

## **WATERBURY BOARD OF EDUCATION**

Monday, September 8, 2008 at 5:30 p.m.

(For the September 15, 2008 Board Meeting - MINUTES ATTACHED)

### **COMMITTEE MEETING**

The Board of Education Committee meetings were held on Monday, September 8, 2008 at Wilby High School, Waterbury, Connecticut, starting at 5:43 p.m.

**PRESENT:** President Hayes, Commissioners D'Angelo, Flaherty-Merritt, Harvey, Laccone (arrived at 6:45), 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, Education Liaison Maryann Marold (left at 7:12), and School Inspector Herbert Greengas.

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

### **ADJOURNMENT**

The Committee meetings adjourned at 8:07 p.m. into executive session to discuss the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee and adjourned at 9:40 p.m. No votes were taken. All Commissioners except Commissioner D'Angelo were present. Dr. Snead, Dr. Sequeira, Mrs. Cullinan, and Mr. Guidone were present until 8:30 p.m.

Respectfully submitted,

Carrie A. Swain, Clerk  
*Board of Education*

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ REGULAR MEETING*

Monday, September 15, 2008 at 6:30 p.m.

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

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

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

### **MEETING CALLED TO ORDER**

President Hayes called the meeting to order at 6:39 p.m. with a moment of silence and a prayer and Superintendent Snead led everyone in the Pledge of Allegiance to the Flag.

### **ROLL CALL**

CLERK: Commissioner D'Angelo.

D'ANGELO: Present.

CLERK: Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: Present.

CLERK: Commissioner Harvey.

HARVEY: Here

CLERK: Commissioner Laccone.

LACCONO: Here.

CLERK: Commissioner Pinto.

PINTO: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Theriault.

THERIAULT: Here.

CLERK: Commissioner White.

WHITE: Here.

CLERK: President Hayes.

HAYES: Here.

**COMMUNICATIONS:**

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

1. Receipt of Capital Funds and Special revenue status reports for quarter ending June 30, 2008 from Director of Finance John Jedrzejczyk.
2. Notice of suit from Haymond Law Firm dated August 28, 2008.
3. Copy of communication dated August 28, 2008 from Civil Service certifying Arthur LaVallee for the position of Labor Foreperson.
4. Copy of communications dated September 3, 2008 from NEAS&C regarding Crosby High School and Waterbury Arts Magnet School's upcoming evaluations.
5. Copy of communication dated September 3, 2008 from Civil Service certifying Edward Kirley for the position of Maintainer II.
6. Communication dated September 3, 2008 from School Administrators of Waterbury regarding administrative evaluations.
7. Copy of communications dated September 8, 2008 from Civil Service certifying Donna Hubert and Carol Roach for the position of Food Service Helper.

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

**APPROVAL OF MINUTES:**

**Upon a motion by Commissioner White and duly seconded by Commissioner Sweeney, with Commissioners Laccone and Pinto "abstaining", it was voted to approve the minutes of August 4, 2008.**

HAYES: Motion made and seconded. Any suggestions, any discussion? Hearing none - all in favor, opposed.

LACCONE: I abstain, I wasn't there.

PINTO: So do I, I wasn't there.

**PUBLIC ADDRESSES THE BOARD:**

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:41 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 DaRocha, 14 Lounsbury Avenue, had the following comments:** I'm back again for the same issue I was here last time - concept of a school within a school. There seems to be a lot of misunderstanding, a lot of I don't know, just stories going around that it started, I came in today and somebody told me it's already started at Wallace, other people are telling me it hasn't started, I want to thank the Commissioners that really tried, that really tried really hard the last time to get this thing through, okay. I really would like to commend Commissioner Hayes and I'll tell you why, he brought up a lot of good points as to why this thing should have gone through many years ago. We're creating a whole new minority, it has nothing to do with ethnicity, gender, economic status, it has to do with you are starving kids that they're just starving academically; you people are doing nothing to help these people through. You're putting a bunch of good kids through a bad system. I don't know why everybody's fighting it because the research I'm doing says that Waterbury is the one of the lowest, if not the lowest in the achievement gap, that's the only reason I can see why principals are blowing smoke at you and telling you they can't do it because you know what if you implement a program like this that economic gap is going to do this, it's not going to do this, that's what they're trying to do. As Commissioner Hayes said the last time, these principals are not going to stand up and do this; we all know that, unless you people tell them to do it. Commissioner Hayes was absolutely right, you have the authority to do it, you're holding these kids back. You're taking away the best shot these kids might have in their whole lifetime. You know what, these kids develop now, they develop through the younger years, they retain, my daughter, she retains everything she reads, everything she does. By the time they get to freshman year that's over. If you haven't developed these kids by then it's all done. And you people are letting them all go through the loop. That's your choice; you live with it, that's fine. We're here to tell you today, taxpayers, parents, we want a date, we want to know when this thing is going to go through, I want to know when it's implemented. If you can't give me a date then you're not doing your job. We would like to see this, as Commissioner Stango said, you know what, I want to see it done in all the schools, I think that's great, I think that it should be done in all the schools, I think it should be done as early as January 2009; I don't see that being a problem. And if it is, please let us know what it is. I mean we're just standing out here like mushrooms, we're in the dark and everybody is feeding us stuff we don't want to hear, we want to know why you can't do it, we want to know why as the Board of Education you can't say to your principals "you know what, it's time to stop playing this game, we want you guys to give us a date". Parents in Waterbury, taxpayers of Waterbury, they want you to get this thing going. I thought that's what you people were here for. I thought you people were here to represent what we want, what we need. If you can't do what we want, tell us why you can't do it. Don't just say we can't do it, we're not ready, you're never gonna be ready. We would like to see this started in January 2009; we would like to see it started at all grade levels, we've had enough fall through this system. We have a bunch of parents here today, we had a week to prepare, if something doesn't happen next time we'll try to bring 20, we'll try to bring 30, we'll try and bring 60, we'll try and bring the news media, whatever we have to do. Something has to happen. You're not helping my daughter. My daughter is straight "A's", my daughter is first honors, she comes home they tell her

this year she's in group one, she's not being challenged anymore this year then she was last year. She comes homes with books, and I hear Mayor Jarjura saying that he wants to give \$40,000, he wants to donate \$40,000 to private schools, my daughter has been to school for two weeks, she's got two books. She has nothing to refer to, they make thousands of worksheets, it's cost effective to make hundreds of thousands of worksheets as opposed to buying a book? It doesn't make any sense. Mayor Jarjura wants to give him money, tell him to write a personal check, don't give them my money, don't give them our money. If the public schools had all the books, everything we needed, we're running a surplus, by all means, I think it's a great idea but until that happens I don't think that should happen. Thank you very much.

**Kathleen Craig, 290 Newridge Avenue, had the following comments:** I here also to support the concept of the school within a school and I apologize to the Commissioners, I didn't realize I had to give a written statement, I can give you a copy of what I just kind of scribbled down. Again, I'm also here to support Mr. DaRocha and his effort to see if we can get something started within the schools. My daughter is also in middle school this year, doing straight A's, I'm very proud of her, she has two books. One she was told to bring home and leave there, don't bother bringing back because we have worksheets to work off of, another one she has in schools. She's got no English, no Language Arts, and no Reading book to go by. I spoke to Commissioner White about a week or so ago, very receptive to my phone call, my question is how do kids come home from school and say "do you have homework tonight?", "no, I did it in school". What are they doing in school doing homework, it should be class work. So what are the teachers doing while they do homework in school? I have two students here tonight, my daughter brought homework home, she did it all, the other two students did theirs during class times. So what are the teachers doing? Thank you very much.

**Pamela Stewart, 108 Locust Street, had the following comments:** Two weeks ago my grandson brought home a math book, the book was raggedy, it had no backing. The teacher said to take care of it the best way you can and I'm here to support Michael DaRocha, thank you.

