

## **WATERBURY BOARD OF EDUCATION**

Monday, August 25, 2008 at 5:30 p.m.

(For the September 2, 2008 Board Meeting - MINUTES ATTACHED)

### **COMMITTEE MEETING**

The Board of Education Committee meetings were held on Monday, August 25, 2008 at Rotella Magnet School, Waterbury, Connecticut, starting at 5:38 p.m.

**PRESENT:** President Hayes, Commissioners D'Angelo (left at 7:02 p.m.), Flaherty-Merritt, Harvey, Laccone, Pinto, Stango, Sweeney, Theriault, and White.

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

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

The Board went into Executive Session at 5:53 p.m. and returned at 6:20 p.m. to discuss selection of site(s) or possible purchase of real estate. All Commissioners were present, Dr. Snead, Mr. Guidone, Mr. Greengas, and Corporation Counsel Craig Sullivan. No votes were taken.

### **ADJOURNMENT**

The Committee meetings adjourned at 8:53 p.m.

Respectfully submitted,

Carrie A. Swain, Clerk  
*Board of Education*

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ REGULAR MEETING*

Tuesday, September 2, 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, School Inspector Herbert Greengas, Education Liaison Maryann Marold.

### **MEETING CALLED TO ORDER**

President Hayes called the meeting to order at 6:36 p.m. with a moment of silence and a prayer and Superintendent Snead led everyone in the Pledge of Allegiance to the Flag.

### **ROLL CALL**

CLERK: Commissioner D'Angelo.

D'ANGELO: Yes.

CLERK: Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: Present.

CLERK: Commissioner Harvey.

HARVEY: Here.

CLERK: Commissioner Laccone.

LACCONE: Here.

CLERK: Commissioner Pinto.

PINTO: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Theriault.

THERIAULT: Here.

CLERK: Commissioner White.

WHITE: Here.

CLERK: President Hayes.

HAYES: Here.

(note: recording system was not operable during the first portion of the meeting).

**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 communications dated August 4, 2008 from Civil Service certifying Raymond Fortier, Jr. and Alison Winters for the position of Maintainer II.
2. Communication dated August 8, 2008 from Lori Castro regarding elimination of electric instruments from the WAMS music program.
3. Communication dated August 8, 2008 from Dr. Snead submitting the 2007/2008 Department of Education's Annual Report.
4. Copy of communications dated August 11, 2008 from Civil Service certifying Tania Mendoza for the position of School Secretary and Nina Barbera for the position of ABA Behavioral Therapist.
5. Copy of communications dated August 14, 2008 from Civil Service certifying Michael Hayden, Maria Guzman, Kristy Agrinzone, Florence Lyen, Margaret Felton, Denetra Winston-Spells, Katherine Roche, Elidon Hoxhallari, Michelle Avalos, Latanya Levett, Carmen Oviedo, Katherine Schock, Marie Roberts, and Beth Moscariello for the position of Paraprofessional.
6. Copy of communication dated August 15, 2008 from Civil Service certifying Deborah Farrell for the position of School Secretary.
7. Copy of communications dated August 21, 2008 from Civil Service certifying Florida Duka for the position of Paraprofessional and Nelisa Barbosa for the position of ABA Behavioral Therapist.
8. Copy of communications dated August 26, 2008 from Civil Service certifying Amy Yost for the position of Elementary School Supervising Vice Principal and Emma Whiteman-Smith for the position of Dietitian.

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 Sweeney and duly seconded by Commissioner D'Angelo, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:40 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.

**Lisa Lessard, 538 Sylvan Avenue**, spoke about her efforts with the FirstLight Power Plant. If anyone has any questions they can contact Larry DePillo or the Neighborhood Council. They did the best they could.

**Bryan Baker, 272 Peach Orchard Road**, spoke about the Gilmartin Project and that unfortunately the estimates they had received were three to four years ago and therefore prices increase. He would like the school to be the best that he can be and does not want certain features put on the chopping block.

**Donna Vignali, 26 Lakeside Blvd.**, submitted and read the following: I am here this evening because I believe that this Board needs to take an in depth look into why our veteran and/or younger teachers are leaving our school district. Since August of last year we have had over 100 teachers leave our district, whether due to resignation, retirement, or termination. Commissioners yes, many, many of these teachers have left for more money, and boy are they making more money. We have teachers going to Naugatuck making 15,000 more or New Britain making 25,000 more.

When I took office last year I said that Waterbury is becoming the training ground for new teachers and our students are going to suffer. I believe we have more discipline problems than ever before, we have classrooms of students who have been through 2 or 3 teachers in a single school year, teachers who are fresh out of school and learning on the job with very few veteran teachers around to help. When I started I knew I could count on 6 or 7 veteran teachers in my hallway to help me out. This is no longer true.

Let me tell you what happened this summer. I was at the CEA golf tournament and we had come in for dinner. At the table I was sitting at were 3 gentlemen who turned out to be Superintendents from other school districts. After introducing ourselves one of the superintendents said "I would like to thank you for doing such a great job training teachers in Waterbury, you train them and we call them up and offer 20,000 more. We love Waterbury teachers." We need to keep our great Waterbury Teachers in Waterbury.

Although a large number of teachers are leaving for money, I do believe there are several other reasons our teachers are leaving our district. Although this is not the time to speak of those issues, I do suggest that we sit down and meet to find a comprehensive approach to tackle these issues. We all want the Waterbury Schools to be the best that they can be. Thank you for your time.

**Tricia Meaney, 6 South View Avenue**, submitted and read the following: We the teaching staff of Gilmartin School are concerned about several major issues involving safety, logistics, and contractual obligations that will arise should we stay in the gray portables.

Due to the deconstruction of the brown portable over the summer, there is no direct link to the main building from the gray portables. This will necessitate bringing the children

outside, sometimes several times a day, for them to attend specials, lunch, and other activities held in the main building. In inclement weather, this will result in loss of classroom time, as the children must be properly dressed in coats and hats before leaving one building for another.

City policy dictates that the entrances to the school must be locked at all times. There is currently no way for teachers or classes to enter either the portables as there is no access control system such as a buzzer or security camera.

Because the portables are a separate structure, the teachers there have no access to an adult bathroom. Additionally, there is no adult handicapped accessible bathroom in the portables.

Should a child suffer a medical problem, there will be no way to send a child to the nurse without the child having to leave the portable and travel outside the building to get to the nurses' office. Instead, the nurse would have to come to the child, leaving the office unattended.

We all know what Connecticut weather can be like, including such severe weather as thunderstorms or tornado warnings. In the past we have had to evacuate the portables to seek shelter in the sturdier main building. Should an evacuation be called for now, the children would be exposed to whatever inclement weather they are seeking shelter from in the process of traveling to the main building for safety.

In the winter, the wooden ramps leading to the portable entrances quickly become covered with ice. This poses an additional danger to the children as they travel to and from the main building. And in the past we did have a teacher slip and fall and break an ankle.

In times of heavy rain, the short ramp becomes swamped, again an issue as children travel to and from the main building.

During periods of inclement weather, the classes will be forced to eat lunch in the classrooms. The classrooms are carpeted, and will be subjected to spills of various foods which will eventually soak into the carpet causing smells, mold, and attracting insects and rodents.

The area of the parking lot that the children must cross to travel to the main building is currently used for deliveries and garbage pickup.

Finally, every year we find ourselves in the occasional lockdown situation. During the lockdown, no one is allowed to enter or leave the building. Should a child in a portable suffer a medical emergency during lockdown, the nurse would be forced to leave the main building to render assistance.

**Todd Cyr, 19 Pinecrest Drive**, stated he was born and raised in Waterbury and feels the residents should have equal opportunity to work in the City even though they're not unionized.

**Michael Spieler, 960 Bunker Hill Avenue**, stated he's been in the electrical field for 28 years and has lived in the Waterbury area for 25 years and would like the opportunity to bid and work here. His shop has had extensive training and very good safety training.

**Ken Mauriello, 35 Parkland Avenue**, stated non-union companies are capable of performing the same type and quality of work. His company is slowing down and they need this type of work close to home.

