

# **WATERBURY BOARD OF EDUCATION**

Monday, October 6, 2008 at 5:30 p.m.

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

## **COMMITTEE MEETING**

The Board of Education Committee meetings were held on Monday, October 6, 2008 at Kingsbury School, Waterbury, Connecticut, starting at 5:30 p.m.

**PRESENT:** President Hayes, Commissioners D'Angelo, Flaherty-Merritt, Harvey, Laccione, Pinto, Stango, Sweeney (left at 7:42 p.m.), Theriault, and White.

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

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

The Board recessed the Workshop at 7:32 p.m. to conduct a Special Meeting and returned at 7:42 p.m.

## **ADJOURNMENT**

The Committee meetings adjourned at 8:52 p.m.

Respectfully submitted,

Carrie A. Swain, Clerk  
*Board of Education*

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ REGULAR MEETING*

Tuesday, October 14, 2008 at 6:30 p.m.

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

**PRESENT:** President Hayes, Commissioners D'Angelo (left at 7:34 p.m.), Harvey, Laccone, Pinto, Stango, Theriault, and White.

**ABSENT:** Commissioners Flaherty-Merritt and Sweeney.

**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 Mary Ann Marold, and School Inspector Herbert Greengas.

### **MEETING CALLED TO ORDER**

President Hayes called the meeting to order at 6:38 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 – absent. Commissioner Harvey.

HARVEY: Here

CLERK: Commissioner Laccone.

LACCONE: Here.

CLERK: Commissioner Pinto.

PINTO: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney – absent. Commissioner Theriault.

THERIAULT: Here.

CLERK: Commissioner White.

WHITE: Here.

CLERK: President Hayes.

HAYES: Here.

**COMMUNICATIONS:**

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

1. Communication dated September 24, 2008 from State Department of Education regarding mediation with the School Administrators of Waterbury.
2. Communication dated September 26, 2008 from Attorney Gesmonde regarding the School Administrators of Waterbury administrator evaluations.
3. Copy of communication dated October 1, 2008 from Civil Service certifying Cathy Diana for the position of Senior Human Resources Generalist.
4. Copy of communication dated October 1, 2008 from Wilby High School commending the custodial staff and outside crew for their efforts at Wilby High School.
5. Copy of communication dated October 7, 2008 from New England Association of Schools & Colleges, Inc., to Kennedy High School regarding their accreditation.
6. Copy of communication dated October 7, 2008 from New England Association of Schools & Colleges, Inc., to Crosby High School regarding their accreditation.

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

**PUBLIC ADDRESSES THE BOARD:**

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Harvey, 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 in favor, opposed. 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 here tonight because I can't believe you people. You let an article come out in the paper with all this business with the books, I never attacked anybody personally. I called Commissioner Hayes, I called Mr. Snead, I guess they felt it wasn't important enough to call me. I called Commissioner D'Angelo; he did follow up, made a great suggestion. Asked me if I talked to Mr. Yeshion, I talked to Mr. Yeshion. I think we have it resolved, if not, we'll find other ways to do it. You people either put something in place that people that work for you can't come out and personally trash myself, my daughter who's a minor, and make up things they don't know about. You people need to do something because the next time it happens somebody's gonna get sued and City of Waterbury taxpayers are gonna pay for it because you're not doing your job. I expect a call back when I call Mr. Hayes and when I call Mr. Snead. I don't know what's up with you people, you people work for us, you don't understand that? What happened was not

appropriate. You people need to get some procedures in place to protect us from lawsuits because the next time it happens with Jack Yeshion, and he's got his own personal issues, it's gonna be gloves off. Somebody needs to address the problem and it needs to be addressed real quick. Thank you very much.

**Steven Tavares, First Investors Corporation, had the following comments:** I am actually a financial representative with First Investors which has been around for over 78 years and one of the comments I'm gonna make today really has to do with the single platform that's being proposed for the 403(b) retirement program. What I wanted to do was to make sure that the Board understands what exactly it means to have a single platform with the 403(b). And I'm gonna cover one important point and then I'll have Paul come up and speak. The issue that I raise with all the teachers and all the faculty in Waterbury is personal service. Now with this personal service I've actually have worked with over 30 teachers in a very short period of time because of the lack of service that was being provided beforehand. Now one of the main reasons that people chose to go with me was because of that service and because of the education that I offered to these people. Now by moving it into a single plan, and Paul will explain it a little bit more, it really hurts you more than it benefits you. Frankly a lot of the teachers do not want to discuss their financial information in front of other teachers in the teacher's lounge and really they want to get to know you and choose who they work with. They don't want to be forced into having to put into a plan that they have no control over. And that's about it. Thank you very much.

**Paul Prete, Senior Vice President, First Investors Corporation:** I've been with First Investors for over 30 years and in those 30 years very actively involved in the 403(b) Program. I'm also a member of CASBO which is the Connecticut Association of School Business Officials which I'll comment on in a few minutes. Our being here this evening is not just as a suggestion to keep us on as a vendor for the 403(b) program but also for the other companies that are conducting their business properly in the town of Waterbury and that provide a good service and have helped the employees to attain their financial goals. As a point of reference, and again I don't, limited time and I don't know how much you know about this, the 403(b) program as allowed teachers to put money aside, tax deferred, as a 401(k). One of the main benefits of the 403(b) versus the 401(k) is that in all school districts teachers have had a choice of vendors, different companies, not only for different product choices but for different personalities, personalities that are gonna work with people on an individual basis and I don't think enough can be said about the choice that is necessary for people to find right person to work with as I'm sure many of you have a financial advisor yourself. Frankly given some of the economic crisis's that we're in right now with some of the largest insurance companies in the world in grave danger, to take on a single platform with companies such as AIG in very big trouble, I think wouldn't be prudent at this point. So just to make it clearer, single platform you've got the third party administrator and then you've got the vendor which is the investment choices. By doing a single platform you're really putting everything in one bucket and I think at this particular time having all of your eggs in one basket could be a bit of a problem. There was an article recently in the Baltimore Sun, a very large school district down there, voted against the single platform. The Trumbull Board of Education here in Connecticut they suggested a single platform when people finally understood what was taking place they voted it down. The Connecticut Association of School Business Officials spent a lot of time and resources last year doing research on choices and suggestions for the various boards of ed. They came up with three choices for third party administrators. All three of the choices were open