**Edward Komarnicki, 175 Deerfield Avenue, had the following comments:** I've been a resident with my family here for about six years. I'm here to support the school within a school program also for gifted children. My son is six years old, he's in first grade and I'm concerned about the future, it seems like the only options for me or the best options for me are the magnet schools and I've applied, applied, and applied but as you know it's a lottery deal. So the chances of hitting the lottery are probably about the same as I have playing Powerball. So I hear parents that a lot of the Waterbury schools they have problems with them. The testing is low or below state average, bullying, fights, so I'm concerned about my son's education, we're really involved in his education from a parenting stand point. I try to attend PTO meetings, he goes to Carrington School. Not a lot of parents are involved. I was a member of PLTI last semester, early part of this year and if it wasn't for those people there probably wouldn't be many parents here at the meeting. This I think is a problem of the residents. The other issue or questioned I have is how is this meeting advertised because I didn't see it advertised in the paper. I think if you advertise it better, more parents would come. I heard about it word of mouth, I'm sure it's on the website, I know I can go there and find the information but I'm questioning why this isn't in the paper unless I didn't see it, I don't

get the paper every day. I'm here to support Miguel DaRocha's plan for a school within a school for gifted children and I feel that there are enough, a lot of gifted children here in Waterbury and they need your help. Thank you.

**Jennifer Prescod, 746 Woodtick Road, had the following comments:** I'm here to support a school within a school and it's for a couple of reasons and my first question actually is why does it need to start in 2009, why isn't it something that can't be started now and the reason I'm asking that is because you want to start it in all the schools at the same time and I don't understand how that is going to work as effectively as if you started in one school and you build from there. It takes one step to go forward and to me it seems like nobody's going forward. There's a lot of talk that we will but there's no action. To prove that you want to be a Board of Education for the parents, for the teachers, for the children so that they are well equipped when they leave schools so they can compete in the society that we have today, we start now, we don't start in a year from now. We don't say that we're gonna do something and then in a year from now it doesn't happen because something has come up. We have to start as soon as possible. So that's my big question for the Board, why are we pushing it off, why are we taking our children's education and putting it on the back burner when there's so much that they have to compete with in this world that we are in today. It is very hard for our kids when they get into college when people from other countries and states are coming into colleges that are ahead of them. Shouldn't we be doing everything we can to push them forward? Shouldn't we be giving them the very best education we can? I work with my kids, my kids are in elementary school, and I have one that just left Wallace and is in high school. And I sit with my kids, I go to every meeting, I go on the Internet and I research every single thing, I do anything and everything that's possible to make sure that my children will be prepared for the future and I'm sure you all are parents, grandparents, and you have gone through this too so why are we forgetting the rest who aren't represented here today? So today I'm representing who aren't here, those parents, those children, because we need to start the process now. Let's not wait, let's start it in March, let's start it as soon as possible so we can do better. We want to keep our kids in Waterbury that's part of the economic problems that I know that Waterbury's facing, our kids graduate and they don't come back. Well if you give them some good education, if you give them something positive, if you show them that you care about them, they're gonna want to come back and give back to the society that they left. That's all I have to say. Thank you.

**Bryan Baker, 275 Peach Orchard Road, had the following comments:** . . . inspired by a letter to the editor from Ms. Craig a couple of weeks ago regarding the school within a school; like the previous speakers I support as quick an implementation of this proposal as possible. A couple of facts that I remember from my years teaching at Wilby High School, I'm now on year seven, during some years close to 100 students from North End Middle School walk across the stage in June and never enter Wilby's doors in September – Holy Cross, Sacred Heart, and Kaynor Tech take them from us. These are in some cases some of our best and our brightest. This was almost the case with me 16 years ago; my father was bound and determined to send me to Holy Cross. My mother, Commissioner Schatzle-Baker at the time, convinced my father to give the public schools a chance and I graduated from Crosby in '96. I'm a very proud member of the Bulldog alumni. We have the ACE, ATOMS, and SOAR program now in the high schools and we have had tremendous success. The AP grant at Wilby High School is

providing unprecedented levels in our AP courses pushing our students higher and further. This is a model that we need to set, sixth grade, kindergarten if possible. Our ATOMS Program at Wilby is not a tremendous program, 30 students per grade, but those students, a class section that we can push into AP courses prepare them for college, that is a start, that is a way to convince the parents who are already in Waterbury and who are coming to Waterbury to trust our school systems. And with those same 30 kids a grade per school, that's probably only 15 teachers citywide that would be needed, and those teachers would not need to dedicate their entire day to these schools within a school, they can help out with overages and classes, it says something that our middle schools with three grades have more students in them than our high schools with four. This is what I hear everyone talk about in education as a teacher, I remember as a student and listening to Board of Education meetings, pushing our students as far as they can, making them rise to the challenge. I understand logistics of finding teachers, finding space, let's take the initiative, let's speak with our actions and not with our words and get this done as soon as possible so that we don't have to worry about how many kids we're going to lose to Holy Cross, Sacred Heart, or Kaynor Tech next summer. Thank you.

HAYES: I think our next speaker lives out of town. I'll give you the opportunity to speak but we do Waterbury residents first.

**Robert Adkins, 7 Fairview Street, had the following comments:** I'm here to speak about the \$40,000 that we're going to be sending to the parochial schools. I have a little problem with that number one, I felt that, I believe that there is a separation of church and state, number one. I don't understand why we're subsidizing parochial schools while the City of Waterbury schools are in desperate need for that money. The question I have also is if we give that \$40,000 to the Catholic schools is that being bias because we have a Christian school on Thomaston Avenue, are we gonna give them money for their books? Are we also going to give the homeschoolers money for the homeschoolers for those kids who are not in the public school? If we're gonna give \$40,000 to the Catholic school then we should by right give money to First Assembly for their Christian school and for the homeschoolers or better yet maybe we can take that \$40,000 and we can give it to the people, to the in school programs because that \$40,000 I guarantee the taxpayers in the City of Waterbury are tired of paying a lot of money for something they're not getting. We're still waiting for Gilmartin, we're still waiting for the mess at Duggan School, and we're still waiting for the North End. We taxpayers are not going to continue to give money continuously for \$40,000 to Holy Cross or Sacred Heart for books when we have a teachers union which I'm very surprised has not come up and argued about that because we're taking \$40,000 from our public school system and we're putting it into a private school. Where is the separation of church and state, does it stop there? Or do we take \$40,000 this year, \$60,000 next year, \$80,000 a year from now? Because if you look at what they passed there is no cap on it. Again are we gonna support the homeschoolers because I guarantee there's about 1,000 homeschoolers probably here in the City of Waterbury and are we gonna support books for First Assembly, there's school down there? Or are we just going to be biased and give it to the Catholic Church. Again at \$40,000 I think we're better off staying in our own school system. Thank you.

**Michael Steere, 47 Split Rock Drive, had the following comments:** I'm commenting about the same item that the previous speaker commented about. I am opposed to the proposal by the Mayor to spend approximately \$40,000 of taxpayer funds to buy books for city students in private schools. If there's not enough money for books in this system how can money be found to spend on books for students outside the system? It doesn't make sense. And then again this would be a dangerous precedent because if we're starting now with the private schools it will act as an entitlement, they'll be coming, they'll be expecting the same sum next year, or possibly more, and every year thereafter more and more and more. The taxpayers are strapped as it is, the public schools still don't have enough supplies and books so how could we spread our resources outside the system? The public system should not subsidize the private schools, we have our own system, the parents of private school students chose those schools for those students, they should take responsibility for that. That's all I have to say, thank you.

