor	8 hours p/week @ \$24.00 p/hour
Butler	Jacqueline	Lead Instructor	10 hours p/week @ \$24.00 p/hour
McCasland	Donald	Administrator	6 hours p/week @ \$24.00 p/hour

ONE STOP – ESL (FUNDED BY NORTHWEST REGIONAL WORKFORCE INVESTMENT BOARD)

Gervase	Robert	Facilitator	1 hour p/week @ \$29.00 p/hour
Muriente	Carmen	Classroom Aide	6 hours p/week @ \$21.50 p/hour
Soto	Denise	ESL Instructor	9 hours p/week @ \$29.00 p/hour

NON-MANDATED PROGRAMS STARTING SEPTEMBER 18, 2006:

Ashe	Jan	Quilting	8 hours p/week @ \$24.00 p/hour
Bana	Debra	Weight Loss Awareness	1.5 hours p/week @ \$24.00 p/hour
Betts	Albert	Stained Glass	2 hours p/week @ \$24.00 p/hour
Bonvicini	Pio	Opera	2 hours p/week @ \$24.00 p/hour
Bond	Troy	Martial Arts	2 hours p/week @ \$24.00 p/hour
Caputo	Judith	Real Estate Principles & Practices	6 hours p/week @ \$29.00 p/hour
Church	Mark	Securities/Investment	6 hours p/week @ \$24.00 p/hour
Colella	Charles	Phlebotomy Instructor	28 hours p/week @ \$29.00 p/hour
Coutu	Dave	Lawn Care	2 hours p/week @ \$24.00 p/hour
Dahl	Patricia	Art	7.5 hours p/week @ \$24.00 p/hour
Dwyer	Katherine	Piano	2 hours p/week @ \$24.00 p/hour
Ferrucci	John	Cooking	2.5 hours p/week @ \$29.00 p/hour
Forte	Rose	Everyday Italian Cuisine	3 hours p/week @ \$24.00 p/hour
Gervase	Robert	C.N.A. Coordinator	10 hours p/week @ \$29.00 p/hour
Gloudenis	Mary	Chair Caning	2 hours p/week @ \$24.00 p/hour
Hannon	Adla	CNA	9 hours p/week @ \$29.00 p/hour
Janus	John	Bartending	2 hours p/week @ \$24.00 p/hour
Mastracchio	Janet	Tap Dancing	2 hours p/week @ \$24.00 p/hour
Miller-Jaynes	Betty	CPR	3 hours p/week @ \$24.00 p/hour
LeClerc	Leon	Computers	5 hours p/week @ \$24.00 p/hour
Lew	Hollye	CNA	15 hours p/week @ \$29.00 p/hour
Ligi	Richard	Substitute Phlebotomy Instructor	As needed @ \$29.00 p/hour

Little	Kelly	Know the Law	2 hours p/week @ \$24.00 p/hour
McCasland	Donald	Phlebotomy Coordinator	10 hours p/week @ \$24.00 p/hour
Milo	Jennifer	Basic Excel	1.5 hours p/week @ \$24.00 p/hour
Mirabilio	Maria	Cooking	4.5 hours p/week @ \$24.00 p/hour
Muriente	Carmen	Spanish	4 hours p/week @ \$24.00 p/hour
Nelson	Craig	Budget/Debt Elimination	1.5 hours p/week @ \$24.00 p/hour
Norris	Marie	French I	2 hours p/week @ \$24.00 p/hour
Parsons	Lawrence	Gourmet/Italian Cooking	4 hours p/week @ \$24.00 p/hour
Perrella, Jr.	Frank	Computer Literacy for Seniors	4 hours p/week @ \$24.00 p/hour
Pratt	Nancy	Beautiful Skin	3 hours p/week @ \$24.00 p/hour
Rado	David	Casino Games	2.5 hours p/week @ \$24.00 p/hour
Rodriguez	Jeffrey	Business	1.5 hours p/week @ \$24.00 p/hour
Sholtes	Ann Marie	Photo Albums	2 hours p/week @ \$24.00 p/hour
Vigliotti	Maria	Italian I & II	4 hours p/week @ \$24.00 p/hour
Zaccharia	James	Swing Dance	2 hours p/week @ \$24.00 p/hour

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

HARVEY: I will be sending communication to the Board just giving them an overview of a parents, a couple of parent's meetings that I've attended and some recommendations that were made and I'll send this to, I think I'll send it to Dr. Snead. There were two concerns that came up in regards to the way open-houses are conducted, the format that is used. The parents complained about having to stand in line to see the teachers and they said that that discourages them to return on the second visit. They mentioned a school but I don't want to mention a school unless I'm absolutely, I have it in my notes, but I think that's something we need to look at. Also, they mentioned mailing report cards, why do we not mail out report cards as opposed to handing them to the students. If there's a student that's having trouble with their grades the parent may not receive the report card. So that was a concern. Also, we should know that the parents know that the teachers are working hard, the administrators are working hard, the headline in the news in regards to schools failing they don't believe that because they know that there's a lot of work that's being done to assist their kids. So that was very encouraging. I will send this out as an e-mail. Thank you.

HAYES: Just to add Commissioner Harvey, this new system that we talked about, notification, that could be another one we add to the list. The voice message goes home – "expect a report card today, if you don't get one call the office tomorrow morning".

HARVEY: That will work.