platform recommendations. School boards weren't told to use these but you would have to believe that they did their research and came of with some various reasons. All of these vendors have costs but all of the costs are being barred by the individual companies therefore there's no cost to the Board of Education. In all cases you don't have, or two of the three cases, you don't have the administrator also acting as a vendor which sometimes can be a little difficult where you've got the same person having access to all of the same information. Most of the school districts in Connecticut have gone with a multiple provider platform in order to offer their employees choices. This is not about investment choices, multiple platforms offer many, many investment choices, what they don't offer is multiple choice of the people that you want to work with. I think it's gonna be very difficult for individuals to make a choice to change over to one person. I'd like to leave you with a quick few thoughts – the vast majority of school districts in Connecticut have gone with the CASBO recommendation, a multi-vendor platform. The question you should be asking yourself is why are you being presented with a single platform recommendation when everybody else seems to be going with a multi-vendor platform. Finally, if you're trying to do what's best for the teachers and the town of Waterbury, consider a plan that would not cost the town anything but still would allow the teachers the choice to be able to work with a representative and the investment choices they have. This along with what CASBO has done would be a prudent decision. Thank you for your time.

**Shafiela Deen, 43 Robbins Street, had the following comments:** I have a concern here, my daughter attends high school and they're not allowed to wear outerwear, something like this that I'm wearing. She's a child who's always cold and she goes to Kennedy and they're taking it away saying that it's not part of the school dress code. I understand that but some children are different than others. Some classrooms are warmer while some are cold and my child said she cannot function when she's cold, she can't seem to be doing . . . and I would like to see if the Board can address something like that. I understand there's a dress code and each individual is different. That is my concern.

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business at 6:51 p.m.**

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

**SUPERINTENDENT'S REPORT:** NEASC, the New England Association of Schools and Colleges, has voted unanimously to remove Crosby High School from probation. In a letter to Principal Barbara Carrington-Lawlor, the director wrote that "the Commission was pleased to learn of the school's progress to resolve its concerns related to the Standard on School Resources for learning and specifically commended the school on the following:

- the completion of the new state-of-the-art media center which has become a hub of learning in the school
- the addition of a variety of electronic resources and a computer lab in the media center available to students and the professional staff
- the addition of several general classrooms, two science labs, a video studio in the art department and a large classroom for the ROTC program."

On Thursday morning, I attended the United Way Campaign Leadership Meeting. We discussed the status of the membership campaign and I gave a report on the progress of the campaign in the Waterbury Public Schools which is going well.

On Friday I attended the Litchfield County Superintendent's Association monthly meeting. All in attendance expressed that they had a smooth opening of school this year. They did express concerns regarding the additional costs involved in the State High School Reform issues.

I met with the Police Chief and his staff today along with several Central Office Administrators, and the report is that we are off to a good start this year. Arrests are down and crime is down.

Tomorrow at 11:00, WFSB Channel 3 will be at Maloney School to observe and film a Japanese classroom.

I will be meeting with the full District Improvement Plan team tomorrow to discuss how we will carry out the implementation of the plan.

Walsh School will host a Hispanic Heritage event Wednesday evening from 6 to 8 pm.

On Thursday, I will be meeting with Commissioner Mark McQuillan, along with the members of CAUS, and representatives from CABB, CAPP, and CAS, in order to forge a joint legislative agenda for the year.

On Saturday from 10 to 2, West Side Middle School will hold a celebration and kick-off of the CommPACT schools initiative. Celebration activities will include games, food, music, exhibits, dance, theater, and contests.

**PRESIDENT'S COMMENTS:** Under my comments, I'm not going to respond to the question about Mr. Yeshion but I will respond in regard to my not returning a phone call, and I'll speak on behalf of all the Board, you can't always get back to everybody. Maybe for the people who are watching this, I don't know if they understand, I think many people think we sit downtown for eight hours or nine hours a day and we're supposed to jump and call back right away. I think they need to understand that we have families, I have a grandchild, I have five kids, I have a wife, and sometimes I can't get back. I've spent a lot time speaking on the phone with a lot of people, including the gentleman who tried to personally attack me because I didn't get back to him right away. I just think people need to understand, and they can stand with their arms folded staring at you and all that stuff, it's not going to make a difference. Okay, we have personal lives; we are not full time people here. We return phone calls as soon as we can but sometimes we have other issues that we have to deal with on a personal basis. Like I said, I've heard it many times and I'm sure others have heard it. I'll get a call at two o'clock at home, I'll get a call at 2:30, I'll get a call at 3:00, they don't realize I don't get home until six. Okay then when I get home I have to have a meal with my family, I have things to do with my children as you all do and with your families but I just want people to understand that we all try to get back to them as soon as we can. When we can't it doesn't mean that we're not doing our job or we don't care or any of those kind of things. Again, that's for everyone. I know Carrie gets the same thing. I give my cell phone number out to one but I know, I had one lady call me this week saying that downtown gave her my cell phone number. That cell phone number is my work number

so I don't even have any kind of time where I get these calls, I don't know that a lot of people understand that. Like I said, we have families, we spend a lot of time doing what we can and if we don't get back in time, we apologize that we didn't get back to you as soon as possible but some people I know I'm gonna see every week so I figure I'd have an opportunity to talk to them. Just so people watching this know, we are all people who have full time lives, families, other obligations, and we all dedicate a lot of time on behalf of the taxpayers and the students of Waterbury or we wouldn't be here.

The other point I'd like to make is also with regard to Crosby. I know I got an e-mail from Mrs. Carrington today and I told her I also would commend her and her staff. I know how hard they worked and a lot of things that really held them up had more to do with financial things and our media center because it took awhile. Because you know it looks like maybe Crosby was way behind Wilby. Wilby did it in record time but Crosby did it as quickly as possible. So I just wanted to make sure that there was no misunderstanding there. And Kennedy is going through the process now and I don't think, we don't anticipate many problems there. So we should all be proud of the fact that we're back on board and we're doing everything we can to maintain everything that we need to maintain in order to not fall back to where we were a number of years ago with those high schools. Now we'll go to the Consent Calendar. I think the new process is if anyone wants to pull an item from the Consent Calendar before I read it let me know now.

