

# **WATERBURY BOARD OF EDUCATION**

Monday, October 27, 2008 at 5:30 p.m.

(For the November 3, 2008 Board Meeting - MINUTES ATTACHED)

## **COMMITTEE MEETING**

The Board of Education Committee meetings were held on Monday, October 27, 2008 at Bunker Hill School, 170 Bunker Hill Avenue, Waterbury, Connecticut, starting at 5:40 p.m.

**PRESENT:** Vice President White, Commissioners D'Angelo, Flaherty-Merritt, Harvey, Laccone, Pinto (6:10 p.m.), Stango, Sweeney, and Theriault.

**ABSENT:** President Hayes.

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

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

(Note: SAW negotiations were occurring simultaneously with the Workshop. Therefore, Commissioners D'Angelo, Flaherty-Merritt, and Pinto and Paul Guidone and Ron Frost were not present during all portions of the Workshop.)

## **ADJOURNMENT**

The Committee meetings adjourned at 8:57 p.m.

Respectfully submitted,

Carrie A. Swain, Clerk  
*Board of Education*

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ REGULAR MEETING*

Monday, November 3, 2009 at 6:30 p.m.

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

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

**ABSENT:** President Hayes.

**ALSO PRESENT:** 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**

Vice President White 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.

STANGO: I'd just like to make note of the passing of two long time Waterbury educators this week. Mr. James Walsh, longtime teacher of Technology at Crosby, he taught Art at West Side, was a Guidance Counselor at West Side. Mr. William Cavanaugh, longtime teacher at Kennedy High School, active also in the Waterbury Park Department. Also at this time I'd like us all to remember the passing of that young child tragically earlier in the week. Moment of silent prayer.

### **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 – absent.

**COMMUNICATIONS:**

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

1. Copy of communication dated October 4, 2008 from Sister Lucy Scata regarding Maloney Magnet School's acceptance policy.
2. Copy of communication dated October 7, 2008 from Civil Service certifying Maurice Egan for the position of Maintainer I.
3. Copy of communications dated October 9, 2008 from Civil Service certifying Michelle Dillan, Evelyn Boulerice, Peter D'Amato, and Kristen Fitzgerald for the position of Administrative Support Specialist I; Joan Cavalari for the position of ABA Behavior Therapist; and Cody Willette for the position of Maintainer I.
4. Communication dated October 9, 2008 from John Jedrzejczyk, Director of Finance, regarding Capital Funds and Special revenue Funds Status Report for quarter ending September 30, 2008.
5. Copy of communications dated October 14, 2008 from Civil Service certifying Carmen Rijos, Julie Epstein, Dawn Young, Sugely Melenciano, Aaron Marshall, and Betzaida Bayouth for the position of Paraprofessional and Meka Flowers for the position of Library Page, and Rachel Morales for the position of Administrative Support Specialist I.
6. Copy of communication dated October 15, 2008 from Civil Service certifying Maureen Valentine for the position of Paraprofessional.
7. Copy of communication dated October 16, 2008 from Public Works regarding V-Rad Box installation on Bucks Hill Road.
8. Communication dated October 17, 2008 from Leslie Wolfgang regarding homeschooler access to unneeded or extra supplies and materials.
9. Communication dated October 24, 2008 from State Department of Education regarding the Board's recent letter on Supplemental Education Services.

10. Copy of communication dated October 27, 2008 from New England Association of Schools & Colleges, Inc. regarding Kennedy High School.
11. Copy of communication dated October 27, 2008 from the State Department of Education regarding the 2007-08 final Strategic School Profile.
12. Communication dated October 27, 2008 from Waterbury Teachers' Association regarding 403(b) plans.
13. Copy of communications dated October 30, 2008 from Civil Service certifying Frederick Tapper, Kristen Cuffee, JoAnna Pelletier, and Lori Ann Schepis for the position of Paraprofessional.

WHITE: All in favor, opposed.

**PUBLIC ADDRESSES THE BOARD:**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner D'Angelo, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:44 p.m.**

WHITE: 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.