**Allyn DeMaida, 185 Pierpont Road, had the following comments:** I don't have any written remarks because quite frankly I was just coming to listen to this issue tonight but after listening to the other speakers I do want to speak to you because I think it's important that this issue stays on the table. I don't have any children in the public school system at this time but I did have a son who went through the ACE Program, in fact he was part of the first graduating class in the ACE Program and he is now a senior in college and is doing his student teaching at the junior high school level. He's down in New York and he's in kind of a rough neighborhood. The school that he's student teaching in has implemented this same type of program similar to the SOAR and the ACE Programs. They started it in the junior high school – sixth, seventh and eighth grade levels, and that's where he is right now. The reason I'm telling you that is because it's working, he can see what a difference it makes when you start these children at the earlier age. The neighborhood where they are and the school where they are there are a lot of recent immigrants and it's kind of a rough neighborhood but they left 30 spots open for children outside the district, it is a district school but there were 30 slots that were left open for anyone outside the district that wanted to come to this school, they had 250 applications for those slots because these parents who could have sent their children to private schools or other schools within the City are bringing them there because this program is so important and it's working. And I know all of you who are on the Board the reason you're here is because you care about the children, Lord knows it's a thankless job and I know you have the children's interest at heart so I'm hoping that you're going to implement this program, I hope sooner rather than later, there's no point to rush to something if it's not perfected and you're not comfortable with it but I sincerely hope that you will do this for the students here in Waterbury because we really need this program. Thank you.

**Denise DaRocha, 14 Lounsbury Avenue, had the following comments:** I just wanted to say I'm here to support my husband and our belief that the school within a school program really needs to not wait; it should be implemented as soon as possible. We know that the school year has started but come January of 09' because I know it has been approved the start of the year 2009, is a little too late. I know Wallace school was ready to launch the program but the Board of Education opposed it because not everyone was ready. I believe that North End Middle School and West Side Middle School need to be pushed to get this program started because there has been a long



enough delay. And I agree with Mr. Hayes and his meeting at the last time that you know what it's not the schools that implement the system it's the Board of Education that decides. So whatever you people decide is what should be launched as soon as possible. Like I said it just needs to stop being postponed. That's all I have to say. Thank you.

**Ming Moroski, 54 Haddad Road, had the following comments:** I have a son right now in sixth grade at North End. I don't understand why our school system don't have school within school, it's all about diversity. Every kid have all different levels . . . they could take the challenges and I'm sure all their parents came here because they care and their kids do well and they don't want to see them fail. I don't understand about why they don't have homework. They do when they're in elementary school, that frightened me and I don't see how do that work. I also see in the newspaper say . . . so many schools are failing and because it's all by test, the results by test, but a child come home without homework, without any knowledge written down as a reference how they're going to prepare for a test. Everybody, we all know our memory is vivid, a lot of time it's because we review it repeatedly. That's how we can get through the exam . . . so I don't know why and how can my son, every day I ask him what do he learn in the school and he don't recall that much and no homework either. And I also not educated here, I come from Taiwan so schools within schools over there is just . . . Every district work that way even private schools. It's all about diversity. I'm not saying every kid you put them in advanced class they're going to do well. Obviously you can't guarantee that but at least there is a chance for the good one to stick around. So I support that and I know it will work, . . . will work and you will improve the entire district's performance. Thank you.

**Dorothy Johnson, 35 Washington Avenue, Torrington, had the following comments:** I came down to Waterbury tonight – one I'm a June graduate of the Waterbury Hospital PLTI of 2008. I came also when I heard about this concept of a school within a school; we do have it up in the Torrington area. There are still things that do need to be worked out with it but they have implemented the program but also as a parent who I've not grown up in that area my entire life, I've been there for the last 12 years, but I've seen a large influx of families from the Waterbury area coming up that way looking for better schools for their children and I'm here tonight more to address to this Board of Education that this is a concern, not just because I live up there, I choose to live up there, yes, but for those families and any other family that may look and say well the Board of Education is failing us so we need to move our kids to another place where they will not fail us. I'm here also, I have a daughter in middle school and recently, and this is something I am addressing with the Board of Education in Torrington, is she also falls into this category of a school within a school and because she is not being challenged enough she's told to bring a book with her so when she finishes her work before the rest of the class she sits there and has to read a book which I know from experience with my daughter she gets bored and then she tends not to listen in because she already knows the stuff and this is where, from a child's perspective, they just get frustrated because to them they're not being challenged. Why do I have to go, why do I have to go to school I already know that stuff, there's nothing there for me to reach out and learn Mom, there's nothing new for me to keep going. So I'm here in support of Miguel DaRocha with his school within a school and I just thank you for listening to me and allowing me to speak. Thank you very much.

**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 7:11 p.m.**

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

**SUPERINTENDENT'S REPORT:** Thank you to all the students who I see in the audience learning the democratic process. We just received wonderful news today that both Driggs and Hopeville School had their NEASC accreditation continued! I have enclosed copies of the letters sent to both schools.

As you know we received our AYP results under NCLB last week. I was very pleased to see that we have made progress. Schools making Adequate Yearly Progress this year were Generali, Brooklyn, Hopeville, Gilmartin, Washington, Regan, Woodrow Wilson, Wallace Middle School, and the Waterbury Arts Magnet School (both middle school and high school). Schools need to show progress two years in a row to be moved off the list. Generali School moved off the list of schools in need of improvement this year, and both Gilmartin and Washington moved off the "watch list." Regan and the Waterbury Arts Magnet School continued their status as schools not on the list. Both Brooklyn and Hopeville Schools made AYP and are "holding" in year one status. Wallace Middle School and Woodrow Wilson School will hold in Year Four.

Generali Principal Kathy Stamp celebrated her school's achievement in moving off the list of schools in need of improvement by allowing students to try to "dunk" her in a dunk tank Friday morning. Students that scored proficient or better in all areas of the test that was administered last March had the opportunity to give it a try.

Republican American newspaper reporter Mike Puffer did a nice job reporting on this event and on the truancy program. Hopefully you all saw the positive articles.

Chris Clouet, Superintendent of Schools in New London, emailed me last week to ask that I contribute a paragraph or two supporting growth models for student achievement as opposed to the NCLB AYP model. Superintendent Clouet is compiling a collection of such thoughts and passing them along to the State Department of Education for consideration.

I met with Dave Larsen and Gene Chasen from CommPACT schools last week to review some details. I have been informed that we are off to a good start at both schools. West Side Middle School has acquired some business partners, and Washington School is working on doing the same. It was made clear that whatever occurs at these two schools is to happen within the constraints of normal resources already assigned to the schools. Any additional resources for training will come from UConn.

**PRESIDENT'S COMMENTS:** As I read we don't respond to any questions that are asked this evening but I would just like to report that there was a vote taken to begin this program in September 2009. The Curriculum Committee is going to continue to work

on it, just for the record I would ask again that they consider doing it in January. I don't know whether they're going to reconsider that are not. We will have, Commissioner Flaherty-Merritt, do you have a listing of the dates when you're going to meet with the Curriculum Committee?

FLAHERTY-MERRITT: No, we're actually having a meeting next week and we're setting up the dates for the year and timeline of when we'd like to see expected results.

HAYES: One other comment. I'd still like to congratulate Generali Principal Kathy Stamp. I know last year I made a comment about how our magnet schools seem to have an advantage over our other schools; I still maintain that. However, she took personal umbrage with that and didn't at all think twice about bringing it to my attention personally and I congratulate her and she followed up. Basically she walked the walk and talked the talk and she continued to get that improvement done at Generali. She wants us all to know that we can get it at every school; we don't need to have a magnet school to be successful. So again I want to congratulate her and the other schools that have done well and look forward to continued success. With AYP, they keep raising the bar, I don't know if everybody realizes that but they continue to raise the bar and that's what we're hoping to do is continue to raise the bar as well and that's something we should be doing anyways. We're making progress. I'm normally one that raises a little noise because I don't ever want to have anybody think that I'm settling for what are results are, I always want better, but I know that, I feel confident that our staff throughout the City is working hard; our District Improvement Plan has been recognized by the State of Connecticut as a model for other school districts to follow. So for those of you who are sticking with us, please stay there with us, try to keep other people from making a decision, all of my kids, I only have one left, have gone through the public schools with success and Mr. Baker is here who is another example of someone who came through the system, who was thinking about possibly not doing that and there are a lot who make that choice. So I personally think we owe a special debt of gratitude to those of you who have exceptional students and still trust our system and trust that we're gonna do better whether we get this thing done sooner rather than later it's gonna get done at least by the beginning of next school year, I know that's gonna happen.