D'ANGELO: I received, not a complaint, I call it more of a comment about one of the parents that attended, actually a neighbor of myself and Commissioner Harvey, about attending the open houses for the summer school and brought to my attention that one of the teachers was trying to teach vocabulary to the students and because of the

nationality and the accent that the teacher had it was very, very difficult for the kids to get what she thought they should be getting out of the lesson. So I, I understand that we're an equal opportunity employer and we don't look at things like ethnicity or accent, we can't, and I understand that, but I did ask Dr. Sequeira to get back to me and the other Board members on at least how that is handled within the classroom when you have a teacher perhaps from another country and has an accent how they teach English and vocabulary. You'll be getting an e-mail from Dr. Sequeira on that just so you know.

HAYES: Anything else under New Business? Old Business?

THERIAULT: I hate to be a fly in the ointment so to speak but I'm gonna entertain what kind of reception I will get to this motion I'm going to present and it is under Old Business because I'm going to request that this Board request an opinion from Corporation Counsel regarding previewing administrators and teachers, possibly teachers' evaluations with names on them and whether this is within the privy of this Board which to my knowledge has never been done before and I want a definitive yes or no. So let me simplify the motion. **I make a motion that this Board of Education request an opinion from the Corporation Counsel regarding looking at evaluations of administrators and teachers with their names on them.**

HARVEY: **Second.**

D'ANGELO: Is it appropriate to make a motion under Old Business?

MOSLEY: You can add an item to the agenda.

THERIAULT: Okay, **then I take back my motion.**

HARVEY: **I take back my second.**

THERIAULT: I request that a new item be added to the Agenda under Older Business and the Clerk can give me an appropriate number of what that would be.

CLERK: You don't need a number.

THERIAULT: **I request that this be added to the agenda and that I be permitted to entertain my motion. I move to add a new item to the agenda with regard to the opinion of Corporation Counsel.**

HARVEY: **Second.**

HAYES: Motion is made and seconded. Roll call to add.

ROLL CALL VOTE: Yeas: Commissioners Harvey, Stango, Sweeney, Theriault, and White - 5
Nays: Commissioner D'Angelo and President Hayes – 2

HAYES: Motion passes.

THERIAULT: Now my **motion will be to go to the Corporation Counsel and request an opinion with regard to looking at the evaluations of administrators with their names attached.**

HARVEY: **Second.**

HAYES: Under discussion.

D'ANGELO: I'm gonna vote no only because this is something that our Board keeps asking for. I spoke to most of the people before even making this; everybody said they thought it was a good idea. And other districts, Southington does this, Plantsville does it, Wolcott does it, so idea that Waterbury can't do it, let's be honest, there's some that don't want Waterbury to do it so that's why Waterbury hasn't done it. So you know we can vote the way we want and we'll either do it or we won't do it. But other districts do it, the idea that if we know something that's in an evaluation about someone we can't sit and judge with them later it's ridiculous. I mean most of us our friends with some of these principals, we have them at our house or we visit their schools on a regular basis, okay, some of us are friendly with some of these principals. We know them, we've known them for 10 or 15 years some of these people and we still have to sit in judgment of them. It doesn't make sense to me.

SWEENEY: When all this came up about taking a vote to get an opinion from Corporation Counsel I clearly remember my remark was that I would never deny any Commissioner a right to do that. So when these votes came up not only would I vote in favor but I requested all my fellow Commissioners also vote in favor to give everybody the same shot. So while I am in favor and will give you my vote Commissioner Theriault, **I would like to propose a friendly amendment and that friendly amendment being that should Corporation Counsel not come across with their ruling prior to the date that is already set and approved by the members of this Board, that we allow the members of this Board to go ahead anyways.**

THERIAULT: **Yes, I will accept the friendly amendment** and also a caveat that I will not attend that meeting if there are names on those evaluations.

HAYES: So is it clear to state that the amendment would be that we ask for the opinion and have it prior to September 15.

THERIAULT: No.

SWEENEY: That's what I'm asking.

HAYES: You don't sound very friendly.

SWEENEY: What I am asking for is I would not want for this, sitting here waiting for Corporation Counsel to rule to stand in the way of the vote that we just took that says we will allow Commissioners who would wish to do this in Executive Session to do that.

THERIAULT: So what you're saying is you want to...

SWEENEY: So what I'm saying is if Corp Counsel doesn't come across in time we go forward anyways.

THERIAULT: That's okay and then each individual Board member can vote their own conscience in terms of whether they look at it or not. I don't have any problem, I don't think the ruling should curtail. But by then if they give a negative opinion the damage would have already been done. Keep that in mind.

SWEENEY: I'm okay with that.

THERIAULT: Point of clarification through the Chair, I'm of the same opinion as Commissioner Stango on this because I'm hearing, if you look at this and you know them, you go into their building, you're gonna discipline, I'm not saying we're gonna discipline them right now but later on if you've been privy to this then you may have, you may have prejudiced yourself with regard to the opinion and you would have to recuse yourself. So you might have one or two Board members voting on a disciplinary issue rather than ten. I accept your friendly amendment.

HAYES: Can we read the motion now with the friendly amendment.

THERIAULT: I'm requesting an opinion from the Corporation Counsel as to whether or not this Board is privy to looking at the evaluations of administrators with their names on them and that if their opinion does not arrive prior to September 15 that this Board go ahead with the original vote of looking at those evaluations.

HAYES: We need to vote on the motion with the friendly amendment.

ROLL CALL VOTE: Yeas: Commissioners D'Angelo, Harvey, Stango, Sweeney, Theriault, White, and President Hayes – 7

HARVEY: I don't know if I like the friendly amendment but I understand it so I'll vote yes.

ADJOURNMENT

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to adjourn at 8:07 p.m.

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