**Winston Henry, 204 Transit Street**, stated he's been a resident in Waterbury for over 20 years. He's also upgraded and renovated about 16 Waterbury schools over the last five to seven years which included more than seven families from Waterbury.

**Joe Gorman, 30-B Church Street**, spoke about the possibility of having Mr. Albini stay on interim as Middle School Athletic Director.

**Robert Adkers, 7 Fairview Avenue**, stated that the Gilmartin Project needs to be looked at again and that Duggan should be started first. He said Gilmartin definitely needs to be rebid and that the local citizens need to be taken care of.

**Alan Konareski, 13 Stagecoach Lane, Wolcott**, his son attends Rotella Kindergarten and was told that he cannot take the bus from his daycare in Cheshire to school.

**Lelah Campo, Cheshire, CT**, stated the Board went with the PLA and it did come back over budget. There are over 60% of contractors that are open-shop and qualified to bid this project. Many of the bidders are out of state contractors. She is willing to provide the Board with more information and data.

**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 7:12 p.m.**

**SUPERINTENDENT'S REPORT:** We had a great opening last week. I visited several schools during the first few days including North End Middle School, Wilby, Wallace, Chase, WAMS, Sprague, Bucks Hill, W. Cross, West Side Middle School, Kennedy, Tinker, Brooklyn, Barnard, Washington, Gilmartin, and Hopeville. Everything went smoothly and teaching and learning started on the first day. Even bussing went well. We were able to avoid many problems at dismissal experienced over the past couple of years.

We have made significant progress over the last two weeks in filling shortage area teaching vacancies. As of today we have fewer than ten of our 1,450 teaching positions unfilled, mostly in the Special Ed and Bilingual areas.

We are scheduled to visit with the State Board of Education tomorrow. We have not received any new questions from them, so I am anticipating that all will go smoothly.

After a brief absence, Mary Ann Marold has returned to Central Office today.

**PRESIDENT'S COMMENTS:** President Hayes mentioned that he's been assisting a family that has been living at a shelter. He stated they were having difficulties obtaining uniforms and making appointments due to lack of transportation. They're

unable to get a physical for the children until late October. He stated that a better job needs to be done to somehow help these people.

**EXECUTIVE SESSION:**

**Upon a motion by Commissioner Flaherty Merritt and duly seconded by Commissioner Pinto, it was voted unanimously to go into executive session at 7:20 p.m. for discussion concerning exempt records.**

Present were: All Commissioners, Dr. Snead, Dr. Sequeira, Mrs. Cullinan, Mr. Guidone, Attorney Mosley, and Attorney Lee Tiernan.

**Upon a motion by Commissioner Flaherty-Merritt and duly seconded by Commissioner D'Angelo, it was voted unanimously to return to the regular order of business at 7:48 p.m. No votes were taken.**

HAYES: Next item on our agenda is the Consent Calendar (President Hayes proceeded to read the list of items).

THERIAULT: Excuse me President Hayes, I would like to remove item 9.9 from the Consent Calendar.

HAYES: I'll read through them all. If anyone else wants to remove something else please let me know.

**9. CONSENT CALENDAR**

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to approve items 9.1 through 9.8 and 9.10 through 9.14, as listed:

- #9.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the Memorandum of Understanding by and between Northwest Regional Workforce Investment Board, Inc. and Waterbury Adult Continuing Education.
- #9.2 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval to participate in a collaboration program with Naugatuck Valley Community College and Post University for high school students with disabilities to participate in a site-based Post Secondary Transition Program.
- #9.3 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of an amendment to the Personal Service Agreement with the Department of Social Services for the HUSKY Outreach Program.
- #9.4 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of transfers in the 2008/09 budget totaling \$133,760, as attached.

- #9.5 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of the Medicaid Provider and Billing Agreement with the Connecticut Department of Social Services.
- #9.6 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of an Agreement with University of Bridgeport to provide student interns for the period of September 1, 2008 through June 30, 2009.
- #9.7 With the approval of the Committee on Food Service, the Superintendent of Schools recommends approval to participate in the National School Lunch Program and School Breakfast Program.
- #9.8 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval of the ECS Accountability/Set-Aside Grant Application.
- #9.10 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the addition of two (2) Instructional Tutors for Maloney Magnet School.
- #9.11 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the job specifications for the extra-curricular position of Facilitator for the BEST and Cooperating Teacher Programs.
- #9.12 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to the following school organizations and/or City departments for use of school facilities.
- #9.13 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to the following outside organizations for use of school facilities and/or waiver of fees requests.
- #9.14 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to the Kiwanis Club of Waterbury to hold their annual Snack Sale during the period of October 14 through 24, 2008, subject to review by the Director of Food Service.

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

**10. ITEMS REMOVED FROM CONSENT**

- 9.9 Upon a motion by Commissioner Harvey and duly seconded by Commissioner D'Angelo, it was voted unanimously to approve a Professional Services Agreement with Michael Ferrance to provide consultant services per the Building Brighter Communities-Smaller Learning Communities Program Grant.**



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

THERIAULT: Yes, President Hayes, in reviewing some aspects of that contract I found some perks in that contract that were a little bit offensive to me. I don't know if everyone had the opportunity to read it through but there were some things that caught my eye that I didn't quite agree with. So that's why I decided to ask you to pull it from the Consent Calendar. Thank you.

HAYES: Do you want to elaborate on what those concerns were?

THERIAULT: One of the things had to do with him being established as a rider on our insurance policy. I don't know if that's standard operating procedure but it just seems to be, to me, I don't understand why he needs to have a ridership on a City insurance policy with regard to automobile.

SEQUEIRA: I apologize for not knowing the legalistic aspect of it but I do want the Board to know this contract has gone through the Corporation Council to be checked thoroughly in terms of any infringement or any, our responsibility or liability. So it has gone through the Corporation Counsel, it has gone through every . . . that would normally approve grants.

THERIAULT: Is this normal procedure to tack on automobile insurance onto the City? Is he transporting students or teachers?

SEQUEIRA: He's not transporting students.

THERIAULT: Why would he need automobile insurance in doing a consulting job?

SEQUEIRA: That part of it, and I don't know exactly what and I apologize, but again I want to reiterate what I said, it's not just something we put in. Every part of this contract was fully checked into by our Corporation Counsel. There are liability aspects that are tied in and I believe that is what it is.

THERIAULT: Thank you.

HAYES: Anyone else? Hearing no further discussion – all in favor, opposed, motion passed unanimously.

## **11. COMMITTEE OF THE WHOLE**

**11.1 Upon a motion by Commissioner White and duly seconded by Commissioner Harvey, it was voted, by roll call vote, to approve that permission be granted to student #062331 to attend Waterbury Adult Education pursuant to Public Act 96-255 Section 49.**

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

WHITE: I would think because the student's birth date is so close rather than start a precedent by allowing this that we should just have her stay at Crosby High School until November and then with her parent apply to Adult Education.

D'ANGELO: If I'm not mistaken, at the Workshop we left it that Anne Marie Cullinan was gonna give us an update.

CLERK: It was distributed.

D'ANGELO: I apologize, I didn't see it.

HAYES: Any other discussion. I don't know if you want to take a minute or two to read it prior to voting.

STANGO: Again, just as I stated at the Workshop, if this transfer is going to keep the student in school and the trouble is we don't see that often enough that a student in this situation wants to remain in school and I think that I will be voting to let it go through. I think it's important that if she's interested in staying that we should do all we can to enable her to stay.

HAYES: When you say stay you mean stay within the school system because she's currently a Crosby student.

STANGO: What I mean is to be transferred to Adult Education.

WHITE: I do agree with Commissioner Stango that she should stay in school but I just think this is the way it should be done to save us from any problems later on with other students because she can do this, she wants to go to Adult Education so she'd only have three weeks or so.

STANGO: Would that be an amendment or would we just go through with this with that understanding?

HAYES: This vote is to allow her to go in under the age of 16 actually, we haven't done that before. Any further discussion? Can we have a roll call please?