Next is our Consent Calendar. Item 9.6 has a correction, it's just simply the title change. Item 14.8, there's another correction.

THERIAULT: I'm gonna request that items 9.2, 9.3, 9.4, 9.5, and 9.6 be removed from the Consent Calendar.

## **9. CONSENT CALENDAR**

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the Consent Calendar, items 9.1 and 9.7 through 9.9, as listed:**

- 9.1 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval for Wilby High School to participate in the National Institutes of Health's PITCH (Providing Trails to Careers Healthcare) Grant with Waterbury Hospital.

- 9.7 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of a Lease Agreement with St. Joseph's Church for property known as St. Joseph's School located on John Street.
- 9.8 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.
- 9.9 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.

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

#### **10. ITEMS REMOVED FROM CONSENT**

- 9.2 Upon a motion by Commissioner Harvey and duly seconded by Commissioner D'Angelo, it was voted, with Commissioner Theriault voting "no", to approve the job specifications for and new position of "Project Coordinator" for the Early Reading First Program Grant.**

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

THERIAULT: The reason that I requested that these items be removed from the consent calendar President Hayes is because upon looking at them I have realized that we have a dual-tiered system in the City of Waterbury with regard to education. We have our magnet schools and then we have our regular public schools. And our magnet schools have an operating grant. But we have a third system too in that some schools get grants and it seems that these schools that are getting operating grants have the ability to request additional help and we usually let them go because the money is not coming out of the general fund nor is it coming out of our budget directly, it's coming out of the grant so we feel it's okay for them to create one, two, three, four, five new jobs. For the past five years I have been of that sentiment too but I'm finally going to draw the line when I look at the economy and I look at the television this morning and I look at the stock exchange, and I look at the situation that the Country is in right now, all of this money is tax dollar money whether it be grant money or otherwise. So I'm going to make a stance that no new jobs be created, that there really, really should be a freeze whether it be grants or otherwise and that people have to get along with the people that they currently have rather than creating new positions. If these positions were not grant funded, we probably would not approve them but maybe we would. That is the reason why I requested that they be removed so I could at least make that statement, I'm not going to make the statement about all five of them but I'm going to vote against all five of them because I think sooner or later we need to draw the line in the sand. And also I'm concerned about jobs being created with the use of grants and then that grant fund dries up and then the City is left holding the bag so to speak of the salary of that job and that's another dilemma that we have faced and continue to face as we go on, as these grants are not funded continually. It's almost a shame, it's very encouraging to look at

the magnet schools and see the great amount of money they have that comes from the State and the fact that they have an operating budget and they can move the money around and they can create additional jobs and additional resources to help the principal and teachers and kids. And you know every school in Waterbury should have the same thing, should have that ability. But we don't. So that being said I'm going to vote against any new jobs that come the way of the grants or otherwise because I think we need to make do with what we have. Thank you very much.

HAYES: Commissioner Theriault, those comments were made on all of those items?

THERIAULT: Yes.

HAYES: Any further discussion on item 9.2? Hearing none – all in favor, opposed, motion passes nine in favor, one against.

**9.3 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, with Commissioner Theriault voting “no”, to approve the job specifications for and new position of “Grant Facilitator” for the Early Reading First Program Grant.**

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

**9.4 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, with Commissioner Theriault voting “no”, to approve the job specifications for and new position of “Secretary II” for the Early Reading First Program Grant.**

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

**9.5 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Pinto, it was voted, with Commissioner Theriault voting “no”, to approve the job specifications for and new position of “Parent Educator” for the Wilson School Family Resource Center.**

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

**9.6 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, with Commissioner Theriault voting “no”, to approve the job specifications for and new position of “Computer Instructional Assistant” for the Chase Family Resource Center.**

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

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

**Item #11.1**

WHITE: Ladies and gentlemen, with the approval of the Committee of the Whole, the Superintendent of Schools recommends approval for the Superintendent of Schools, or his designee, be authorized to loan free textbooks to pupils attending nonpublic schools per CGS 10-228a, **SO MOVED.**

D'ANGELO: **Second.**

HAYES: Motion has been made and seconded. Under discussion – Vice President White.

WHITE: Thank you. I don't think that this should be voted on this evening President Hayes because number one there is no procedure or process complete with this. The letter that we received last week stated that a spreadsheet was attached that gave some numbers and we did not have that spreadsheet. On the letter that's attached it says "see attached spreadsheet for related information" and we don't have that information. This is a law so we have to follow it, we have no choice, and it is not just parochial schools, it is all non-public schools. Forty-thousand dollars seems like, is a lot of money especially when we heard comments tonight that our own students don't have the textbooks that they need. But again I would state that this particular law must be followed but before passing it I would recommend that a process be devised, guidelines should be developed, it should be done on a pupil, and the law states it's done on a pupil by pupil basis, it does not state that we give carte blanche to the schools, it's a pupil by pupil basis. It could, the list could be sent to us by an administrator, but do we realize how many schools, how many non-public schools are here in Waterbury? I only came up with about eight but in those we don't know if all of the children require this extra, these extra books. The money is not given to the schools, the money is, I can't even read my own writing, the money is in our coffers as a lump sum but it is not given to the schools to spend as they wish, it's done, again, on a pupil by pupil basis. What we have to state is, here you're going to have, the law says it's good for children from kindergarten through high school so you have high schools that the students themselves can ask permission, can ask for a book, they don't have to go through their parents, they don't have to go through the administrator, we don't know how many people are going to ask for this, we don't know when we can buy the books, we don't know whose going to get them, we need something that says who's borrowing, this is a loan, it is not given. Again, it's a law that we have to follow. We have to know where the book is going and we have to state when it is coming back, we need to know the kind, the condition that it was in when it left, we have to know when it comes back. Actually if we're going to buy these books you know they're going to be in excellent condition so we want them to come back to us in excellent condition. I think I hit all of my notes but just for that reason I would ask that this not be voted on this evening and that a committee be set up to set up all the parameters for this request.

SWEENEY: The Statute states that the request first of all comes from any non-public elementary or secondary school pupil including a kindergarten pupil residing in and attending a non-public school in such district or at the request of a parent or guardian of such pupil or at the request of an administrator of the non-public school on behalf of the

pupil. The request came to the Mayor from the Director of the Connecticut Federation of Catholic School Parents, this in and of itself voids the request because the requestor does not have the authority to make the request. The Statute is very clear about who can make the request. This authority, this person does not have the authority to make this request. The request was made in the reverse. The Statute is also very clear that the request for a book comes from a pupil then the district decides how the book will be acquired and then the money is used to pay for it. Here we have the Mayor putting up \$40,000 and we don't even know how many requests we have. So we have worked in the reverse of the State Statute. We're in violation of the State Statute in the terms of the requester and we have reversed the State Statute in appropriating money first before we have a request. We as a Board of Education have authority over the Board of Education budget; we do not have authority over the General Fund Budget which this money is coming from. That authority falls to the Board of Aldermen. We can facilitate supplying them with a list of vendors but it's the Board of Aldermen's authority to spend General Fund monies and they would have in this case, in my estimation, would have to be the ones who decide how that money is spent and who is in receipt of those books. That flies in the face of the State Statute which says it is the Board of Education that has to make the decision as to whether or not to approve the loan of the books. I recommend, and **I request, that this be tabled until our next meeting on September 29<sup>th</sup>**. I request that the Mayor come and make his case at our Workshop on the 22<sup>nd</sup>. I request that the City Clerk before the Workshop provide copies of the approved signed and approved resolution for the appropriation because that was not in our packet either and I don't think we ever send a request to the Board of Aldermen with our signed and approved resolution and we don't have that. So those are the things I would like to see, I would like to see this vote postponed until the 29<sup>th</sup>. I don't think we have enough information, I don't think we have clarity on the Statute and what we're supposed to do here, and I do not think this is waters that we want to tread in with as little information as we have and with as many flaws as I have seen here.