President Hayes proceeded to read the list of consent items.

## **8. CONSENT CALENDAR**

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Harvey, it was voted unanimously to approve items the Consent Calendar, items 8.1 through 8.13, as listed:**

- 8.1 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval of the application renewal for the Family Learning Curriculum Connections min-grant for Wilson School.
- 8.2 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of a new position of Assistant Cheerleading Coach for Crosby, Kennedy, and Wilby High Schools.
- 8.3 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the job specifications for the position of "Title I Liaison to the Homeless/Temporary Assignment".
- 8.4 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of a Construction Contract with C & D Services, LLC for structure demolition for the Duggan School Project.
- 8.5 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of a Construction Contract with Suburban Middlesex Insulation, Inc. for Asbestos Abatement for the Duggan School Project.

- 8.6 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of Amendment Number Three (3) to the contract with EnviroMed Services, Inc. for asbestos services.
- 8.7 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to the following for use of school facilities by school organizations and/or City departments.
- 8.8 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to the following for use of school facilities by outside organizations/waiver requests.
- 8.9 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to D. Ring, KHS, and one chaperone to take 13 students to Boston, MA to visit the Harvard Model United Nations on 12/11/08.
- 8.10 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to D. Rossi, KHS, and three chaperones to take 35 students to Salem, MA on October 30, 2008.
- 8.11 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to V. Barone, KHS, and two chaperones to take 30 students to Boston/Salem, MA on November 7, 2008.
- 8.12 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to SFC Rowland, CHS, and five chaperones to take 50 students to Washingtonville, NY on Saturday, November 8, 2008 to participate in a drill competition.
- 8.13 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to R. Haxhi, WHS, and four chaperones to take 50 students to New York, NY on December 16, 2008 to visit the Metropolitan Museum of Art.

HAYES: Motion is made and seconded. Under discussion – Commissioner Theriault.

THERIAULT: Yes President Hayes, just to expedite the calendar, it might be a good idea to have the Committee on School Activities, their items on one item so that you don't have to read each and every one. It might just expedite things a little bit. I don't think the public needs to know every single field trip that we're going on.

HAYES: I'll try to prepare better for myself to maybe color code it or something. Any other discussion? Hearing none – all in favor, opposed, Consent Calendar passes unanimously.

## **10. COMMITTEE ON FINANCE**

- 10.1 Upon a motion by Commissioner Pinto and duly seconded by Commissioner D'Angelo, it was voted, by roll call vote, to approve that**



**permission be granted to the School Business Administrator to negotiate, in concert with the City of Waterbury, an agreement with MetLife regarding 403(b) plans.**

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

D'ANGELO: I'm going to do something I don't normally do and that's abstain. To be honest with you I don't know enough about the issue to vote. I don't feel comfortable voting for it or against it in light of some of the comments that were made tonight. I didn't have many questions to be honest with you at the Workshop because I wasn't completely aware of all of the discussions that were being made to us so I didn't want to feel like a bigger fool than I am at times. So I will be abstaining.

HARVEY: I'd just thought I'd mention for whatever worth this is, on my way here I heard on the news that in the Hartford Business Journal publication for this month there was mention that MetLife and Hartford Insurance Group were in discussion of merging and this was due largely to the impact that is being felt by the insurance industry at this time. So I just thought I'd bring that before the Board just as an FYI.

THERIAULT: Yes President Hayes, I'm kind of like Commissioner D'Angelo here, I wasn't so concerned about this but when the speaker comes and starts speaking about exclusivity in terms of selection and only one vendor, I become concerned. This may in fact be the best thing but I always thought that competition is the best way to go. I don't think we should have 9,000 vendors here for a 403(b) plan but I'm just kind of wondering as Commissioner D'Angelo is right now, kind of ruminating, is this the best way to go? What if something happens to this one company? One could say someone could lose a lot of money in this one particular company rather than being diversified. So I have some questions the speaker has raised in my mind also. Thank you.

HAYES: It does sound like there's some clarification needed.

MAZZACCARO: I have with me Michael Lepore from Wachovia Securities; he's acting as our Investment Consultant on behalf of the City. I think the first thing to point out is that we did go out for proposals and we did get 16 or so proposals, they were reviewed, First Investors certainly did submit a proposal, we didn't rate them highly enough to consider them for the next round. To get to the other question that Commissioner Theriault asked about going out of business. They invest in a lot of different products so if MetLife was to go out of business, a lot of the investments that people would be in are not unique to MetLife, they could be done by anyone, so whoever absorbs the company or whatever happens to the company, the money stays right where it is, by and large, unless they're in a MetLife proprietary fund which would be the employee's choice, but there are going to be many, many options

Michael Lepore: This is not an investment in MetLife per se; MetLife would be acting as the record keeper and administrator. So to address questions about, there were a couple of questions I heard, one is about competition, that was the whole concept behind the RFP process and one thing that this process has ultimately led to or will lead to should you approve this is a significant reduction in cost for participants in the plan. With regards to the Hartford and MetLife I don't want to speak in great detail about it because I don't really know too much about it other than that it was something that was floated out there and very quickly went nowhere. I think it was in direct response to

something that was leaked from Washington around the time of the vote for the so called bailout bill with regards to the viability from insurance companies. But even if, for instance, even if you had AIG as a provider, that would not directly impact the participants in the plan. These are segregated assets; they're not investments in the administrator and in the record keeper and the administrator. So even in the event that there were a failure and the company wasn't absorbed or sold, that wouldn't directly impact the investments of the participants. With AIG, AIG Retirement is still a viable business and it will probably be, they've announced actually that they are looking for a buyer for it because it does have some value and they plan on selling it and using some of the proceeds to pay the government loan. So even individuals that were for example in an AIG Retirement plan didn't have any issues there.