**ROLL CALL VOTE:** Yeas: Commissioners D'Angelo, Harvey, Laccone, Pinto, Stango, and Theriault - 6  
Nays: Commissioners Flaherty-Merritt, Sweeney, White, and President Hayes – 4

## **12. COMMITTEE ON BUILDING**

### **Item #12.1**

WHITE: Ladies and gentlemen, with the approval of the Committee on Building, the Superintendent of Schools recommends approval of Post Bid Option C for the Gilmartin School Project, **so moved.**

D'ANGELO: **Second.**

HAYES: Motion made and seconded. Any discussion? Commissioner Sweeney.

**SWEENEY: Motion to amend Item 12.1 – With the approval of the Committee on Building, the Superintendent of Schools recommends approval of Post Bid Option C for the Gilmartin School Project. Additionally, Post Bid Option C will be bid without a project labor agreement and resulting bids tallied with line item breakdown of union versus open shop, so moved.**

D'ANGELO: **Second.**

HAYES: Motion has been seconded, under discussion, Commissioner Sweeney then Commissioner Stango.

SWEENEY: As I have previously stated, I believe that we need to move forward with Option C in order to bring this project within budget. I do not blame the unions for 7.5 million in overruns. I do believe there were several contributing factors, many of them that we have identified and remediated under Option C. But to do so without looking at the possibility of that the PLA has caused some of those overruns would be irresponsible. Whether the union shops work this job or the non-union shops work this job the wages will be the same, the workers will get paid the same. But if anybody thinks that contractors bid a job solely on the wages they're going to pay, those contractors will not stay in business. There are other operating costs, overhead costs and profit margins that all factor in when a contractor bids. It is within those items that contractors can be either the lowest bid or the next to the lowest bid. We owe it to the citizens of Waterbury to give them this project, to bring it in on budget and we owe it to them to take every opportunity to look at every factor to bring it in on budget. In order to do that we need to include the removal of the PLA under Option C.

STANGO: It seems to me that there are a lot of options that we can go to but pertaining to the PLA personally given the option of completing the project over budget and late or opening the bidding process to all union and non-union I would open the bidding process to everyone. Given the option of building a school with less than adequate or opening up a building, opening up the bidding process to all, I would open up the bidding process to everyone - union and non-union. Given the option of cutting back on materials, the size, or design of the school or opening the bidding process to all, I would open the bidding process to everyone – union and non-union. Given the option of receiving just one or two bids with little or no competition on parts of the project or opening the bidding process to all - union and non-union I would open the bidding process. Given the option of going back to the taxpayer for more money to complete the project or opening the bidding process to all - union and non-union I would open the bidding process. Given the option of keeping the bidding process political by limiting it or looking the process philosophically and saying a person has a right to work – union or no union, then I would open the bidding process to everyone. I don't want to reduce or diminish the school that we have worked so hard with the architects and input for the last two years with the various committees, with the School Building Committee and even the committees prior to that with Aldermen Ciochetti was part of it and many of us volunteered to work with it and people he drew in from various schools with the input of what it should have back and forth with the architect, meeting with the architect, I don't want to see that building diminished. So I think in order to keep the building that we

have designed and to keep it within budget we need to consider making the bidding process open to everyone – union and non-union alike. Thank you.

THERIAULT: I will be brief in my remarks and my remarks are kind of redundant of previous remarks I have already spoken. Certainly the economic conditions in today's economy as you had alluded to so eloquently before President Hayes with regard to homeless people, people looking for jobs, mothers living in shelters, this certainly is a sign of the times. Now I understand we have somewhat of a little village going over by the railroad tracks for homeless people and I shudder to think what the winter will be like for those people. Maybe some of them can get some jobs either through the union or through the non-union facilities that were provided here. I believe in competition, competitiveness, and fair trade. I know that the economic wage or the prevailing wage would prevail whether it's union or non-union and it almost seems like we're sliding down a slippery slope for the second time because we kind of already gone through these criteria before. I feel that outsourcing many of the jobs and outsourcing many jobs going to foreign countries has put our country in the current dilemma that we're in with regard to all kinds of economic downtrends and fuel prices increasing, etc. I think outsourcing to one particular area creates a monopoly and it creates unfair trade. So I too as many of you here have associations with unions, have nothing against the unions but I don't believe in giving anyone any advantage over the other when competition and fair trade, the unions might come in at a much more reasonable rate given the second bid knowing that they have more competitions out there. So I say caveat emptor, let the buyer beware, we're the buyer and let the bidder beware too. If we're gonna have more competition, we're gonna open it up, I think we're gonna be the winners at the end. Whether it be a union contract or whether it be a non-union contract. Thank you.

HARVEY: I feel like I'm in a time warp here. We took, I believe we debated this issue months, for months President Hayes and I am somewhat annoyed that we're going down this road again, that we're even debating it. I am for fairness but both sides – non-union and union were given the opportunity to present to us their case as to why we should go for either side so I'm at a loss, I've attended all of the meetings, excuse me except for one, but I was at all the meetings regarding this issue, nothing even eluded to the fact that the reason for the bids coming in high was because of the PLA. So this has really come out of left field for me. I think we should just, the vote was taken, the vote was for the PLA, I debated it myself, but nonetheless I voted for us to go with the PLA. So the vote has been taken, are we going to go back every time there's an issue regarding the Building Committee are we gonna go back and revote or rebid or whatever the case may be? I think we should just move on, I think everyone understands what we're looking for; we presented our expectations at our meeting with O & G. I think we should just move on so let's take the vote, let's do the roll call and move on and get this school built.

SWEENEY: The reason for bringing the issue up again quite frankly is because under the terms of the PLA the PLA has failed. Under the terms of PLA unlike our construction manager, under the terms of the PLA the bids are the starting point and if the bids come in high it can be determined that the PLA has failed. The PLA guarantees that the bids will come in on budget. So it can be determined that the PLA has failed. Again the PLA has not failed to the tune of 7.5 million dollars, there are other contributing factors, but in some sense the PLA has failed. And there are some of us who feel that some of those bids were bid that high simply because it's City money, its municipal money, its state money and they'll find it somewhere so we can overbid the

project. Although some of us feel that and believe that that was never suggested in the paperwork given by Central Office by our construction managers, by our architects. So simply stating that because it wasn't in that paperwork doesn't make it so. I still maintain that to some degree the PLA has inflated those bids and that with more competition and more bidders and sharper pencils we will get a better price all around. Thank you.

HARVEY: Still I maintain there is nothing that has been presented to me that would even imply that it was the PLA so let's vote on it.

FLAHERTY-MERRITT: I too don't believe it was the PLA that cause this to go over budget however, to prove that I do favor this amendment with the price cost showing the difference of open shop versus union cost. If we allow this we do open it up to some more bidding and in the end run we can probably, maybe be able to keep the project as originally written. I do not favor budgeting this project by making cuts and making the school less quality than what we originally intended. That's not what the City of Waterbury needs and I would much rather find the money somewhere in the budget to cover the escalating costs because of skyrocketing fuel costs over taking important things out of our schools. Thank you.

STANGO: I think that there's documentation out there from other areas and other districts that had the same problem we had that the bids came in way out of whack and then they rebid with both union and non-union giving the opportunity to bid. I don't see how we can lose if we do that. I'm not saying let's rebid and let's throw the union out this time because they came in too high. I'm saying let's rebid and let's let everyone have a chance to bid. I don't see how we can lose by doing that. If the union comes in with a bid hopefully it will be lower because of reexamining it, and as Commissioner Sweeney said sharpening their pencils, all the more power to them. And if the non-union is able to bid and come in with a better price all the more power to them. And again, I'm all about having local Waterbury people work. The more people in Waterbury that can work the better off that we will be. I'll just repeat one more time, I don't want to diminish the building that we have planned for, or we have designed. Thank you.