D'ANGELO: I would support everything Commissioner Sweeney said and just as a friendly rebuttal to Commissioner White, the law reads free textbook loans of pupils attending non-public schools, each local and regional Board of education "may" at the request. So it's not, when you said it was a law that we have no choice, I think the word "may" gives us the option of yes or not. But I would agree with Commissioner Sweeney, it's not our money it's the City's money. I think someone, if not the Mayor, someone from that office should come and tell us some guidelines for this money before it's approved by any one.

LACCONE: **I make a motion that we remove this item from the Agenda.**

HARVEY: **Second.**

FLAHERTY-MERRITT: Point of order, you can't remove an item in discussion from the Agenda. You have to table it, you can't remove it once . . .

LACCONE: **I remove my motion.**

HAYES: I need some clarity first . . .

SWEENEY: **I made a motion to postpone but nobody seconded it.**

FLAHERTY-MERRITT: **Second.**

HAYES: Just for my own clarification, we may be putting a timeline on it that might not be able to be met. So if we just postpone it until such time we have that information. I don't feel . . .

SWEENEY: Proper format for Robert's Rules says you have to postpone with a date.

D'ANGELO: If there's an issue with the timeline and we table it or vote it down tonight, the Mayor has the right to veto it and he can do it anyway; it's his budget, it's his money. I don't think we should be voting on it period because it's coming out of that fund but if we do something he doesn't like, he has the option to undo it, and I'm sure he will.

PINTO: As a point of order, you have a motion that was seconded and we should be voting on it.

FLAHERTY-MERRITT: Discussion.

HAYES: Not on a table.

PINTO: Point of order is you have to take the vote because it would end the discussion anyway because you're moving it to . . . procedure is to take the vote since it would remove the item until the next . . .

HAYES: I understand but I got a lot of people still with their hands up. Motion made and seconded. I'm going to make the decision that we can't discuss it because I'm gonna think it's like tabling it and I know under tabling there's no discussion. So all in favor, opposed, we have postponed that until the 29<sup>th</sup> and we will try to get the necessary information for our Workshop.

## **12. COMMITTEE ON GRANTS**

**12.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner D'Angelo, it was voted unanimously to approve for Waterbury Public Schools to participate in the 2009 Discovery Continuation Grant with the United Way of Greater Waterbury and Waterbury School Readiness.**

HAYES: Motion has been made and seconded. Any discussion? It was removed from the Consent Calendar, is that because someone had a question?

CLERK: Actually this was added, this was not at the Workshop.

HARVEY: Mrs. Cullinan, can you come and give us some insight on this.

CULLINAN: I apologize that it wasn't on at the Workshop but I got it after, on Tuesday. This is a continuation grant funded through the Graustein Foundation through the



United Way and it helps subsidize the work of the Prevention Policy Board along with the School Readiness Council and United Way and youth preschool to age eight students. It works on not just readiness but also on all of the system changes, the blueprint for readiness, and this is actually funding a portion of the salary for Amy Cutter who works under the auspices of United Way and the Foundation. It's a continuation grant, we've had this grant actually for the past eight years, but this is the second year of this cycle. And since we are taking on more of an oversight view of Readiness, I just felt that it should come in front of you because our Superintendent does sign off on it.

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

### **13. COMMITTEE ON SCHOOL PERSONNEL**

**13.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner D'Angelo, it was voted unanimously to approve the appointment of Robert Delaney as Supervisor of Special Education.**

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

DELANEY: Thank you very much for the opportunity. I've been looking forward to this position for some time. As you know I've been down there several times speaking to you about this and again I thank you and I promise to work hard for you and for the students in Waterbury. Thank you very much.

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

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to receive and place on file items 14.1 through 14.8, Superintendent's Notification to the Board, as listed:**

**14.1 Athletic appointments effective immediately:**

Gerrish, Harold – Assistant Football Coach, WHS.  
Marcil, Kara – Head Girls Swimming Coach, KHS.

**14.2 Athletic resignations effective immediately:**

Cumbo, Elena M. – Girls Assistant Volleyball Coach, KHS.  
LeVasseur, Armand – Girls Swimming Assistant Coach, KHS.

**14.3 Appointments:**

Jones, Nathaniel – School Crossing Guard Coordinator, 25 hours per week, 10 months per year, \$12.00 per hour.

**14.4 Grant funded appointments effective immediately:**

Accuosti, James – Network Specialist, SEIU position, 10 months per year, 35 hours per week at \$19.00 per hour.

Chapman, Nicholas – Network Specialist, SEIU position, 10 months per year, 35 hours per week at \$19.00 per hour.

Davis, Jaclyn – Prevention Specialist, WMS, non-union position, 10 months per year, 35 hours per week at \$20.00 per hour, benefits governed by the SEIU agreement.

14.5 **Grant funded resignations:**

Clemente, Nera – Parent Liaison, Chase School, effective 9/19/08.

Harris, Jeanne – Grant Coordinator, Educational Grants Office, effective 8/29/08.

14.6 **Teacher new hires:**

No.	Name	ASSIGNMENT	GR./SUBJECT	DEGREE	STEP	EFF. DATE
61	Spranklin, Noah	WSMS	Numeracy	MA	1	8/25/2008
62	Bennett, Carrie Ann	Wilby	Health/PE	BA	1	8/25/2008
63	Barbosa, Raquel	Washington	4	BA + 15	1	8/25/2008
64	Brouillard, Jill	Driggs	K	MA	1	8/25/2008
65	Pagani, Maria	WSMS	Bilingual	MA	3	8/25/2008
66	Valente, Gregory	Wilby	Science	MA	3	8/25/2008
67	Messina, Michael	Wilby	English	BA	1	8/25/2008
68	Cervellino, Carol	Walsh	5	MA	1	8/27/2008
69	Kontulis, Renata	Rotella	5	BA+30	1	8/27/2008
70	Kenney, Cristina	City-Wide	Counselor	6TH	1	8/27/2008
71	Johnson, Theresa	Driggs	K	BA	1	8/27/2008
72	Delaney Jennifer	WSMS	Literacy	BA	1	8/25/2008
73	Miller, Megan	NEMS	Lang. Arts 6	BA	1	8/25/2008
74	Perusse, Joseph	Wilby	Spec Ed	6+15	5	8/25/2008
75	Barbati, Donna	Brooklyn	Spec Ed	BA+15	6	8/25/2008
76	Mosley, Sean	Wilby	English	BA+15	1	8/25/2008
77	Camilleri, Lisa	WMS	Math	BA	1	8/27/2008
78	Erian, Neil	Wilby	Math	MA+30	9	8/27/2008
79	Anderson, Nicholae	Wilby	EII Ma/Sci	PH D	9	8/25/2008
80	Betkoski, Nancy	Gen/Rotella	TESOL	MA+30	11	8/28/2008
81	Lawson, Stephanie	Kingsbury	Psychologist	6TH	1	8/28/2008
82	Martin, Stephanie	Enlightenment	Transition 5/6	BA	2	8/25/2008
83	Mancini, Doris	WSMS	Literacy	MA	3	8/29/2008
84	Mierzejewski, Meghan	W. Cross	4	BA	1	9/2/2008
85	Wells, Andrea	WSMS	Science 8	MA	3	8/28/2008
86	Ribeiro, Victor	WAMS	Science 8	MA	4	8/25/2008
87	Christiansen, April	WSMS	Spec Ed	BA	1	8/29/2008
88	Torres, Jose	WMS	Lang Arts 6	MA	1	8/25/2008
89	Chapman, Melissa	WSMS	Lang Arts	BA	1	8/25/2008
90	Macharelli, Brian	Walsh	5	MA	1	9/2/2008

14.7 **Resignations:**

Battaglia, Jessica – WSMS Special Education Teacher/TVP, effective 9/5/08.