**Lynn Asplund, 167 Madison Street, had the following comments:** To start off with, I went to Hartford yesterday to the Veteran's Parade and I have to say the ROTC looked very well up there at the parade yesterday. Two, to let parents know I have been keeping tabs on, or trying to, on the books in school and I was the very first one the second week of school started had made a complaint. After that I've noticed some improvement so I'm glad to hear that. A couple of people here on the Board of Ed I assume did not see the news on Channel 8 with Joe Geary who felt that the golf course is much better to have and we are going to illegally copyright out textbooks to give to our students. And he said that that's the way to go. And if I'm not mistaken I think it was the Duggan School because Channel 8 interviewed the parents and they were a little upset that their kids are coming home with ditto papers and do not have anything to go back on if they have a question about something on the paper. And I have mentioned this many times, you cannot replace a book and because the scores are so bad on our CMT's, like I said before, go back to basics. And in my household I do not allow 60 or 65 for passing. And if I see it on the report cards these children do not pass. And that's why I say, we go back to basics, forget the calculators, oh, one teacher told me the only reason that the grammar school kids use calculators is because they don't grasp it. Why don't they grasp it, what's the problem here? Are we not teaching the kids the proper way? I got through school without a calculator unless I went to high school and did bookkeeping but we had the crank type, not the push button type. So and all this money that we're giving away let's see a golf course, a bonus for teachers retiring early, I don't get a bonus when I work. We gave \$40,000 for books for parochial

schools. I'll think of some other things for the next meeting but if people feel that we're gonna spend all this money on other things I think it better come out of your pockets instead of ours because I don't have enough money to throw around for everybody. Thank you.

**Steven Tavaras, 99 Cushman Street, had the following comments:** For those who weren't here last time I am a financial representative for over 30 teachers just here in Waterbury and I'm really here to discuss on their behalf, based on the last three meetings I've been able to attend and Workshops I've received numerous calls from my clients regarding the confusion of the 403(b) and especially with the market and the way things are now and what I've been doing is holding their hand in this process and really providing the education and the service that I said I was going to provide on a face to face basis from day one. A perfect example of what I do and what other financial advisors do out there is what the WTA said last week at the Workshop, she said she learned more in one week about the 403(b) than she ever did before. I do that every day; I take the extra time to make sure that teachers understand what it is, the 403(b), and how that piece of the puzzle fits into their whole financial picture. I had the chance in the past year to sit down with the Business Manager and really, we disagree on some things, but the main thing that we do agree on is that we want to do what's right by the teachers and we haven't lost focus of that, I nor him, and hope to continue to help in the process wherever I can. I know you mentioned, we'd like to give anything to the Commissioners to speak about, I'll let some of my associates speak on some of the information I'm going to hand out at the moment.

**Paul Prete, 97 Brentwood Drive, had the following comments:** Good evening, does everybody have a packet? I understand that this is, the 403(b) program is not on the Agenda this evening which actually works out very well which means you're interested in learning more about the 403(b) and really understanding the decisions that need to be made. I've been with First Investors Corporation 30 years, I've been working with teachers for 30 years, I feel I'm in a very good position to be able to discuss what teachers need. As Steve mentioned, we've attended the meetings and listened to the Workshops. I've actually reviewed the VHS tapes of the last couple of meetings and I think a number of good questions were posed by the Board to the Wachovia representative as well as the Business Manager and I'd like to clarify a couple of areas. First there is really a big difference between the 401(k) and the 403(b) I think most of you from the private sector understand the 401(k) and the kind of service that you've come to understand from a 401(k). You can call the toll-free number, there may be somebody that you can call to ask for help but there's really nobody that you're working with unless you have you own personal financial advisor that's assisting you with your 401(k). For as many years as I have been in the business teachers have come to appreciate the fact that they can choose a representative and I think this is where the choice has gotten a little confusing. There is a difference between a vendor, a single platform program, and a TPA, a third party administrator. We are a vendor, it was suggested that we didn't make the final cut, we never approached to become a TPA or to become the single platform, we wanted to continue to be a vendor and provide the teachers with the kind of ongoing service that we have. In your folder there's some information from CASBO which is the Connecticut Association of School Business Officials and I'm not going to go through it right now but I will point you to one point in a second, the TPA and what the IRS regulations focus on is they wanted to get the 403(b) program back in check. It's been a mess for a long time. They wanted to keep it simple