HAYES: Just for clarification, I'm not getting involved in discussion, but there are statements made about how we're going to be diminishing the thing, lower quality and all that stuff, I'll just state for the record that at the Building Committee which some of us were at, not all that were at, we were told we weren't getting a Cadillac as Commissioner Theriault . . . but we're gonna get a good school building, nothing to be ashamed of, it would be just like so many other schools throughout the State. That in fact the architect that may have gone a little beyond where they should have gone with some of the things that would maybe be considered in that Cadillac stage. I just hear too many people talking about it and having their opinion based on the fact that somehow we're having a diminished school or less, I asked all those questions, I asked if it is still going to last as long as it ever was, is it going to stand up to the weather, all those things, it's gonna do that. Now that's two different things but I just heard that said a few times and I know those of us who were there I asked that question and I was told directly that this was not going to get us any less of a building than what we should be getting. I just wanted to have that stated on the record. And the other thing for clarification and I'm not even sure, we're throwing this as an amendment but if in fact this would pass it would overturn a previous decision and when you overturn a previous

decision by Robert's Rules you don't just overturn it by sliding it in under an amendment. So I'm not really sure how this is gonna stand up.

THERIAULT: I think not to be the parliamentarian of the group, we have one, I think we're voting on the motion, we're voting on an amendment to the motion. So if we vote on the amendment to the motion then we have to vote on the motion as amended so there would have to be two votes here. It's my understanding, to my understanding, my limited knowledge here; a tie would mean it wouldn't go forward. It would have to pass six to four.

HAYES: A vote was taken by this Board as Commissioner Harvey said after months of wrangling back and forth and addressing it. A decision was made. Normally to overturn that decision it has to be brought up at that same meeting. They're turning it in another direction.

THERIAULT: I would point out there's a member on the prevailing side that I mean if you would prefer a motion on the prevailing side it could be done that way. I don't know, I'm looking to the Clerk and she's saying no.

CLERK: This is a whole entire different motion.

THERIAULT: This is a whole entire different motion so we don't need anyone from the prevailing side. Just to muddy the waters further it was said that we heard from both sides well in the limited capacity of hearing from both sides where one side was completely prepared and really it was like storm troopers coming upon us at Hopeville and the other side kind of very ill prepared and very ill informed. If that was a presentation from both sides I would beg to differ that that was a legitimate presentation of what the unions versus the non-unions can accomplish. I know we heard from them in Building Committee too on a limited basis and we didn't want to go into great detail so that too was not a great debate so to speak. But in listening to both sides one must remember that the only side that really had an opportunity to really present a full blown opinion was the unions because they're the only ones that were allowed to bid on it the others really didn't have an opportunity to bid on it at all. So to say that both sides had equal opportunity is a misnomer because both sides didn't have equal opportunity because we as a Board, majority rules, cut them off, we said we're not going to do this and we didn't do it because of some of the suggestions that were given to us with regard to hiring minorities, with regard to hiring Waterbury residents, and with regard to doing other things that would help the City. Now I don't know to what extent those things are happening and not happening but when I hear a speaker come up here and tell me that the cabinetry, the steel and so forth is going to outside firms outside the City of Waterbury, outside the State of Connecticut, I begin to get a little nervous and I begin to get a little concerned for the people in Waterbury and the people in Connecticut. And I know everybody needs jobs whether they're in Connecticut or they're outside of Connecticut but our motivation in selecting the union was so we can take care of the Waterbury residents, good jobs, and minorities and women, and if that's happening okay, it is, but at what expense. As I said before the prevailing wage doesn't come into this picture because both sides will get the prevailing wage but good competition brews cheaper prices. Thank you.

HAYES: . . . that I say something contrary to what our Clerk said but I think the end result of this is a decision made by this Board to overturn a previous decision that was

voted on by this Board and said that we would go with PLA's on all these. At no point did it say we can change our mind along the way and at some point, I mean that's the only thing, I'm not sure legally, again, forget what my opinion is, everybody knows what my opinion is...

THERIAULT: Point of order President Hayes, nor did we say we couldn't, right? We didn't say we could but we didn't say we couldn't.

SWEENEY: Point of clarification, the original motion that we voted on is not on the table, this is a completely different motion and under the contract of the PLA if the PLA fails on either side, if we fail in our responsibility or they fail in their responsibility, we have under that contract the option to do away with the PLA.

HAYES: Again, now how do you substantiate if the PLA failed? Again, not to argue back and forth, just to say arbitrarily it's because it's over 7.5, as you even said, that doesn't mean that the PLA's...

THERIAULT: Point of order, I think you're going over the point of clarification here; you're entering into the debate. With all due respect to you.

SWEENEY: I can put that point aside, the point is here that this is a completely new motion, it is not the original motion we voted on and the motion in this form is legal.

HAYES: Okay, without further discussion I guess we can take it to a vote, roll call vote please.

HARVEY: I'd like to know, just for clarification, what we are voting on.

HAYES: We're voting on the amendment.

**ROLL CALL VOTE ON AMENDMENT:**

Yeas: Commissioners D'Angelo, Flaherty-Merritt, Stango, Sweeney, and Theriault – 5

Nays: Commissioners Harvey, Laccone, Pinto, White, President Hayes – 5

HAYES: Five, five – the amendment fails. Now we'll go to discussion on the original motion. Is there any further discussion regarding the original motion which was to request approval of the Post Bid Option C.

HARVEY: Can we have that read again please.

WHITE: With the approval of the Committee on Building, the Superintendent of Schools recommends approval of Post Bid Option C for the Gilmartin School Project.

HAYES: Any discussion?

**ROLL CALL VOTE:**

Yeas: Commissioners Harvey, Laccone, Pinto, Stango, Sweeney, White, and President Hayes – 7

Nays: Commissioners D'Angelo (passed on first call), Flaherty-Merritt, and Theriault - 3

HAYES: Motion passes seven, three.

### **13. COMMITTEE ON SCHOOLHOUSES**

**13.1 Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the following Resolution regarding the Acquisition of Specific Properties, as attached, to wit.**

#### **Regarding the Acquisition of Specific Properties**

**Whereas**, the Board of Education ("Board") is charged with maintaining the public schools within the limits of the City of Waterbury ("City"); and

**Whereas**, to fulfill this charge the Board is empowered by Connecticut General Statutes § 10-241 to acquire real property, and is further empowered by Connecticut General Statutes § 10-241a to so acquire using the power of eminent domain, with the approval of the City's legislative body; and

**Whereas**, there is an elementary school under the Board's control known as the Walsh Elementary School, which is located within the limits of the City at 55 Dikeman Street, Waterbury, Connecticut, 06704 ("Walsh School"); and

**Whereas**, the Board has received a recommendation that two parcels of vacant land, which parcels are proximate to the land currently comprising the Walsh School, be acquired to provide convenient accommodations for the Walsh School; and

**Whereas**, the Board has evaluated the merits of such recommendation in light of the educational needs of the City;

#### **Now, Therefore, Be It Resolved That:**

1. The Board hereby recommends to the Board of Aldermen that the City acquire the following properties in order to provide convenient accommodations for the Walsh School:  
13 Dikeman Street (Map 256, Block 0571, Lot 0111); and  
193 Walnut Street (Map 256, Block 0571, Lot 0113).
2. The Board concludes that acquisition of these two properties is necessary and appropriate for the provision of a quality education to the students of the City.
3. The Board recommends that the City be authorized and directed to establish the amount believed to be just compensation for each property, based on the appraisals obtained.
4. The Board recommends that the City be authorized and directed to conduct good faith negotiations with owners for the purchase of the above properties.



5. In the event such negotiations with respect to either property fail to produce an agreement, the Board recommends that the City acquire such properties through the exercise of eminent domain pursuant to Section 10-241a and / or Section 48-5 of the Connecticut General Statutes.

HAYES: Motion made and seconded. Any discussion?

SWEENEY: Just to restate what I have been saying for a couple of weeks now that we went out and requested the purchase of this property back in March of last year and it took someone until now to realize that that purchase had not been made. And I have stated . . . that I do not expect anyone to come forward and ask for additional funds for the purchase of these properties that we thought had already been purchased. In addition I would greatly appreciate if someone from the Mayor's office would take a look at what happened here and make sure that there are safeguards put in place so that it never happens again. We as a Board have not gotten clear answers as to what that might be or who was responsible for that but I would appreciate at some point that those issues be resolved.