14.8 **Retirements:**

Loman, Wallace P. – WSMS Technology Education, effective 9/29/08.

HAYES: Motion made and seconded. All in favor, opposed. Anything under New Business?

LACCONE: I know there is no discussion under the Superintendent's Notification to the Board but two weeks ago we had a position where they took it off the Agenda, Mr. Albini, and we asked somebody to look into whether the WTA had any problems with him continuing that position until we found a replacement. Do we have any answer to that?

FROST: I discussed it with the WTA and they have not responded back. I asked them if there was a time period if they would allow for him to assist and they have not responded back

HAYES: So what do we do, we don't have an athletic director at the middle school right now?

FROST: It's posted and Joe Gorman is going through the interview process and I think Joe is overseeing it, I believe, from my last discussion with him.

FLAHERTY-MERRITT: That answers my question; I wanted to know if it was posted because we usually get a copy of the postings.

FROST: Yes it was posted.

WHITE: Under New Business, we have a communication from Donna Perreault, the Principal at Sprague School. Sprague School is requesting permission to plant a tree in the front yard to commemorate the life of Kathy Bunker. Her 90+ year old mother-in-law has requested to purchase the tree and have it planted in the front yard. We have had members of the Sprague community - teachers, staff and family members, had their lives cut short by cancer. We hope that this can be arranged. Mrs. Perreault had called the School Inspector's Office and was told it could not be done without Board approval and this is a practice that we have, we have many schools that have trees, bushes, and gardens in commemoration of people who worked or students in the school. Under New Business it would be with the approval of the Committee of the Whole, the Superintendent of Schools recommends permission be granted to Sprague School to plant a tree in their front yard in commemoration of Kathy Bunker, a former teacher. Respectfully submitted and **SO MOVED.**

D'ANGELO: **Second.**

HAYES: Are we gonna ask for permission to plant a rose bush? Why would they be told that they have to come to the Board for approval?

WHITE: They're digging a hole. Then they would be reprimanded for damaging...

HAYES: Do they need permission to water it for a couple of years? I think we understand that we're going through this naming process, but I think we're almost going to the point of absurd when we have to have Board approval to commemorate a tree that's gonna be planted by that family. That's just my opinion. If we take action on this

that may mean that we're gonna have to take action on every other tree or whatever's that planted.

D'ANGELO: **I withdraw my second President Hayes.** Maybe we can give Dr. Snead permission to approve the hole.

HAYES: Take it as notification that it's being done.

WHITE: I think it's a vicious circle. If she didn't ask permission and just did it she would have been in trouble for disrupting the land or something else. This has been done in the past as long as I can remember and it's just done.

HAYES: Right, we never voted on it.

WHITE: What she's really asking is for somebody to come up and dig the whole because the students cannot.

HAYES: Unless someone disagrees; I don't think we need an action of this Board to approve that.

WHITE: **I withdraw my motion.**

HAYES: We need to direct the School Inspectors office that he doesn't have to bring those in front of us. Anything else under New Business.

D'ANGELO: First of all I think congratulations are in order to our President who became a Grandfather today, correct?

HAYES: On my birthday.

D'ANGELO: And happy birthday. Just under Superintendent's Report today, I'm just, I'm not looking for a response right now but the schools that made AYP are listed here and I notice they're all over the economic scale from some tough areas to some good areas and everything in between. I'm wondering if we're doing enough to find out what these schools on this list are doing and can any of that stuff be replicated or is it worth replicating at the schools that aren't making AYP. So I'll just throw that out there as food for thought. Secondly and lastly we talked about when we did our retreat awhile back about doing it every three or four months when we have our off day and that never materialized and I'm wondering if that's something we could talk about maybe at the next Workshop or through Mr. Guidone and get back on schedule to do that.

HAYES: Okay, why don't we look into that.

D'ANGELO: I spoke to President Hayes the other day, we have since received a letter from SAW today with a little slap on the wrist and I know we've received some feedback from WTA in the past about how we handle complaints when Board members get complaints from SAW people or WTA people and I asked President Hayes if now is not a good time to get together with SAW and WTA in a public meeting and talk about some

of these communication issues they perceive we're having. So I also just wanted to throw that out there as well.

HAYES: I think we should invite them when we receive a letter like that rather than just respond to it myself. Maybe they can come in and have some clarification. I think the issue, I know Commissioner D'Angelo and myself discussed it, maybe what happens when we go into a school and we get a complaint about one bargaining unit against another bargaining unit against another bargaining unit is really what it comes down to and I know that we go in there as Commissioners, we're going in there and we sort of say "is there anything we can do to help?" and then we always go for that whole thing of well, you didn't hear it from me but kind of stuff and it's always hard to figure out how to handle that. So maybe the best way is to just invite them to the table and ask them how they think it's best for the students that we handle this type of information because basically in that letter they're stating that we should just bring it up publically and I don't know if that's the best way to go but we can have a discussion about how we handle this. Because I know it's a touchy situation for all of us and sometimes you go from one to the other and they say well you're getting bad information and we're stuck with a problem, we've got a parent who comes in with a third idea of how that is handled and then we just need to have a discussion on how we handle those type of issues. I know I've come to simply; I've been accused of when I was first on the Board of trying to micromanage. You go in there, you're trying to help them, and somebody gets upset because it gets to be a finger pointing kind of thing, that's not what we're hoping to get accomplished. So I basically usually ask Dr. Snead to look into it and on occasion then I'll hear back from the person that I contacted Dr. Snead about asking why did you go to Dr. Snead, why didn't you come to me? So I think maybe we just need to put it on the record, when we hear this type of complaint how do you want us to handle it? Do you want us to bring it to the principal, do we want to just bring, I know again when I get a complaint from a parent I always go to the teacher because that's their chain of command. For us we're sort of at the top and if we get in the middle then we're in the middle. Since they had that letter sent to us so there's no misinterpretation of the intent of that, I know Code of Ethics was addressed as well, then maybe we should invite them to our next Workshop I guess, a Workshop where the agenda, or the time frame, can handle it. I'm not sure exactly what we have on for our agenda next week but I think we need to, rather than just try to get into a written response to their written notification that we simply sit across the table and have a discussion. And there's no reason for it to be in executive session, we won't be discussing individual personnel, we're gonna simply be talking about a process where when we get a complaint, what we as Board members do with that complaint and how we can follow-up on it as well without being accused of whatever, I know all we're trying to do is look out in the best interest of the school because we can't ever really confirm whether the information we got is 100% correct most of the time it's probably something less than 100% but it's still something that merits our attention or the attention of the Superintendent's Office.