and organized. They're not requiring school districts to do this administration on their own. Some school districts I think are attempting to do it but are going to find it's a pretty daunting task. TPA stands for third party administrator, these are the people that will do all of the compliance, all of the record keeping, all, I hate to use the word "stuff", but everything that is going to be required by the IRS. The vendors are the people that are going to provide the service, individual service, to the teachers. A single platform program which is being recommended to you by MetLife is really just that, it's not a matter that there's not going to be investment choices inside that platform, there's going to be plenty. It's that there's not representatives that are going to be able to give the service. I want to leave you with a couple of questions since I only have 30 seconds left, as somebody last week in the meeting had said, why is Waterbury the only district that's going to be going with a single platform, I'd also like to leave you with why is Waterbury spending \$30,000 on a consultant? There are, in the packet from CASBO, is their information, their research, their lawyers, the choices that they're making recommendations, not that you have to use, where you could actually have those TPA's do the business. As far as the cost goes, in many school districts in Connecticut the vendors, the people that would like to do business in your town, are paying those fees. so if you want to do what's right for the teachers you can give them the choice of who they want to work with, eliminate all of the third party administrative fees by charging the vendors, letting the vendors pay to play if you will and if you need to eliminate some of the vendors, if there's some vendors that really aren't working in the district, you can do that but it doesn't really matter because the third party administrator will be handling all that administration. Thank you very much.

**Robert Tinkler, 127 Washington Avenue, had the following comments:** I'm a Certified Financial Planner with First Investors. Really what I wanted to do was just kind of sum up what Paul Prete was saying. I'm heavily involved with the 403(b) in the State of Connecticut, I'm not extensively involved with Waterbury, but Steve Tavares is the representative with First Investors who does deal with Waterbury. Since this is one of the few, I think there's only three, Waterbury included, going with a single platform, he asked me to get involved and just get my opinion on the direction that Waterbury was going with. Where I want to start is what the 403(b) is, historically is, and historically it has been a unique plan with a lot of advantages. It involves the same set of rules that 401(k) plans have but it does have a different element that it allows different investment companies to be represented in the plan. Teachers have always liked this choice, the IRS found themselves in a little bit of a tough situation when they realized a lot of the rules with the 403(b) were not being followed so there needed to be more strict administration of the plan that 401(k) had but they wanted to make sure that this choice was still afforded to the teachers. They wrote in rules that allow for things called information sharing agreements that allowed for multiple vendors to still stay on while giving the IRS all of the regulations that they still need. Most school districts, whether it be Connecticut or other states, are still going with the multi-vendor platform. To give you an example in Connecticut – Trumbull did try to go with a single-vendor platform, the teachers decided to vote that down and they did go with a multi-vendor platform there. To give you a little bit of an experience with some of the school districts that I deal with, there is Stamford which uses Hook or Houlcomb as a third party administrator which you're going to see in your packet there. Not to promote any one of the three that CASBO has come up with but that is the one that they're using as my associate Paul said, they charge the vendors, the teachers do not have to incur a 45 basis point or \$30,000 fee, basically my firm picks up the TPA charges. Of the 16 vendors I believe

14 decided to stay on. Most vendors want to stay in the 403 business; it's been met with open arms by most investment companies. There's just a lot of different ways that you can take your 403(b). Fidelity is a vendor that you have here, 46 of their funds have total management fees under 50 basis points meaning less than or equal to just the advisor charge that you'd be paying. If they don't want the advice you don't get advice with Fidelity, you don't have to pay for it, if you want advice fees may be a little bit higher but you can have that choice. I would encourage you through this process do what the other school districts are doing and leave the choice with your teachers and you can pass the fees along as well. Thank you for your time.