HARVEY: I have to be careful on what we say here because we were in executive session but I thought we were supposed to get clarification on some things before the vote in relationship to what Commissioner Sweeney brought up. If I'm mistaken then I stand corrected.

SWEENEY: My understanding is that was all the clarification we were getting.

HARVEY: If I'm mistaken I stand corrected but I thought we were supposed to get that clarification before this vote was taken.

GUIDONE: No.

HARVEY: Okay.

HAYES: Anyone else? Hearing none - all in favor, opposed, motion passes unanimously.

#### **14. COMMITTEE ON LEGISLATION**

- 14.1 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner D'Angelo, it was voted unanimously to the Statement of Position regarding Supplemental Education Services, as follows:**

### **Statement of Position**

In order to provide the best opportunity for educational growth to Waterbury students who access Supplemental Educational Services under NCLB, the Waterbury Board of Education is requesting the following changes to the requirements for providing SES tutoring services, either as a test case for study or as permanent changes:

- 1) That state approved private providers be required to use a pre and post test chosen by the district.
- 2) That the district be allowed to utilize district tutoring programs staffed by qualified district personnel.

Attached is documentation and data explaining and supporting the rationale for these requests and the merits of the requested changes.

**SWEENEY: So moved.** Last week at our Workshop it became abundantly clear that there was a serious need to do this and do it in a hurry because we now have had two of our SES providers who will no longer be providing services which leaves this district with one known SES provider to provider services. That's number one. We have been asking for a correlation of data so we can see how our SES provider services are impacting the children that they serve. And because they all give their own test, and because they all give their own test as they please some of the kids get tested, some of the kids get post tested and not pretested, we cannot make a qualified decision as to whether those students are gaining anything under those tutoring services. But this is the hand the State has decided to deal us in terms of providing SES. So we are requesting on two fronts that at the very least they require that SES providers give pre and post tests that we as a district have approved so that we can use that same criteria and compare it to how are students are doing and then we can gage how those educational services are being provided and if they're being provided well. We also have some excellent staff in this district who would be a great asset to provide tutoring services but under the State conditions as they are set now we cannot do that. So our further request is to request that we be able to do that, that we provide our own tutoring services for our own students under SES, and that we be able to access the money that comes through Title I that is set aside for those SES tutoring services. I think this is in the best interest of our district. I'm hopeful that Commissioner McQuillan and the State Board see it that way and if we never make the request it's never going to happen. It's time to do it. Thank you.

**HAYES:** Thank you for putting it together quickly. I know you got some help from Vice President White also. I appreciate the work both of you did to get this together. Anyone else? Hearing none – all in favor, opposed, motion passed unanimously.

Under Superintendent's Notification to the Board the only thing I wanted to talk about or ask Dr. Snead whether he's changing his mind, we had Joe Gorman come up and ask whether he could rescind the resignation of Nick Albini. It's on our list tonight, I don't know what you want to do Dr. Snead, but if we accept this then we're accepting in fact his resignation so it's your call I think at this point.

**THERIAULT:** Just a point of clarification President Hayes. Is there any conflict with the SAW contract with regard to the WTA contract regarding these provisions and by allowing Mr. Albini who has done an excellent job for us without due prejudice are we looking at a grievance from SAW if he remains in that position or can we reach some sort of a modification with the WTA amicably so that that doesn't happen?

**FROST:** I don't see any prohibition in either contract as I understand it. What Joe has asked is to allow him to stay as the athletic director until the posting goes up which probably will be tomorrow and the process goes through and somebody is selected. I'm understanding that's what you asked for and if that's the case I don't see any prohibition

in either contract to do that as long as the posting process goes through and someone is selected when they then assume that position then the resignation of Mr. Albini would be in effect.

FLAHERTY-MERRITT: Just to help clarify it. The position that he's residing from is a WTA position and he is now a member of SAW and SAW members can't hold WTA positions.

LACCONE: Without question we would be in violation technically in violation although having him resign we're going to have an open seat and no one is going to fill that so a simple call to the union president I think would facilitate a compromise in the situation but I think that's something you must do prior to us voting on this.

HAYES: Again, we don't vote on these, we receive and place on file.

LACCONE: Or even allow it.

HAYES: Once we receive and place on file then it has been officially accepted. If Dr. Snead wants to remove it before we do it that's his call and I think he's got the idea from all of us that we don't want to have the position remain vacant but at the same token we don't want a violation of the contract either.

SUPERINTENDENT: It's removed.

HAYES: Dr. Snead is removing under 15.2 the resignation of Nicholas Albini as the Middle School Athletic Director.

## **15. SUPERINTENDENT'S NOTIFICATION TO THE BOARD**

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Stango, with Commissioner Flaherty-Merritt "abstaining", it was voted unanimously to receive and place on file items 15.1 through 15.10, as listed:**

- 15.1 **Athletic appointments effective immediately:**  
Eckert, Chris – Head Football Coach, WHS.
- 15.2 **Athletic resignations effective immediately:**  
Albini, Nicholas J. – WMS Girls' Softball Coach.  
Flaherty, Tara – WHS Boys' Soccer Coach.
- 15.3 **Grant funded appointments:**  
Antonucci, Anthony – Instructional Tutor, RMS, \$30 per hour, 11 hours per week, 10 months per year, no benefits.  
Casini, Lauren – Instructional Tutor, RMS, \$30 per hour, 11 hours per week, 10 months per year, no benefits.
- 15.4 **Grant funded resignations/terminations:**  
Anaya, Annabel – Secretary I, ECEP, terminated effective 8/15/08.  
Irizarry, Jessica – Recruitment/Student Placement Coordinator, ECEP, eff. 9/01/08.

Roche, Katherine – Non-public Computer Technician, Children’s Community School, effective 8/17/08.

15.5 **TVP appointments:**

McCarthy, Patricia – TVP, Wallace Middle School, Yeshion House.

15.6 **Teacher transfers:**

Teacher	From	To	Effective
Armour, Sue Ann	NEMS Library/Media	Bucks Hill Library/Media	8/25/08
Antonios, Gina	Carrington K	W. Cross K	8/25/08
Barbieri, Nikki	Driggs 2	Generali 2	8/25/08
Baumbach, Chriatian	WAMS Social Studies	NEMS 7 Social Studies	8/25/08
Bergin, Angela	Chase Literacy Facilitator	Bucks Hill Internal Lit. Fac.	8/25/08
Buonocore, Nicola	Tinker 5	Driggs 4	8/25/08
Burke, Kelly	Wilson 4	Bunker Hill 3	8/25/08
Caruk, Andrew	KHS Music	Generali/Washington Music	8/25/08
Cinquegrana, Roseann	NEMS 6 Science	KHS Spanish/French	8/25/08
Comeau, Elizabeth	Gilmartin K	Bucks Hill 1	8/25/08
Decerbo, Laureen	Rotella 5	Walsh 4	8/25/08
DiFederico, Sharon	Bucks Hill K	Bucks Hill Pre K	8/25/08
Dimech, Jennifer	Sprague 2	Tinker Spec Ed	8/25/08
Frost, Marcy	WSMS Health	Bucks Hill PE	8/25/08
Fusco, Tina	Bucks Hill Art temp	Bucks Hill Art perm	8/27/07
Galullo, Kelly	Bucks Hill PE	WAMS Health/PE	8/25/08
Geddes, Jessica	Bucks Hill Spec Ed	Bucks Hill K	8/25/08
Giammatteo, Tim	Driggs 4	Sprague 5	8/25/08
Graboski, Melissa	Generali 4	Sprague 2	8/25/08
Gumbulevich, Jeannette	Out on Leave	WAMS Art	8/25/08
Gutierrez, Jon	Wallace 8 Spec Ed	Wallace 8 Reading	8/25/08
Hardwick, Sarah	Generali 1	Coll. Instruction Coach	8/25/08
Heavens, Andrew	Tinker 1&2 Spec Ed	Tinker P BDLC	8/25/08
Knorr, Melissa	Bucks Hill 1	Sprague K	8/25/08
Lafontaine, Mary	Bucks Hill 1	Tinker K	8/25/08
Lapointe, Cheryl	Bucks Hill/Crosby Speech	Bucks Hill Annex Speech	8/25/08
Linskey, Tara	WMS /Health	WSMS/Health	8/25/08
McGrane, Deborah	Rotella 2	Wallace 6 S. Studies	8/25/08
McGrath, Robert	Chase 3	Brooklyn 3	8/25/08
Miller, Jennifer	Washington Pre K	Maloney Pre K	8/25/08
Misset, Aimee	Tinker K	Tinker 4	8/25/08
Negron, Nicole	NEMS 6 Math	NEMS Numeracy	8/25/08
Pelletier, Allison	Wilson K	Wilson Pre K	8/25/08
Pesce, Margaruite	Kingsbury 2	Wallace Literacy	8/25/08
Phoenix, Donna	WAMS/Health	Wallace/Health	8/25/08
Purcaro, Frank	KHS Social Studies	KHS Soc. Stud. Dept. Chair	8/25/08
Riback, Joanne	Carrington Literacy	Maloney Reading	8/25/08
Rice, John	Wallace CMT Prep	Bucks Hill 5	8/25/08
Rinaldi, Meghan	Gilmartin Pre K Spec Ed temp	Gilmartin Pre K Spec Ed perm	4/21/08
Samara, Susan	Bucks Hill Speech	Chase Speech	8/25/08
Samuel, Stella	Walsh	WMS Literacy Facilitator	8/25/08