THERIAULT: I really resent the innuendo in the e-mail and I resent sometimes when the WTA comes to the podium and speaks to us in an accusatory fashion and I think that we're running the show and I don't think that we need the WTA or SAW to come together at a meeting and start negotiating how we're gonna run the show or how Central Office is gonna run the show. Just my opinion, okay, I don't think this meeting is necessary at all; I think it's just gonna lead to hard feelings and it's gonna lead to the

WTA representing their people, their teachers; SAW representing their people, and we're representing Central Office. And I think it's just gonna create more antagonism than it is communication. I am one of the people that goes around to the schools as Commissioner D'Angelo and Commissioner Sweeney and Commissioner Stango and others I'm sure, Mary White, and others. We go around to the schools and we find out information. I for one feel the best way to handle those complaints are to give it to you President Hayes and you give it to Dr. Snead or I go to Dr. Snead and the Clerk of the Board, that's what I do. I think that probably should be a Board policy rather than trying to handle it ourselves and micromanaging the system. But I see no reason why a Board member can't go into a school, peruse the school, get the building report, go around to the schools, take pictures or video or whatever of the schools if things aren't being done let the public know. My favorite word - caveat emptor, let the buyer beware. So I think to stifle communication or to tell the principal or teacher not to talk to a Board member directly I think short circuits that communication. I understand the chain of command, I understand that the teacher should go to the principal and then the principal should then go to the supervisor and ultimately Central Office and then the Board, I understand that process. But sometimes that process doesn't always work and there should be options around a process in a weak link that is not working in terms of the chain of command. So I will continue to go around this year and visit every school as an objective for myself this year and go to every single PTA meeting of every school to try to discern from parents what their complaints are and I will bring them back to you President Hayes and the Clerk of the Board and you can disseminate them to Central Office people for action or non-action because not every single complaint is germane. Not every single complaint is legitimate. Some of these things become allegations against people and I think we need to be careful in terms of the way we handle certain allegations. I myself try to handle them very discretely as I have recently President Hayes. So I think it's very important that we keep communication open and as other Commissioners have often stated – teachers, principals are afraid. They're afraid of retaliation, retribution, intimidation, that should not be every. That should never be. I'm not saying they should go around the chain of command but on the other hand I've had past presidents of the WTA and SAW call me personally as a Board member to tell me about certain things when they want to get things done or get certain things off of the dime. So I think when communication breaks down there should be an option and we should be professional enough to go to the Superintendent, to go to the President of the Board, notify the Clerk of the Board for the record, and move on. And if we all did that I think we would avoid a lot of the scuttle butt in terms of what the problem is. I don't think that if there's a problem within the school we need to call the School Inspector directly as a Board member and say this is the problem, I want it corrected right away. You don't have any power individually as a Board member; your power comes collectively as a group. So you being the spearhead of this group President Hayes I know you've been very efficient with regard to my complaints and very efficient with regard to passing them onto Dr. Snead and Central Office and getting things accomplished. So that's just my two cents for whatever it's worth but I certainly don't want to be deprived of the opportunity of going into schools, seeing dynamic programs and then finding out there are some other problems with regard to maintenance. It's not that you just go into schools to look for fault; you go into schools to experience what's going on, to get a feel for what's really going on, a flavor for it. And once you do that and you come out of the school you say okay, I'm very happy with that school. For instance I went to Barnard one time last year and I was very pleased with the work of the female custodian that

was over there. She did the work of six men and I'm just kind of wondering why an old school like Barnard can be as clean as it is and some of our other schools come winter time are not. So that being said, that's just my two cents and I think it's important to keep communication open at all time. Thank you.

HAYES: Just, I totally agree with Commissioner Theriault, everything that he said and I didn't want it to be misinterpreted that I was asking them to come in front of us so that we can agree with what we're accused of. Okay, so if they want to have a dialogue rather than, all I'm saying is opposed to writing back and forth letters if they want to come and address to us we can hear them, give them an opportunity to make those, and I'm not saying I'm going to change the way I do it or ask anybody else to change anything they've done, or if there's some legitimate problem that's there that's maybe intimated in that language giving us all that other stuff, we can try to get past it all, let them know what you just said will be the same thing I would tell them.

THERIAULT: Through the Chair, just for point of clarification, why don't you just ask them to write you a letter on what exactly did they mean by a violation of code of ethics, and who specifically on this Board is violating the code of ethics? Am I violating the code of ethics and Commissioner D'Angelo and there are others of us that go into our building. Will we be censured if we go into the building? That's the new term now, they're gonna be the new political, that's gonna be the new political balance beam now, we all have to walk it otherwise we're gonna get censored. I'm just being facetious of course. I think this Board is the most autonomous board in the City. I mean sometimes we don't always agree but we all work together and we work hard. But I think it's very important that we be able to go to these schools. That's it.

HAYES: Again, my intention is not at all to limit us going into the schools based on that letter; it's just to clarify what we're doing there because like I said, there seems to be some kind of hidden complaint in there when they go to the Code of Ethics.

THERIAULT: Ask them to put it in writing. Don't give innuendo; don't give some sort of intimidation to blanket all of these Board members. If you've got a problem with one of the Board members, say what it is, say the specific of what it is and then maybe we can correct it or address it.

HAYES: Bring it on. Anyone else on that particular subject? If not, anyone else under New Business?

SUPERINTENDENT: I'd just like to remind everyone, those present, and those who are viewing this program tonight that this is the beginning of National Hispanic Heritage Month and we will be celebrating Hispanic Heritage Month beginning today.

HAYES: Anything else under New Business? I had a grandchild, my birthday, and the beginning of Spanish Heritage Month – what a day. And it's a full moon.

FLAHERTY-MERRITT: This is just for clarification from Mr. Frost, maybe Paul Guidone, I noticed in our packet we got information about the Nepotism Policy and a ULP that was filed. Can you clarify; is that policy no longer valid? Is our old one now valid again? How does that work?

FROST: I just saw that today, I read it briefly but yes, advice from counsel is going to be if you want to proceed then we sit down and do impact discussion with the union.

FLAHERTY-MERRITT: Until that time is our old policy...

FROST: Yes.

GUIDONE: That challenge was directly on the new policy.

SNEAD: This is entirely different. Last Friday I got an urgent call from Cathy Awwad indicating to me that today we would begin the partnership program, the 20 high school students who were supposed to enroll in the small manufacturing program, but the high schools didn't have a course approved yet. There were three courses – the . . . , blueprint reading, and millwork courses. I made an administrative decision to give the okay for the youngsters to be enrolled but the course will have to come to you for approval at a later date.

FLAHERTY-MERRITT: There not going to fit on our agenda for this coming week, it's overloaded as it is.

HAYES: I think we were just notified that it's going forward. It's based on the fact that we funded the program last year but we didn't work out the nuts and bolts.

FLAHERTY-MERRITT: So a motion from the Committee on Curriculum to approve the three courses as Dr. Snead mentioned.

SWEENEY: I think what needs to be done here is to allow Dr. Snead's administrative decision to go forward until the Curriculum Committee can make a ruling.

HAYES: We don't have to have anything, it's already happening. We've just been notified. Just a note, we need to talk, it's just funny the nepotism came up at that time; Cathy Awwad has told us things at the last minute, a lot...

HARVEY: Yes.

HAYES: A real lot, we didn't know about the job fair, we didn't know she was going up to the school, she scheduled it on a night that we had a meeting, and now she's telling us about this when it's already started. Something's got to change there. We've also been notified that she's got a program working through Mrs. Augelli, Awwad and Augelli, at Washington School. I don't know, some of this stuff just seems to be like coming back to me in a strange way and I don't like it.

WHITE: What program?

HAYES: She's got a program going through, and she selected through CommPACT which I guess we don't really know because CommPACT, we haven't figured that out yet, but somehow through her Workforce Connection job there she can set up a program through Mrs. Augelli at Washington School and that was a decision made by



Mrs. Awwad and Mrs. Augelli. I'd like to know how this stuff is happening and I'd like to get more notification. I think it's getting a little out of hand, it's a great idea we have going but I don't like being told about it after it's already been done. I won't mention those two names together again. Commissioner Theriault, just for equal representation, you can notify us when yours are going to be showing and the time.

THERIAULT: No, I already worked that out with Mr. Michaud and we're not going to have any duplication of the program, this is just kind of a backup. I didn't quite have the opportunity to speak to the topic of the textbooks so under Old Business I'd like to come back to it because the debate was cut off rather quickly.

FLAHERTY-MERRITT: It's current business that's been postponed.

THERIAULT: Why not. Let's get a ruling from our Attorney, that's why we're paying him. Okay Attorney Mosley, can we talk about the textbooks or not under Old Business. Now Commissioner Flaherty-Merritt, I wasn't aware that you were the Parliamentarian Commissioner but if you are, that's fine, but I really resent one Commissioner taking the stance of the entire Board and telling another Commissioner what's right or wrong. You might be able to do that President Hayes, but not another member of the Board. So Attorney Mosley, you want to give us an interpretation.