STANGO: I just have one question, when I was teaching I had a small TSA. And at that time I had my own financial advisor who did all the paperwork and arranged it for me. Now if I was still teaching today can I still do it that way or do I have to go through the City, how is this plan different than what I did 10 years ago?

LEPORE: Well this is kind of in response to the new treasury regulations that become effective January 1 of 09. Right now there's a list of approved vendors, I think there's somewhere around 20 approved vendors through the City of Waterbury. There are approximately 15 responded to this RFP. As it stands, were you to approve this, essentially MetLife would be the sole provider. If you have an existing TSA or 403(b) with whomever it may be, you will not be compelled, in fact you cannot be compelled to transfer those dollars to MetLife. What this is considering is that new contributions would go to MetLife as a single provider and in the education aspect of it is something we took very seriously in our analysis. We looked at a number of different variables but a few of the ones that were of particular importance were cost to participants, fund selection, what type of investments would be available to the participants, and what sort of educational support would the provider or the record keeper/administrator provide? And those were some of the areas that the finalists showed particularly well on and then we went through kind of an exhaustive finals interview process which I think took about five or six hours and learned a little bit more about the companies, the individuals who would be providing the education, who would actually be on the ground, meeting with the teachers and the folks that are involved in the plan. But the short answer to your question is you would not be able to continue to contribute to another 403(b), you would be able to keep it, if you had an advisor you can certainly ask them to advise you on the investments of the 403(b), there's nothing that says you have to use the advisory services offered by MetLife or anyone else. But they would be the ones under the scenario that would be acting basically as the record keeper and the administrator for the plan.

STANGO: So, just for clarification, if I was still working and I had that TSA, I could no longer, the City could no longer put money in it I would have to start a new one through this single provider.

LEPORE: That's correct.

STANGO: And at no cost to the participant.

LEPORE: There would always be cost to the participant just as there is under your current scenario. There wouldn't be any added cost but the investments that are within

the plan of course have costs associated with them. The way this is structured that the cost virtually in all scenarios to the participants, the end cost would be reduced significantly. There's now what they call M and E, or mortality and expense charge that many of the older TSA's have in which case that exceeds one percent of assets. The funds, the mutual funds that will be selected, you have the opportunity of using institutional share classes that I mentioned last week. Right now they're being treated as individual accounts, you have one, you have one, etc., etc. What this has done is kind of pulled Waterbury as one and that gives you significantly more pricing power, significantly more leverage over the vendor. In addition to that, any revenue shares or 12 b ones, that are generated by the investments in the mutual fund are rebated back to offset expenses. So there will be no explicit costs to the participants as there very well may not be now but rest assured that MetLife, Fidelity, or whomever it is, is being paid and there are costs adherent in the plan but those costs in virtually all scenarios will be significantly reduced by using a single vendor model just because...

STANGO: Our Finance Committee has gone, listened to these people, no?

PINTO: No, our Finance Committee has not met individually; they just came with their presentation last week.

D'ANGELO: As I understand it now, let's say there's 20 companies and each company has . . . theoretically, so a Waterbury employee would have 400 potential choices. Under the new system it will be one company with maybe 20 or 30 or 40 choices.

LEPORE: I mean in theory there could be thousands of choices. What MetLife is putting forth is what's called open architecture which basically means, I don't want to say any, but virtually any mutual fund in existence is available, literally thousands of different options. But that's where you kind of . . . and that's where having an investment consultant comes in because if walk up to a participant and say okay, here's your 4,000 choices, how would you like to invest in it, they get paralyzed essentially.

HAYES: I'm getting close to paralyzed now just with the discussion.

D'ANGELO: If somebody has been in a fund 15 years and they're happy with it and it's not offered will they have the option to stay with it?

LEPORE: Anyone will have the option to stay with whatever they currently have.

D'ANGELO: But new money can't go into that old fund that they're happy with.

LEPORE: Potentially, yes. Now the lineup that's ultimately developed will be based on a set of stringent criteria. Just because someone is happy with a fund doesn't necessarily mean it's a good fund quite frankly. It doesn't necessarily mean that it's a cost effective fund. And that will be part of the analysis that's done.

LACCONE: Chuck, just for your information, how the process worked, we sent out an RFP throughout the City. We did two separate ones actually, one for the 403, which is strictly education, and another one for the sister areas which is the 457 and the 401, which is city government side. They had two ad-hoc committees in place with all financial expertise in the City serving on those ad-hoc committees, I happened to serve on the 457 Board not the 403 one, although they were similar in nature, they reduced it

down to a manageable amount of companies to interview, we went through the process and in both processes MetLife came out on top and we chose them as the vendor. The savings to the individual employees is tremendous compared to what we currently have and I just think it's phenomenal that we did this. And I want to thank him for his knowledge and expertise in this area, guiding us in both ad-hoc committees was invaluable. I actually learned a lot in the process.

THERIAULT: Now I'm really confused. Certainly I don't want to penalize anyone with their investments and I want to have them invest and get the most for their investments and the least amount of cost for that investment. However, something keeps ringing in my mind is why now, why Waterbury, are the other communities doing this too? Other large cities doing this too? Is it just Waterbury and why now?

SNEAD: Actually it's a result of the Treasury issuing an EDOC to all school systems in America that we are now accountable to report, give various and assorted reports on all of these funds to the Federal Government. And with as many companies as we were working with we would have to increase our Business Department just to be able to handle that. So in short there are new regulations out there that require us to be more accountable and to be able to report out and that's why this process occurred.

THERIAULT: I'm sure that MetLife is very pleased with that but the other company that is here and the other companies that are not here, are not too enthralled with that methodology. But I don't know, there seems to be some good pros and cons as well and I'm very enlightened by Mr. Laccone's words on this. He's been around a long time and he certainly worked with the Oversight Committee so he has a lot of dollars and cents in terms of what might be the best for the City and the employees so I respect his opinion.

HAYES: Is there any further discussion? Hearing none, roll call vote just to be clear.

***ROLL CALL VOTE:***

Yeas: Commissioners Harvey, Laccone, Pinto, Stango, White, and  
President Hayes – 6

Abstentions: Commissioners D'Angelo and Theriault – 2

HAYES: Six in favor, two abstentions.