Sullivan, Mariannina	Bucks Hill 3	Wilson 4	8/25/08
Vargas, Alicia	Brooklyn 3	NEMS 6 Math	8/25/08
Wallace, Robert	WHS	Hopeville PE	8/25/08
Yablonski, Erika	Hopeville 1	Maloney 3	8/25/08

**15.7 Teacher new hires:**

No.	Name	ASSIGNMENT	Gr./Subject	DEGREE	STEP	EFF. DATE
1	Mierzejewski, Mark	KHS	Physics	6+15	12	8/25/2008
2	Jannitto, Jaimie	WHS	Biology	MA	5	8/25/2008
3	Latka, Christopher	TBD	Psychologist	6TH	4	8/25/2008
4	Bossolt, Daniel	NEMS	7 LA	MA	4	8/25/2008
5	Yapa, Kumudinie	WHS	Math	MA	5	8/25/2008
6	Gronda, Stephanie	NEMS	Literacy	BA	1	8/25/2008
7	Pannoni, Michael	NEMS	Literacy	MA	1	8/25/2008
8	King, Halliday	WHS	Math	6TH	3	8/25/2008
9	Cipriano, Alicia	NEMS	6 LA	MA	1	8/25/2008
10	Medina, Robyn	Generali	1	MA	1	8/25/2008
11	Murray, Paul	NEMS	Numeracy 6	6TH	3	8/25/2008
12	Rydingsward, Christina	Wilson	4	MA	1	8/25/2008
13	Scalo, Karla	Kingsbury	2	MA	1	8/25/2008
14	Mastropietro, Kristyn	Wilson	1	MA	1	8/25/2008
15	Cornelio, Joseph	Walsh	5	MA	1	8/25/2008
16	Faye, Heidi	TBD	Speech/Lang.	6+15	10	8/25/2008
17	Carpenter, Ryan	NEMS	Literacy	MA	1	8/25/2008
18	Ciufo, Anthony	TBD	TBD	MA	1	8/25/2008
19	Ortiz, Jennifer	KHS	Guidance	6+15	4	8/25/2008
20	Budd, Megan	Bucks Hill	1	MA	1	8/25/2008
21	Forsberg, Megan	WMS	Spec Ed	BA+15	4	8/25/2008
22	Valletta, Marnie	WHS	English	BA+15	1	8/25/2008
23	Vecca, David	WHS	History	MA	1	8/25/2008
24	Allen, Tara Marie	WHS	Spanish	MA	1	8/25/2008
25	Pierce Karen	NEMS	Science	MA	4	8/25/2008
26	Lagoy, Scott	WHS	Math	MA	1	8/25/2008
27	Perugini, Gianni	WHS	Health/PE	BA	3	8/25/2008
28	Caruso, Anthony	KHS	English	MA	1	8/25/2008
29	Crossley, Cheryl	WAMS	Math 7	BA	1	8/25/2008
30	Calderon, Iris	Chase	Bilingual 2	MA+15	5	8/25/2008
31	Harrison, Rebecca	Generali		BA	1	8/25/2008
32	Moffo, Danielle	TBD		MA	1	8/25/2008
33	Sheetz, Lucia	W. Cross	K	MA	1	8/25/2008
34	Swigart, Mark	KHS	Music	BA	2	8/25/2008
35	Berry, Polly	CROSBY	Spec. Ed	MA+15	2	8/25/2008
36	Leclerc, Tracy	Bucks Hill Annex	Spec. Ed	MA	8	8/25/2008
37	Spinella, Patricia	WALSH	Pre-K	BA	1	8/25/2008
38	Dorso, Lisa	TBD	Counselor	MA+30	1	8/25/2008
39	Lowe, Karen	TBD	Psychologist	6TH	11	8/25/2008
40	Sochacki, Julie	KHS	English	BA	4	8/25/2008
41	Connolly, Susan	Walsh	Spec Ed	MA	4	8/25/2008
42	Rebenske, Jessica	Bucks Hill	Spec Ed	BA	1	8/25/2008
43	Delaney, Erin	Bucks Hill	3	BA	1	8/25/2008
44	Cianfagna, Traci	Regan	3	MA	1	8/25/2008
45	Rodriguez, Rachel	Carrington	K	BA	1	8/25/2008

46	Singh, Baljinder	WAMS	Math	BA	2	8/25/2008
47	Vensel, Katie	Washington	Pre-K	BA	1	8/25/2008
48	Coleman, Kathryn	NEMS	Spec Ed	BA+ 15	1	8/25/2008
49	Devone, Jimmie	WSMS	Science 8	MA	8	8/25/2008
50	Shocki, Stephanie	Generali	2	BA	1	8/25/2008
51	Morin, Keith	CROSBY	Math	MA	1	8/25/2008
52	Gluz, Debra	WMS	Math/Science	BA+15	1	8/25/2008
53	Fragoso, Danielle	State Street	Spec Ed	BA+15	10	8/25/2008
54	Nicholson, David	KHS	Physics	MA	8	8/25/2008
55	Gelband, Genya	NEMS	TESOL	MA	5	8/25/2008
56	Lawlor, Ryan	District Wide	Social Worker	MA +30	1	8/25/2008
57	Bonaldi, Gary	CROSBY	Subst. Abuse	BA	1	8/25/2008
58	Koepfel, Denise	Kingsbury	Spec Ed	MA	1	8/25/2008
59	Mason, Mary Beth	NEMS	Library/Media	BA +30	1	8/25/2008