**Cathy Craig, 290 Woodland Avenue, had the following comments:** I just want to make a note, I really wasn't going to come tonight because I think the textbook issue has become a dead issue but can't believe we just wasted in my eyes 10 minutes of time when we're still talking about textbooks to hear about financial planning for teachers when this could be discussed at a Workshop. And from all of us people sitting out here fighting for our kids, if you could see what we see when we look up here at you people and I appreciate you all being here doing what you do for the Board of Ed, how attentive you all were, I was one of those first speakers that spoke on textbooks and a lot of your faces were sitting down looking at the table when we were talking, it just totally surprises me and I really wish we could put this textbook issue to rest and get the kids the books they need and maybe they'll have a chance to have a financial future as well. Thank you.

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to return to the regular order of business at 6:59 p.m.**

WHITE: All in favor. There is no Superintendent's Report. There are no President's Comments. Does anyone want to remove anything from the Consent Calendar?

## **8. 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 8.1 through 8.15, as listed:**

- 8.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the request of the University of Connecticut to allow their teacher candidates to videotape classroom lessons.
- 8.2 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of Agreements with the following for special education programs for children, as listed.
- 8.3 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of the revised Middle School Science Curriculum.
- 8.4 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of the supplemental curriculum Breakthrough to Literacy for pre-k.

- 8.5 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the revised job description for the position of High School Building Principal.
- 8.6 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the revised job description for the position of High School Vice Principal.
- 8.7 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the revised job description for the position of Middle School Building Principal.
- 8.8 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the revised job description for the position of Middle School House Principal.
- 8.9 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the revised job description for the position of Elementary School Principal.
- 8.10 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the Educational Specifications for asbestos removal at the following schools:
- |                    |                   |
|--------------------|-------------------|
| Bunker Hill School | Carrington School |
| Sprague School     | Bucks Hill School |
| Kingsbury School   | Washington School |
| Chase School       | Tinker School     |
- 8.11 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.
- 8.12 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.
- 8.13 With the approval of the Committee on School Activities, the Superintendent of Schools recommends the request of the Woodbury Academy of Dance for a discount for their use of Kennedy High School be denied.
- 8.14 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to K. Serrano, WHS, and three chaperones to take 40 students to Sturbridge, MA on November 20, 2008 to visit Old Sturbridge Village.
- 8.15 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to L. Galanti, Kingsbury grade 5,



and eight chaperones to take 28 students to Boston, MA on May 15, 2009 to visit the Freedom Trail.

WHITE: All in favor, opposed.

**10. COMMITTEE ON SCHOOL PERSONNEL**

**10.1 Upon a motion by Commissioner Harvey, and duly seconded by Commissioner D'Angelo, it was voted unanimously to approve of the additional position of Administrative Support Specialist I for Tinker School.**

WHITE: Discussion.

THERIAULT: Normally Madame Chairman I had said I wouldn't vote for any additional jobs. This one seems to be covered because of a position that was unfulfilled I believe at one of our magnet schools and it would bring all of our larger schools sort of in pace with each other so that each of them has this position. So reluctantly I'm gonna support it because it doesn't mean any additional dollars to the City because it's coming from a job that had previously been requested that was not filled. But in the future I don't intend to support any new jobs whether they be grant or otherwise. Thank you.

WHITE: Any other discussion? All in favor, opposed, so moved.

**10.2 Upon a motion by Commissioner Harvey and duly seconded by Commissioner D'Angelo, it was voted by roll call vote, *yet the motion failed*, to approve an early retirement notice incentive of \$1,000 to each of the first 25 certified staff members who submit an irrevocable letter of retirement no later than December 23, 2008.**

WHITE: Discussion. If I may say something first, I did call and ask Central Office if there was something we should know about this, it did jeopardize the District Improvement Plan and Mr. Guidone has the answer that we received.