***11. SUPERINTENDENT'S NOTIFICATION TO THE BOARD***

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Pinto, it was voted, with Commissioner Theriault "abstaining" on item 11.7, to receive and place on file items 11.1 through 11.7, as listed:**

- 11.1 **Athletic appointments effective immediately:**  
Eckert, Thomas – Assistant Football Coach, WHS.  
Likorama, Robert – Soccer Coach, WMS.  
Moriarty, Shea – Assistant Girls Swimming Coach, KHS.  
Sylvester, David – Interim JV Soccer Coach, CHS.

- 11.2 **Athletic resignations immediately:**  
Delaney, Robert – Cross Country Coach, NEMS.

LeVasseur, Armand – Boys JV Basketball Coach, KHS.  
Martone, Nicole – Freshman Girls Basketball Coach, KHS.  
Mulcahy, Kristen – Head Softball Varsity Coach, KHS.  
Taglia, Jack – Head Boys Basketball Coach, KHS.

11.3 **Appointments effective immediately:**

Ieronimo, Michael – Social Studies Department Chair, WAMS.

11.4 **Grant funded appointments effective immediately:**

Boisvert, Emily – Pre-k Classroom Assistant, ECEP, 10 months per year/35 hours per week, \$7.65 per hour, SEIU position.  
Fraser, Kathleen, Chase FRC Family Read Program, two hours per week for eight weeks, salary according to contract.  
Levin, Jenney, Chase FRC Family Read Program, two hours per week for eight weeks, salary according to contract.  
Rocco, Darlene – Grant Facilitator, Waterbury Arts Magnet School, 12 months per year/35 hours per week, \$20.00 per hour, non-union position.  
Tice, Charlene – Instructional Tutor, RMS, 10 months per year/18 hours per week, \$30 per hour without benefits.

11.5 **Teacher new hires:**

	Name	Assignment	Grade/Subject	Degree	Step	Start Date
99	Ghiglia, Nicholas	NEMS	Reading - 6	BA	2	8/25/2008
100	Gavrilis, Diana	WSMS	Psychologist	6th	4	8/28/2008
101	Moreau, Danielle	WHS	Math	BA+15	3	8/25/2008
102	Giuffre, Elizabeth	District-wide	Speech/Lang.	MA+15	1	8/25/2008
103	Pagani, Manuel	Hopeville	Special Ed	6th	1	8/25/2008

11.6 **Resignations:**

Giampetruzzi, Daniela – 6th Grade Reading, WAMS, effective 10/21/08.  
King, Halliday – WHS Math (new hire), effective 08/25/08.

11.7 **Academic Achievements effective 9/1/08:**

Last Name	First Name	From	To	College
Aubertin	Sarah	BA+15, Step 2	MA, Step 2	UB
Bell	Michelle	6 <sup>th</sup> year, Step 2	6 <sup>th</sup> yr+15, Step 2	UB
Bergin	Maureen	MA +15, Step 3	6 <sup>th</sup> yr, Step 3	UB
Brown	Heather	MA +15, Step 8	6 <sup>th</sup> yr, Step 8	SHU
Brunnock	Erin	6 <sup>th</sup> year, Step 5	6 <sup>th</sup> yr +15, Step 5	SCSU
Bunker	Danielle C.	BA, Step 1	BA +15, Step 1	SCSU
Campagna	Amanda	BA +15, Step 2	MA, Step 2	Walden
Capaldo	Christine	BA, Step 2	BA +15, Step 2	N. England
Carlone	Kimberly A.	MA, Step 1	MA +15, Step 1	NVCC
Cavanaugh	Brenda	MA +15, Step 2	6 <sup>th</sup> yr, Step 2	UB, N. England
Ciccione	Melissa	BA, Step 2	BA +15, Step 2	SCSU
Coelho	Dana	MA, Step 2	MA +15, Step 2	CCSU, SHU
Cofrancesco	Darlene	MA +15, Step 6	6 <sup>th</sup> yr, Step 6	UB
Crespo	Julissa	6 <sup>th</sup> yr, Step 5	6 <sup>th</sup> yr +15, Step 5	SCSU
Dean	Nicole	BA, Step 2	BA +15, Step 2	N. England