### 15.8 **Resignations:**

Bergin, Ronald – WHS Math, effective 8/11/08.  
 Berkowitz, Patricia – Tinker Special Education, effective 8/18/08.  
 Bieu, Richard – Maloney School Psychologist, effective 10/03/08.  
 Celozzi, Jason – WAMS Science grade 8, effective 8/13/08.  
 Cipriano, Alicia – NEMS Language Arts grade 6, effective 8/19/08.  
 Colon, Josephine – Chase Bilingual grade 1, effective 8/18/08.  
 Corden, Carla – KHS Math, effective 8/20/08.  
 Cornelio, Joseph – Walsh School, effective 8/18/08.  
 Coxon, Stephanie – Driggs Reading, effective 7/31/08.  
 Dorso, Lisa (new hire) – NEMS Guidance, effective 8/19/08.  
 Dwyer, Marci – Kingsbury grade 1, effective 7/25/08.  
 Flaherty, Tara – Wilby Math, effective 7/31/08.  
 Ford, Marnie – Driggs grade 1, effective 8/21/08.  
 Frigo, Ivana – WHS Science, effective 8/25/08.  
 George, Clare – Regan grade 3, effective 7/31/08.  
 Hodorski, Pamela – Chase Library Media Specialist, effective 8/19/08.  
 Ismail, Refik – Hopeville Music, effective 8/18/08.  
 Kiley, John – WSMS Math, effective 8/18/08.  
 Konopaske, Stephanie – Wilby PE/Heath, effective 8/7/08.  
 Kotsaftis, Gina – Maloney, effective 7/28/08.  
 LaChapelle, Sarah – Kingsbury Special Education, effective 8/22/08.  
 Maher, Marianne – NEMS Math grade 7, effective 8/12/08.  
 Monaghan, Elizabeth – NEMS/Kingsbury Speech & Lang. Pathologist, eff. 8/18/08.  
 Mumley, Joanne – WHS English, effective 8/19/08.  
 Palermo, Marco – RMS/Generali TESOL, effective 8/19/08.  
 Peltier, Jessica – WSMS Science grade 7, effective 7/31/08.  
 Ramalhete, Rosa Santos – Bucks Hill School Psychologist, effective 8/19/08.  
 Rinaldi, Roberto – Crosby Math, effective 8/27/08.  
 Rosenberry, Kristen – WSMS Special Education, effective 8/21/08.  
 Shaker, Elaine V. – WSMS Math, effective 8/15/08.  
 Tenney, Jodiann – Carrington Literacy Facilitator, effective 9/5/08.  
 Tobin, Neil – WHS Special Education, effective 8/5/08.  
 Vencak, Amy – Guidance Counselor, Gilmartin, effective 8/12/08.  
 Wilde, Daniella – Sprague Special Education, effective 8/2/08.  
 Wong, Corinne – Enlightenment Remedial Reading/Language Arts, effective 8/4/08.

15.9 **Leave of absence requests:**

Wilson, Maureen – Sprague grade 3, requesting an unpaid childrearing leave of absence from 8/25/08 through 11/3/08.

15.10 **Adult Education appointments effective 09/03/08:**

**ADULT HIGH SCHOOL CREDIT DIPLOMA:**

Erba	Wilfredo	Substitute	As needed @ \$29.00 p/hour
Jordan	Ellen	Substitute – Counselor	As needed @ \$29.00 p/hour
Margiotta	Lysa	Substitute	As needed @ \$29.00 p/hour
Roman	David	Substitute	As needed @ \$24.00 p/hour

THERIAULT: Just point of clarification. By removing him from his resignation I assume he's already received his promotion.

SUPERINTENDENT: Yes.

THERIAULT: Okay, so by removing him from that resignation he still maintains the position so in effect we're putting ourselves in violation by withdrawing it and I'm not trying to cause more problems here for you Dr. Snead, you've got enough, but I think Mr. Frost's interpretation in working for us is well intended but you can get Mr. Frost's interpretation, you can get the WTA interpretation, and then you can get the SAW interpretation. So I think in removing his name hopefully we're in a gray area and we'll be able to reach some sort of consensus and some sort of compromise and I think . . . will prevail because in the final analysis it is all about for the benefit of the kids. So both WTA and SAW realize that and I'm sure something will be...

FLAHERTY-MERRITT: Just out of technicality if we don't have a resignation for him the position isn't open so we can't post it.

D'ANGELO: The proper way to do it is to accept the resignation and have Dr. Snead put him in tomorrow as acting.

LACCONE: And I've got to be honest with you, you absolutely can post with a position not being vacant, the vacancy means nothing as far as the posting. As far as I understand.

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

FLAHERTY-MERRITT: I abstain.

HAYES: Now we move to New Business.

FLAHERTY-MERRITT: Under New Business, actually this would be Old Business, never mind.

HARVEY: I guess this is New Business, I just want, I know that in the background Dr. Snead, Gladys Wright has been pinch hitting in Central Office for Mrs. Marold and I just want to thank her, I hope we've done something because she's been putting in double time in order to keep this alive and I just want to thank her for what she's doing. I hope we are thanking her in some way for what she's doing.

SUPERINTENDENT: Yes, everyday. She's still down there in the late afternoons helping out and Jackie Butler helped out.

HAYES: There are a lot of people that do a lot of extra things; you've got to be careful starting to reach out to certain people thanking only them. I know Gladys is covering a couple of grounds.

HARVEY: In the community especially.

HAYES: Any other New Business?

LACCONE: Just a brief comment, the WTA President came before us today, during my tenure on the Oversight Board and arbitrating the contract I've had numerous discussions throughout the City with different teachers and the same issue keeps coming up that is they are afraid to come out and speak about their misgivings or any problems they have within the school system due to fear of retaliation. I will tell you that sickens me right now and it always has because listen if it's worth fighting for it's worth you coming out and saying something but I understand it is prevalent throughout the Teachers' Association so it's not an isolated incident. And I've heard numerous teachers talk to me about incidents. A majority of them, don't get me wrong, are gripes and they got complaints but that's all they are but a couple of these rise to grievable offenses if they were to come forward and issues that need to be rectified. We need to come up with some sort of solution, some avenue where these teachers can come and voice their opinion without fear of retaliation. We have some outstanding administrators within this City, an overwhelming majority of them, but we do have a few that are not so great in this Education Department and they cannot be allowed to have retribution upon these teachers having whatever issues they bring forward. So I would implore, I don't know what avenue we need to set up, if it's the Committee on School Personnel, if it's through the administration and leave the Board of Education outside of it, I will tell you they are not enthralled with the Personnel Department in the City and I would be apprehensive if that was the avenue to pursue through this. I think it should be at a higher level either Dr. Snead or Assistant Superintendents chair some of these meetings maybe once a month meet with the head of the WTA and a couple of people. Like I said, I'm gonna tell you, not a lot of it is going to come out of it but a few choice issues if they do come out and be rectified I think it's well justified in pursuing this issue. I know the WTA is going to be insistent upon this and I agree with them because there are certain issues and they are isolated and there's no blame being put on anyone right now because no one knows the issues because they're afraid to come forward. But they need absolutely to know that there will be no retribution upon them coming forward.

HAYES: I agree.

D'ANGELO: We talked about at our retreat or sometime around the retreat about doing a survey and getting feedback from the teachers on the good things going on in the system, the bad things, areas that we can improve and I think there's some apprehension either by Central Office people or some Board members to actually get that data and look at it. But I think it will be valuable data for the Board to look at it even if we think 90% of it as Steve said is just gripes, the other five or ten that we get out of it I think will be really valuable to the Board to know what's going on in their minds anyway because we're losing a lot of good people and a lot of the reason is money but a lot of



the reason is moral too and I think it's incumbent upon this Board to look into it. So I'd like to see that survey, the website has the availability on it to do a survey anonymously so no one knows who the respondents are, I just think it's a homerun that we're not taking advantage of.

HAYES: Whether it's a survey or whatever, I personally agree that there's got to be some input, I've been doing that since I've been on the Board and it's always well you don't know where it came from, you can't say where it came from, and it's hard to go to somebody and say and most times if a person is in a circumstance and bring up the circumstances, the person they're fearful of retribution is going to figure out who it is anyways so somehow we've got to figure out a way to handle some of those things. I think we have an obligation to that myself. I don't know if Commissioner Flaherty-Merritt you have any ideas on how we would do something like that?

FLAHERTY-MERRITT: I would like to ask that the Personnel Committee put together, group together, figure out how many teachers, she said 100 teachers from each level, let's look at how many elementary, how many . . . how many social studies, how many PE, etc., etc., and see if we see there's a major problem in any one subject area. If we see that there's a trend maybe we need to call back and not run it through the exit interview they've already done but maybe as a Board as a whole we can actually run and invite people back to say you know you've already left the school district we'd like you to come back honestly and tell us what might be some of the real reasons you left and get it from the people who have already gone, already have guaranteed other positions and maybe if they know it's just us they might be a little bit more honest. Take that approach before we, a survey is going to take a long time to get together, and in the mean time we might be able to get started.