MOSLEY: I believe you should talk about that again when it comes back to the floor, that appears to make a lot of sense to me.

D'ANGELO: So at the moment it's not new or old business right now.

HAYES: Its' none of our business. It's a postponed, tabled thing. So it's going to come back to us.

THERIAULT: I don't want your advice; I want your legal opinion. I've never in the course of five years I've been on the Board where discussion under Old Business was cut off because one Commissioner said "well I don't think that's right".

MOSLEY: I guess on your agenda you do have an area for Old Business, so if you want to bring it up under Old Business you can discuss it.

THERIAULT: Okay, that's what I want to know. So Attorney Mosley has said that we can bring it up under Old Business.

HAYES: Because it's Old Business now that we tabled it, postponed it. Okay, I'll go with that.

THERIAULT: I think I'm going to have to go home and shave. Okay, and just one response too, in the future, if a person in this room, a Commissioner, has a response with regard to parliamentary procedure, I think that that parliamentary procedure should go through you President Hayes and the Attorney so one person doesn't juryman the meeting and say you can't do this and other people can do this. Okay, getting back to the free textbooks, there were some misnomers that were made, if this is a law, it's my understanding it's an option of the Board of Aldermen as to whether or not this was

approved or wasn't approved. And if it wasn't approved we didn't have to do it. And Commissioner D'Angelo, if I could use his name, also said the word "may" was in the legislation. So when we say a book loan, what we're saying is we're gonna give those books to that school, we're gonna loan them and are we really going to assume that we're gonna get them back in new condition? I don't think so. We're gonna get them back when they're ready for the trash pile, when they're ready for the dumpster, and how are we supposed to logistically determine which students are Waterbury students and which students are not. Now this money is coming out of the General Fund and I don't think it's a good idea for the Mayor, with all due respect to him, or any other elected official, to determine that \$40,000 goes in any particular direction. Maybe he didn't because the Board of Aldermen did in fact vote on this.

HAYES: Excuse me; Vice President White will assume the Chair.

THERIAULT: Grandpa had to leave the meeting for a minute. But I think this is an extremely dangerous precedent. We have Chase Collegiate, the old St. Margaret's McTernon, we have Sacred Heart, we have Holy Cross, we still have a great number of parochial schools that would be eligible for this funding and to, I mean if it's \$40,000 this year out of the General Fund, it might be \$100,000 next year and you can bet your boots that it's gonna come out of our fund, not out of the General Fund. It will be in our budget. Plus it establishes a very, very dangerous precedent. I'm a practicing Catholic; I should be for all of this, and for all of the other schools that are private schools. But this is a separation of church and state, we provide busing for parochial schools, that's by referendum, this is something completely different. Now if we give the \$40,000 this year and then we determine next year that we're not going to give it, they're gonna say "wait a minute, this is an entitlement, you gave it to us this year, you passed it, this is a five year program, we want to expand it to \$100,000, \$150,000", etc. At a point in time that our library is screaming for money for books, this is certainly a slap in the face to the library and the Library Board and all the people that work down there to give \$40,000 to parochial and private schools. I think it's a bad move, I think it's a dangerous move, and I think it should be reconsidered by the Board of Aldermen. I don't know how it got through; maybe under the guise that it was a book loan program, it almost seems to be anti-American to vote against a simple book loan program. And I have no problem with our old editions going to the parochial schools after we no longer use them. And I have no problem with them buying used books as I had to do as a principal many times from a used book company using their own funds. The people that choose to go to these private and parochial schools have made a choice and I think it's a good choice for them. Some of my kids went to parochial schools, when I went I knew that I had to pay for the books, I knew that I had to pay for the tuition. If it's gonna be money for books this year then in five years it may as well be money for salaries. So you've got to draw the line and I think it's way off base and I know they're having trouble but we're having trouble too, and everybody's having trouble, so to give this money out I think is not a good thing. Thank you very much. And thank you Attorney Mosley for that fine interpretation, I agree with it totally.

HAYES: All that discussion means that Vice President White and Commissioner Sweeney had a good idea, let's get more information. Any more under Old Business?

MOSLEY: Looking at this, it appears that that was not unfinished business and should not have been discussed. It was not unfinished business, it was a different category.

FLAHERTY-MERRITT: Point of personal privilege, running a meeting, we have received a copy of Robert's Rules of Order, we should have an idea of what parliamentary procedure is and if we feel that something is not following that procedure, we should interject and make a point to let people know. That's just how Robert's Rules of Order work, if we want to run a meeting properly then we should be following this process.

THERIAULT: Through the Chair, that's exactly what I did, I interjected.

GUIDONE: If I might, this matter was brought up during your last retreat as Paul mentioned, I sent you a communication regarding this matter which if I recall indicated that the Board may or can choose a parliamentarian, by vote, it could be one of your own members, it could be Attorney Mosley, it could be any one. Once that occurs and a question comes up the parliamentarian makes a ruling, the Chair can accept that, if the Board wants to override it can do so through a process but that probably would bring order to some of this if the Board would consider specifically approving a parliamentarian, whomever that individual is, makes a ruling, then that goes to the President, the President makes that judgment and if someone wants to override it they need to do so by motion, that might, on a going forward basis, be productive.

THERIAULT: Point of order, my point of order is this, I don't think any member of this Board should be the parliamentarian because then that person can pick and choose when a person is in and out of order. We have an Attorney, we're paying our attorney, it's bad enough we can't get a full legal opinion that we have to go to the Corporation Counsel and I think he should be the parliamentarian and determine when things are right and when things are wrong, not an individual member of the Board. That's my opinion in terms of the point of order.

HAYES: Sure, that's exactly what Commissioner Flaherty-Merritt was doing. As you stated, I'm the one that makes the final decision, I agree to go along with Attorney Mosley, and then he came back and changed his decision. You said what you said and we'll move forward. That fact of the matter is we try to have information flow, I sometimes let things get a little further out then they should, what happens is usually we impose those regulations when we basically want to stop what's happening and I'd like to just keep it, try to let the information come out and deal with it.

THERIAULT: So President Hayes if we had not brought up textbooks on the Agenda and it came up it would have to be brought up under New Business, correct?

HAYES: Yes.

THERIAULT: So if we brought it up on the Agenda then we cannot bring it up, I'm just trying to establish a nice precedent here so that everybody knows that if you can't talk about this in the future . . . vote to table and go forward with it and so forth and somebody wants to bring it up again at the meeting what you're saying, Attorney Mosley

is saying is basically you can't do that until the next meeting. Because it's not under old business or new business, is that correct Attorney Mosley?

HAYES: Can we just get some kind of ruling on if an item is on the agenda and then it is either postponed and/or tabled, because I'm still not sure what we do, whether it's appropriate to have any further discussion at anytime on that issue prior to it coming back to the agenda.

THERIAULT: I didn't have any problem with it being tabled President Hayes, I think my problem was that the debate was cutoff before I had an opportunity to speak and I had something to say with regard to it. And I think things could be tabled after everyone has an opportunity to speak, once, maybe twice, I don't know, whatever you determine, but I didn't have an opportunity to speak once and the debate was cut off.

HAYES: Normally when the motion is to table there is no debate and I was a little confused on what a postponement was and actually I thought Vice President White was going to make a motion to table and it didn't quite come to fruition. And then Commissioner Sweeney made mention of it and then she talked about it with all the other information so I wasn't clear that a motion had been made yet. So that's why I continued it and then when it was clarified that she had the motion as a motion to table there is no further discussion.

THERIAULT: I really don't have any problem with your interpretation; I just have a problem with the opportunity to speak.

### ***ADJOURNMENT***

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to adjourn at 8:26 p.m.**

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