GUIDONE: Thank you Mary, you're correct. As the Board knows from discussion at the Workshop this item was contained in the District Improvement Plan previously approved by the Board and submitted to the State. And with some growing concern on the issue between the Workshop on Monday and as the week proceeded Dr. Snead inquired of our State consultant who handles the District Improvement Plan matters as to method or process or what the concern would be regarding something already approved in the plan. In Dr. Snead's absence the gentleman called me this morning stating he had talked to the Commissioner's Office, the Commissioner's Office said the Commissioner would consider a change in the plan should the Board choose to vote that way however would want the requested action in writing, with the rationale. And then the Commissioner would either consider that administratively depending on what he receives or perhaps bring it the State Board of Education, but would entertain a written request, written action changing or modifying the plan.

WHITE: Thank you Mr. Guidone. Are there any other remarks?

SWEENEY: Originally I asked that this item be removed from Consent and my concern at that time had been to make sure that we played fair by our staff and gave them adequate notice that this would be coming and that they would have the opportunity to take advantage of it if they so choose. In the meantime there was some large public outcry against paying teachers to notice us early of their retirement. I think that there is some merit in the idea that you do what you have to do to get as much notice as possible as to what positions will be available and what positions will need to be filled. I think however that giving the current financial situation of most of our cities, Waterbury included, that it doesn't make good fiscal sense at this time to put our money in this particular spot when you consider that we're talking about 25 or 30 positions we would be aware of out of a potential of about 150 to 200 that we hire each year. So regrettably I will not support the incentive at this time. I would ask our staff to be cognoscente of the fact that not only are we notifying Central Office of people that they have to hire but you would be notifying your coworkers early on of potential opportunities that they may want to transfer into. And so take that into consideration when you consider your plans for your retirement and consider giving the City as much notice as possible. Again, there was some huge public outcry that I heard not unlike the outcry that I heard when the \$40,000 for textbooks to non-public students came forth and I heard that at that time too. And at this point in time it seems everyone has heard about the \$1,000 bonus and I would suggest that here in Waterbury we may have an epidemic of selective hearing going on. So please take note, \$40,000 versus about \$25,000 that would have gone to our own people and we have suddenly a big outcry from politicians in town. So think about it people.

WHITE: Before we go any further, is there a radio on? Is someone using a walkie? It is interfering. Thank you. Commissioner.

STANGO: Just as a point of interest on my own behalf also to clarify my thoughts, the entire District Improvement Plan was presented to us all in a Workshop on April 7 at Maloney School and then we as a Board approved it at our Regular Meeting on April 14. It included the strategies that we discussed last week that we're gonna vote on tonight. It should be noted that this plan is not designed to encourage a teacher to retire, only to encourage a teacher to notify us if he or she is going to retire. I don't believe that this plan would change a teacher's mind into retiring if that was not their thought to begin with. Also, last week we discussed and heard concerns of a small window, a short time frame for notification and that's probably true also. I probably will be voting no on this but not because of the idea, I think the idea is sound, not because of the cost, but because the initiative now has become tainted. The public has perceived to be against it, it is now damaged goods. The original incentive is lost to the cost of implementation and lost to the discontent of the public. Even if this were to pass tonight I do not believe it would achieve the desired goal. The original goal has become moot; a retiring teacher would probably not want any part of it. Thank you.

THERIAULT: Yes, I do wish to speak to this because I agree with Commissioner Sweeney that we need to be as frugal as possible with the large cities and towns, not just in Connecticut, but throughout the United States suffering major, major budget losses and look at Hartford, the number of people that have been laid off there. We've been very fortunate in the Education Department to keep all our staff and the Governor says she's gonna continue with the ECS money as it is but not to expect any major increases. That being said, we're in a negotiation year with our School Administrators