DeMatteis	Jennifer	BA +15, Step 12	MA, Step 12	SCSU, N. England, N. Haven
DePillo	Debra R.	MA +15, Step 2	6 <sup>th</sup> yr, Step 2	UB
DeVeau	Nicole	BA, Step 2	BA +15, Step 2	Walden, Hartford
Devito	Debra	BA +15, Step 2	MA +15, Step 2	England, UB, CCSU
Diaz	Yesenia	BA, Step 2	BA +15, Step 2	SCSU
DiDomenzio	Michael	MA, Step 5	MA +15, Step 5	N. England
Dillon	John	6 <sup>th</sup> yr, Step 2	6 <sup>th</sup> yr + 15, Step 2	UB
Diorio	Michael	MA, Step 2	MA +15, Step 2	Scranton
Dwyer	Jennifer	MA +15, Step 2	6 <sup>th</sup> yr, Step 2	SCSU
Egan	Alzira	6 <sup>th</sup> yr, Step 12	6 <sup>th</sup> yr+15, Step 12	N. England, SHU
Elwell	Heather	MA +15, Step 2	6 <sup>th</sup> yr, Step 2	N. England
Fengler	Kelly	BA +15, Step 4	MA, Step 4	WCSU
Flowers	Michael	MA, Step 4	MA +15, Step 4	UB
Forman	Paula	MA +15, Step 2	6 <sup>th</sup> yr, Step 2	UB
Frost	Marcy	BA, Step 1	MA, Step 1	UB
Gagain	Lenore C.	MA +15, Step 2	6 <sup>th</sup> yr, Step 2	SCSU
Geddes	Jessica	BA +15, Step 2	MA, Step 2	SCSU
Griffin	Matthew	BA, Step 2	BA +15, Step 2	SCSU
Griffin	Meghan	MA, Step 4	MA +15, Step 4	N. England, UB
Hamel	Michael	BA +15, Step 2	MA, Step 2	Walden
Hamel	Claire	MA+15, Step 2	6 <sup>th</sup> yr, Step 2	N. England
Harris	Michael	MA +15, Step 2	6 <sup>th</sup> yr, Step 2	CCSU, UB
Hudimatch	Rosemary	6 <sup>th</sup> yr, Step 12	6 <sup>th</sup> yr+15, Step 12	CCSU, SCSU
Hurlbut	Kristen	6 <sup>th</sup> yr, Step 2	6 <sup>th</sup> yr+15, Step 2	UB
Ieronimo	Michael	MA+15, Step 12	6 <sup>th</sup> yr, Step 12	Walden, Phoenix, N. England, CCSU
Iorio	Jan	MA +15, Step 2	6 <sup>th</sup> yr, Step 2	UB, CCSU
Isaku	Ermira	MA, Step 4	MA +15, Step 4	N. England
Karr	Devora	6 <sup>th</sup> yr, Step 2	6 <sup>th</sup> yr +15, Step 2	N. England
Kollchaku	Nikoleta	MA+15, Step 4	6 <sup>th</sup> yr, Step 4	N. England
Lawson	Doreen	BA, Step 2	BA +15, Step 2	CCSU, SHU
LeVasseur	Evelyn	MA, Step 2	MA +15, Step 2	U. England
Lucarelli	Jodi	6 <sup>th</sup> yr, Step 2	6 <sup>th</sup> yr +15, Step 2	UB
Luchina	Andrew	MA, Step 2	6 <sup>th</sup> yr, Step 2	N. England, UB
Luchina	Jodi	6 <sup>th</sup> yr, Step 2	6 <sup>th</sup> yr +15, Step 2	UB
Lund	Melissa	6 <sup>th</sup> , step 1	6 <sup>th</sup> +15, step 1	SHU
Massa	Timothy	MA, step 2	MA+15 step 2	SCSU
McCasland	Peter	BA, step 2	BA+15, step 2	WCSU, NE, HARTFORD
Milkovic	Katherine	BA+15,step 1	MA, step 1	SCSU
Moore	Christina	MA+15, step 1	6 <sup>th</sup> , step 1	SCSU
Morgan	Aidan	BA, step 4	BA+15, step 4	CCSU
Mosley	Sean	BA, step 1	MA+15, step 1	SHU
Mullai	Pranvera	MA+15, step 2	6 <sup>th</sup> , step 2	UB
Natoli	Jane	6 <sup>th</sup> , step 12	6 <sup>th</sup> +15, step 12	UB
O'Neal	Monica	6 <sup>th</sup> , step 2	6 <sup>th</sup> +15, step 2	UB
Palladino	Kirk	BA+15,step 7	MA, step 7	UNE
Palombo	Lisa	BA+15, step 4	MA, step 4	CCSU
Perkins	Melissa C.	BA+15, step 2	MA+15, step 2	UH
Perry	Julia C.	BA, step 2	BA+15, step 2	N. England
Perugini	Maryellen	MA+15, step 8	6 <sup>th</sup> , step 8	SCSU, UB, TRINITY

Peruta	David A.	BA, step 2	BA+15, step 2	Walden U
Pesce	Jennifer	BA, step 1	BA+15, step 1	CCSU
Pesce	Maria	BA+15, step 2	MA, step 2	SCSU
Pontecorvo	Louis S.	BA, Step 3	BA+15, Step 3	Graduate Institute
Quinones	Leocadia	MA, step 2	MA+15, step 2	SCSU
Rhinesmith	Wendy	BA+15, step 4	MA, step 4	CCSU
Ridley	William	MA+15, step 12	6 <sup>th</sup> , step 12	CCSU
Rivera	Natasha	MA, step 1	MA+15, step 1	NE, UB, CCSU
Saavedra	Julian	BA, step 1	BA+15, step 1	Fairfield U
Schulte	Scott	BA, step 4	BA+15, step 4	SHU
Serrano	Kelly A.	BA, step 2	BA+15, step 2	UB, NE
Shagensky	Robert	MA+15, step 2	6 <sup>th</sup> +15, step 2	UB
Sirois	Kenneth M.	BA+15, step 2	MA, step 2	UB
Skubisz	Aneta	BA +15, step 2	MA, step 2	CCSU
Stango	Michael	BA+15, step 4	MA, step 4	SCSU
Tasimi	Donika	6 <sup>th</sup> , step 7	6 <sup>th</sup> +15, step 7	N. England
Therault	Michael	6 <sup>th</sup> , step 5	6 <sup>th</sup> +15, step 5	UB, N. England
Tirado	Alison	BA+15, step 3	MA, step 3	SCSU
Trudeau	Lorraine	BA+15, step 4	MA, step 4	SCSU
Wallace	Robert	MA, step 2	6 <sup>th</sup> , step 2	SCSU
Waselik	Phillip	BA, step 3	BA+15, step 3	CCSU
Zuraitis	Jeanette R.	MA+15, step 3	6 <sup>th</sup> , step 3	SCSU

THERIAULT: I have to abstain on Item 11.7.

HAYES: Everybody check the list. Under New Business, I'd like to call on Vice President White.

WHITE: We have a, I didn't have a chance to confer with the rest of the Committee on this but in our packet of communications we have a letter from John F. Kennedy High School requesting that the new library be dedicated, not rededicated but dedicated with two other names attached to it and I would suggest that this can not take place at this time because we decided that we would make no exceptions until the Naming Committee met and formalized all the rules.

HAYES: Dr. Snead, can you just respond to that letter for us please. Anything else under New Business?

WHITE: If I may say, if they fulfill the requirement after we post the policy then of course they can resubmit this.

HAYES: The Media Center is already named.

LACCONE: This has been on the agenda since I've come here and it's been a long time coming. I really think we need to get that resolved, the Naming Committee.

WHITE: We have met, but we just had a naming and that was under the old standards. We stated there would be none and that by the first of the year there would be something. They can resubmit it then.

LACCONE: As long as we have a timeline on when we are going to get it resolved.