HAYES: Do you want me to invite Donna and her Executive Board...

D'ANGELO: Just at the risk of throwing out ideas, I mean it's fair to say if we're really interested in hearing from the teachers, we're probably also interested in hearing from administrators too. Why not have a meeting through Commissioner Harvey's Personnel Committee where we invite the President of SAW and WTA just for brainstorming purposes to see how we can get information from their staff without their fear of retribution.

LACCONE: I agree but I think they shouldn't be coordinated together, they should be separate, because I will tell you the WTA their issues...

D'ANGELO: Do two separate meetings.

LACCONE: Same meeting just...

HAYES: How about I don't make a decision right now just over the next week or so everybody sort of figure out what they might want to do and I don't want to get crazy with this but there is something to be said if we're going to meet with one particular group and then another particular group there are other groups out there, do we want to hear from crossing guards, do we want to hear from bus drivers? You know what I mean. So at some point we got to figure out how we interact with our personnel and if we just decide well we're going to listen only to the teachers again what about everybody else?

D'ANGELO: Have we had a mass exodus of crossing guards?

HAYES: There's no crossing guards getting paid \$25,000 a year extra any place else either. And the thing is we go with the contract and we're bound by the contract so the money isn't the issue. I mean we're really not, I don't know Steve, the way I perceive this is this isn't about a money issue, I think we all understand the money issue, the other issue is the moral issue, I think that's what we were talking about. So we're talking about moral, aren't we concerned about the moral for all our employees? Maybe we just need to figure out, everybody come up with an idea, we'll try to figure out amongst ourselves the best way to do that.

THERIAULT: I think we're kind of setting ourselves up here. We're kind of going down a slippery slope again. We're going to meet with the WTA, meet with SAW. So basically you have labor, you have management. So they're gonna say management isn't doing their job so they're going to come to the Board and say okay, I'm gonna skip them, I'm gonna tell you about all the nasty principals out there, the few that are out there, and most of them are excellent and so is our teaching staff. So the administrators are gonna talk about all their lousy teachers that they have, the ones that don't show up, the ones that Ron Frost has made show up and has put the thumb on them and made them show up and like it or not they don't like it and nobody would, you know, but he's done something that needed to be done. And our administrators are very grateful for that. Whether you like him, you don't like him, he's doing the job and that's the job he's supposed to be doing and I commend him for doing the job. Naturally people want to be able to take as much time off as they can. But let's get back to the issue here, I mean if you did this whole thing and you did it in the detail that you're talking about doing it, it's still going to boil down to money, economic conditions and the personality or leadership or lack of leadership of the principal. Or maybe they don't like you Dr. Snead, maybe they don't like me as a Board member, maybe they don't like other supervisors in the system, you know. Personally I don't care as long as everybody is doing their job and I think you're doing the job, so, we know the Board members here are doing the best that we possibly can. So I'm a little uneasy about this. The survey, okay, I'll go along with the survey, but meeting with SAW and the WTA individually I think might possibly be more divisive than fielding out cooperation.

HAYES: It worked pretty good with that Bucks Hill thing. I was being sarcastic.

LACCONE: I agree with John, my point basically was almost to isolate this Board and not have us a part of this process but there needs to be something within this Education Department, an avenue set up, and again it will be senior administrative staff, or some sort of committee outside of our privy. I mean it's really outside of our privy as a Board to an extent, hearing the gripes.

THERIAULT: How about a little confessional down at the Immaculate?

LACCONE: Maybe Doctor can come up with some reasonable avenue to pursue, that's all.

HAYES: Their letter was asking to sit at a table with us, the way I took it. Like I said, I'm not suggesting anything at this point, I'm open to suggestions. I think, Vice President White, did you want to comment on this?

WHITE: It's not a comment, one of the suggestions was to know where the vacancies were, and I think that's a good starting point. Can't we have a print out, can't they do that in the computer section, in our computer department? So why not, if that's the simplest way to begin, why don't we begin there?

HAYES: Can we do as Commissioner Flaherty-Merritt suggested, reach out to the people that have left already...

WHITE: Well if you remember I suggested that and I think our human resource person thought it could not be done, he does exit interviews. I believe that they can be done and I have stated that before, you don't have to ask why they left, what would they do, what would have made you stay other than the money, were there other issues.

HAYES: We're not going to make a decision on this right now. Anything else under New Business?

THERIAULT: President Hayes, through you, I think one of the other things here is the working conditions. Some of our schools are very, very new such as our magnet schools and our high schools and our middle schools but some of our inner-city schools are in a little bit rough shape and we're looking for nooks and crannies to put this program or that program and the working conditions can be very difficult sometimes especially dealing with inner-city kids. It's not all about money; you have to have a passion for this field if you're going to go into it. And those superintendents that say you know Waterbury is doing a good job, well kudos to you Dr. Snead and all the Central Office people and all the principals. But in the end it doesn't help us every year that we're losing 100 teachers and really sooner or later, sooner or later President Hayes like it or not, sooner or later you're going to have to bite the bullet and start giving back these teachers some of those raises that were diminished in terms of their step and quite honestly I always felt that those step raises were indigenous in the process of being educated. They can go after anything in the terms of the cost of living but not our steps. But once they went after it the first time and they got it under the Giordano administration that was it and they tapped it every time they could. And then they went after the secretaries, remember the furlough days, and they took the secretaries. First they started with six and then they made it 12 and then 18. I'm not going to go on and on, my point is teachers think they have an indelible right to certain things like step raises and a fair cost of living wage and when they don't get it, they come into Waterbury and work three years and they say goodbye.

HAYES: Well the thing is if they worked 10 years and they're at a pay of five years they can go someplace else and get 10 years.

THERIAULT: That's right. See that's exactly my point. My point is sooner or later we're going to have to bite the bullet and give them back some of those step raises that they lost.

HAYES: I appreciate Commissioner Laccone for bringing that up.

LACCONE: I will never talk again; I apologize to everybody.

FLAHERTY-MERRITT: Under Old Business, I say it's Old Business because I did bring it up via an e-mail and I mentioned it much earlier before I had the baby back in March. There is new math curriculum added to the high schools, it never came before the Board of Education for approval and it has been started at the high schools. They have the curriculum and they're teaching it. Again, it's never come for our approval which is against our rules so it needs to be fixed, immediately. It's an important thing and I am very upset that this has happened because I did make note of it, I talked to the person responsible several times about bringing it forth on this agenda because they presented it to us at a Curriculum Committee back in March so there was no reason for the delay of never bringing it forward. So again, we have curriculum, new courses being offered and taught that we never even heard of as a whole Board.

HAYES: I'll put it on the Agenda for our Workshop next week. I'd like a report from Dr. Snead and Dr. Sequeira and if need be we want the individual who may, let's find out how this got done. If we need to speak to an individual we'll invite them to an executive session. Commissioner Sweeney.

SWEENEY: Just really briefly, back in February of 2007 we approved raising the passing grade at the high school level from 60 to 65 and at that time we promised that we would review it again in two years and next year will be that two years and if we're going to raise that grade to 70 we need to start now to make sure that everything is in place for that to go into effect in September 09/10 school year. We made that promise to look at it that, I think we need to start looking at it now. We haven't had any huge tide of students who seem to have not made it.

HARVEY: Commissioner White, when are we planning on meeting for the naming of schools? When is our next Committee Meeting?

WHITE: We have so many other meetings planned, I was figuring after the next two weeks when they're over. Everybody has meetings . . .

HARVEY: We thought we could get these naming guidelines done within a certain amount of time.

WHITE: I'll find out what's free.

### ***ADJOURNMENT***

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Laccone, it was voted unanimously to adjourn into Executive Session for the purpose of discussion concerning the evaluation of the Superintendent of Schools at 8:56 p.m. All Commissioners were present (Commissioner D'Angelo and Flaherty-Merritt left at 9:10 p.m.). Executive session adjourned at 9:30 p.m. No votes were taken.**

ATTEST: \_\_\_\_\_  
Carrie A. Swain, Clerk  
Board of Education