D'ANGELO: Commissioner Sweeney asked me, this is her words, "I'm a little confused over the new library at Kennedy and the addition at Wilby. I thought the request was for a ribbon cutting ceremony by Central Office to highlight the completion of the construction projects. Only Crosby seemed to do that. I don't think the requested dedications, the field at Wilby, and whatever Mr. Yamin has in mind, should have to share the spotlight. They deserve their own day, just my opinion."

I have a couple of things also, Commissioner Sweeney asked me to bring up Bunker Hill School, she mentioned to me that a year ago the Board had asked Central Office that no work be done on buildings that involve scaffolding unless, while the children were in school, unless it was absolutely mandatory. And she says she was told there's scaffolding at Bunker Hill and they're working over the doorway. Maybe someone can look into that.

HAYES: They've been working on that for quite awhile, it was last minute, an emergency kind of thing because it was falling down. I've asked Paul about it and I think he did report to us that in fact the work was gonna take this long just to acquire the necessary materials.

GUIDONE: That's correct, it was mandatory, there was a structural problem and a safety problem. That's the reason why it was scheduled that was and it was not uncovered until late in the summer. That was the reason. And we did report that before, it's just about winding down now.

D'ANGELO: Two more quick ones and I'm done. The Superintendent's Bulletin that we get in our packet, I noticed for a couple of months now since I've been back on the Board that we post job notifications when other districts are looking for supervisors or principals or teachers. I'm just wondering is that something we've always done, is that something we want to do. I'm just thinking if a company, if IBM was passing out literature saying that Apple is looking for people...

SUPERINTENDENT: I've always done that and I'm assuming that when we send it out other superintendents post it in there, I hope they post it.

D'ANGELO: And lastly, Dr. Snead, I know I sent you an e-mail and I copied the Board, I would hope that someone from your office kindly responds to the letter that President Hayes brought up that we received from SAW concerning some things that allegedly happened in Executive Session because the letter was filled with flaws and inaccuracies and I hope someone would send a nice letter telling them that in fact that was the case and their letter was not accurate.

SUPERINTENDENT: Thank you. I did have a personal conversation with that individual and I have received a request for them to come down and take a look at and I've approved that.

HAYES: Anyone else under New Business?

THERIAULT: Actually I have three things but I'll take them one at a time. In case you haven't observed, I'm not afraid to speak and express my ideas. First of all I would like



to congratulate the principal of Hopeville School, my alma mater where I spent 10 years as a principal, struggling, and have very, very wonderful memories of Hopeville School, I would like to compliment Principal Maria Moulthrop and her staff at Hopeville School for doing an absolutely exemplary job in terms of coming in fifth, in terms of the most improved schools in the State of Connecticut. Hopeville School some years ago was identified initially with Driggs School as being one of those schools that, one of the two initial failing schools in the City of Waterbury through the State of Connecticut. We pumped some money in there, we pumped some plans in there, we pumped some organization in there, and through the leadership of Mrs. Moulthrop and her staff they have succeeded in improving the CMT scores and being recognized by ConnCAN as being one of the outstanding schools in the state, in fact fifth, which is an absolutely phenomenal job. So I applaud her and her staff with regard to that. I mean we're always looking, seem to be looking, the negative comes up and not enough positive comes up with regard to staff, I have written a letter and I'll clarify it through the Clerk of the Board and maybe President Hayes can send the letter out or whatever. But I certainly think a letter should go out and we should do something for that staff in terms of having a little luncheon or some recognition here and sending them some food and some rolls and something just as a little appreciation. It's always appreciated when something like that happens. That's number one. Would someone else like to speak on another item before I take my other two?

HAYES: Commissioner Theriault, Carrie just checked, we're going to Hopeville on November 10.

THERIAULT: Okay, great. Maybe we can do something a little special. My next item I would like to call your attention to this report that I have diligently done over the years using the ED006 and the records from Janet Mastracchio who is in charge of the graduation lists of graduates that actually graduate from the City of Waterbury. So even though this was not prepared by Will Zhuta it was prepared by me in the past ongoing five years and even though there are individuals here that might disagree with this statistical data it's relatively accurate in terms of its raw data. I'd like to point out first of all Wilby High School and you can see at Wilby High School, grades 9, 10, 11 and 12, you can see the years – 1993 to 1997, that's the class of 1997. They started off at 239 kids, they graduated 140 kids, they lost 99 so they lost 41% of the kids. Now I'll take you to 2005 to 2008. We started out with 331 kids, we graduated 210, we lost 121, so we lost 37% of those kids. Now one could argue that these students go other places to graduate –they go to Adult Ed, they go to the Service, some are even on the five year plan, however using that scenario and using that logic, it would seem that the 12<sup>th</sup> grade figure might be inflated because there might be five year students graduating in that 12<sup>th</sup> grade class that weren't four year students but five. But when we look at Wilby we have 37% of our students MIA, missing in action, no disrespect. And we have over at Kennedy we have 339 on 2004 and then we look at 2008 and we have 257, so we have 82 students missing or 24%. And if you look at the number above it they were 54% the year before and yet 24% last year, so a 30% improvement, significant. And I saved the best to last; we look at Crosby High School which started off in 2004 with a class of 437 students, graduating 263, a net loss of 174 students or 40%. Down from the year before of 43 to 40% but still significant. I don't know where they all go but some of them are dropping out, some of them are retentions certainly but keeping in mind we are not retaining students in the ninth, tenth, and eleventh grade. We are only retaining students in their senior year at the 12<sup>th</sup> grade level. I think this information and this statistical data is significant and it's something we need to delve into a little bit more, a

whole lot more and we need to make sure we, and certainly Dr. Snead, Dr. Sequeira, and Mrs. Cullinan, all of our Central Office staff, have put in place safety nets to catch these kids with regard to tutoring, mentoring, guidance counselors, but I don't think we're doing enough, I think we need to do more.

SUPERINTENDENT: Summer School.

THERIAULT: I don't care what it is, we're paying them to pass now, send them to summer school and pay them, I don't know, I'm just being facetious.

SUPERINTENDENT: The have credit retrieval programs put in place.

THERIAULT: Maybe that's an opportunity but certainly we need to reach out to those students and not just let them go down the drain, we need to reach down the drain, grab them back, offer them some incentives so that they can finish their high school and they can be successful. God knows what happens. I've told you this story about alternative school kids that went to Teikyo Post and got bachelor degrees so never give up, never give up, never give up. I think John McCain said that, didn't he.

Now the last thing I want to go over is this report that came in on enrollment from, on our school construction plan. And that is the, kind of a thick document there, and there's just a couple of things I want to go over without getting too redundant or too boring. First of all our class size in the high school is not 24, it's more like 28. We say that we're overcrowded in our high schools according to the square footage and that may be so but why do we look at the square footage in the high school for a rationale for overcrowding and yet we put kindergarten classes and split them at Tinker School without regard to space for the kindergarten and the planning? I don't see that rationale. I also saw the reference to Jeter, Cook, and Jepson in terms of their report as being somewhat copasetic with the current report but actually it was Dr. Peter Prowda from the State of Connecticut who I have quoted and followed for the past five years who actually got the actual forecast of the population exactly right. He said there would be about 100 to 125 students in the next ten years and actually it's going to be even less than that. However, when we talk to Jeter, Cook, and Jepson on their study, their studies came in at 400 and 600 students. So who was right here was Dr. Peter Prowda. If you go on to the report and you look I know this report was generated, on page two, I know this report was generated in September, but on top of the page where the 1,151 more students in 1997/98 it was actually 943 exactly and the difference was in 1997 there was 8,421 students and in 2008 there were 9,064, so a net gain of 943. If you go to the next page on page three, 2003, down at the bottom, historical data, it's listed at 18,009 in 2003 and it's actually 17,714. Just to be infatic.

HAYES: When you're disputing these numbers you're saying they're as facts, where are you getting your information from?

THERIAULT: ED006, that's the data, that's the source document, so we can go back and look at that document and I did. As we go further the end result of the study actually calculated that based upon earlier historical data patterns the total public school enrollment pre-k to 12 as displayed in table three by grade level and table four, I'm on page seven, and table four in grade combinations, is projected to remain close to the current level over the next 10 years. October 1, 2007 pre-k enrollment was 18,284 and for 2012, the pre-k to 12 enrollment is projected to be 18,257 with 18,185 pre-k to 12

students in 2017. I just wanted to bring that to your attention. Most of the other figures indicate if you look at page nine there's a total flat line of the population. Not to say we haven't had some significant population increases up until 2003, but when you go to 2003 to 2017, it's definitely flat lined. Also I have, I take umbrage with the report that doesn't list the additional classrooms at Kennedy, Crosby, Wilby, and West Side, additional classrooms, weren't listed in the report. Also there's some additional classrooms provided at Gilmartin and also at Bucks Hill. There are some numbers that are relatively close that I'm not going to get picayune about. But all and all I just wanted to point out that the numbers as statistically presented indicate a lack of growth and a lack of population in terms of our future growth, not to say we shouldn't be doing something, in terms of our grammar schools, not to say we shouldn't be looking at renovations, there was one other article, actually topic that was discussed that the pre-k to 12 were going to result in neighborhood schools and less bussing. And quite the contrary. Two scenarios here – you have Gilmartin School which is on the cusp with Naugatuck that's going to service 550 students and the majority of those students will have to be bussed into Gilmartin. You have another renovation going at Carrington School which is also a wonderful school right on the cusp of Watertown, many of those students will also have to be bussed into that school. If we think about doing a pre-k to eight school then, and I'm sure the public is very much in favor of that, and the later part of the article goes into detail giving two examples and many reasons as to the legitimacy as to pre-k to eight schools and certainly there are very good arguments there in terms of autonomy, homogeneous in terms of the neighborhood kids, the old neighborhood concept, but if we go into these pre-k to eight schools as an impetus of reducing the number of middle school students then what do we do with our middle schools? Do we make them smaller or do we make two pre-k to eight schools in those middle school facilities thereby busing those children into that facility? So I think there are some situations that need to be thought out and I'm sure Commissioner White in terms of the redistricting plan will have to look at that very carefully and the rest of the Board members very carefully in terms of placing these, we already know where the schools are and we must find the neighborhoods adjacent to reduce the amount of busing and provide for this concept of neighborhood schools, not without its flaws because there are so foe pas. So thank you very much for your indulgence in listening to me and I appreciate it.

(note: Commissioner D'Angelo left at 7:34 p.m.)

HAYES: Does anyone else have any New Business? Any Old Business?

HARVEY: I will be brief and I pondered on whether or not I was going to make a comment on this but I just feel that something needs to be said and that is in regards to the comments that were made by our Chief of Police in the paper in regards to the Waterbury School System. The comments, I quote, "this is a primary example of why the City of Waterbury cannot move forward in their Connecticut Mastery Test Scores and every other score". He went on further to say "their inability to see the big picture has impacted on our hard work" and I take exception to those comments largely due to what was mentioned here in regards to progress that has been made in the educational school system here in the City of Waterbury just this evening mention of Hopeville, Wilby, Crosby, and Kennedy High Schools and their improvement. Also I look back and the month of September Dr. Snead reported, gave a report regarding the improvement that had been made in the CMT and the CAPT scores, CAPT tests, so I take exception to that, I take exception mostly because of the hard work of our administration, the

teachers, and mainly the students. So I know we say, sometimes we say things in anger but we can take it as a Board where we're grown up individuals but I just take exception to that. And lastly, I just want to comment that I am a big fan of the Police Department and Chief O'Leary and all that they've done here in the City of Waterbury but the crime rate was not decreased overnight, it took yearly progress to achieve that goal, an AYP for the Police Department if you will, so I think we need to keep the lines of communication open and cut back on the comments and work towards helping our children achieve their educational goals. Thank you.

HAYES: Anyone else have any Old Business?

***ADJOURNMENT***

**Upon a motion by Commissioner Pinto and duly seconded by Commissioner Stango, it was voted unanimously to adjourn at 7:45 p.m.**

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