which is gonna cost us many thousands if not millions of dollars with regard to negotiations and settlements. Next year we're gonna be in a contract negotiation with the Waterbury Teachers' Association. Personally I feel rather than give them an incentive or a bonus or a financial pat on the back, call it what you will, I think we should have just said to the teachers if you're gonna retire could you let us know by November instead of March, just out of courtesy, out of a professional courtesy. The same kind of professional courtesy that administration gives to the teachers and administrators. So I think this whole idea of a bonus is really, really off base. But I'm a little annoyed to hear once again that some politicians are not in favor of it and they're going to use a mayoral veto which is really the last straw. So those of us that might consider to vote for this would we then be censured, that's the new term now. So I just get a little annoyed at outside interference. Maybe before this was even presented to the Board, maybe it should have been presented to the Mayor and his central office staff to preview and maybe everything financial should be sent there first so we don't have to suffer the pangs and arrows of a mayoral veto. We've had mayoral vetoes in the past and they are completely demoralizing to this Board because it makes it seem like we're not in control of our own destiny. So that being said, I'll vote against this, thank you.

WHITE: Is there anyone else wishing to speak? All in favor.

***ROLL CALL VOTE:***

Nays: Vice President White, Commissioners D'Angelo, Flaherty-Merritt, Harvey, Laccone, Pinto, Stango, Sweeney, and Theriault - 9

***MOTION FAILS***

GUIDONE: I'll draft a communication to the Commissioner based on what I believe I've heard at least as described this evening and forward it out to you before it goes.

***11. COMMITTEE ON GRIEVANCES***

**11.1 Upon a motion by Commissioner Stango and duly seconded by Commissioner D'Angelo, it was voted unanimously to approve that WTA Grievance 08-09-01 be denied.**

WHITE: Discussion? All in favor, opposed.

**11.2 Upon a motion by Commissioner Stango and duly seconded by Commissioner D'Angelo, it was voted unanimously to approve that WTA Grievance 08-09-03 be denied.**

WHITE: Discussion? All in favor, opposed.

***12. 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 Superintendent's Notification to the Board, items 12.1 through 12.10, as listed:**

- 12.1 Athletic appointments effective immediately:  
 Pesce, Maria – Girls Basketball Coach, NEMS.  
 Gronda, Stephanie – Cheerleading Coach, NEMS.  
 Hollis, Kevin – Cross Country Coach, WSMS.  
 Tansley, Steven – Cross Country Coach, NEMS.  
 Thomas, James – Cross Country Coach, WMS.
- 12.2. Athletic resignations immediately:  
 Delaney, Robert – Girls Basketball Coach, NEMS.  
 Vecca, David – Freshman Baseball Coach, KHS.
- 12.3 Grant funded appointments effective immediately:  
 Accuosti, Joanne – Parent Educator, Wilson FRC, 10-15 hours per week @ \$15.00 per hour, non-union position/no benefits.  
 Austin, Penny – Computer Instructional Assistant, Chase FRC, two hours per week @ \$15.00 per hour for six months, non-union position/no benefits.  
 DeJesus, Maureen – Secretary II, Early Reading First Program, 12 months, 19 hours per week @ \$12.18 per hour, non-union position/no benefits.
- 12.4 21<sup>st</sup> Century After School Program Cohort V appointments, \$30 per hour, effective immediately:  
 Boutote, Erika – WMS Teacher – 10 hours per week.  
 Fleming, Jahanna – WOW Teacher – 10 hours per week.  
 Hammond, Cindy – WMS Teacher – 10 hours per week.  
 Parker, Daryl – North End Rec. Teacher – 10 hours per week.  
 Pogodzienski, Marcy – WMS Lead Teacher, 16 hours per week.
- 12.5 Grant funded resignations/terminations:  
 Boles, Lia – Parent Liaison, Barnard Brooklyn School, effective 10/6/08.  
 Noney, Mary – Before & After School Coordinator, MMS, terminated eff. 10/17/08.
- 12.6 Teacher Transfers:

Name	From	To	Effective
Carpentieri, Stephanie	Washington – 4	Carrington Title I	8/25/08
Crespo, Julissa	Walsh Reading	Early Childhood Bilingual Literacy Coach	11/4/08
Croce, Kelly	Tinker – 3	Chase/Walsh Literacy Facilitator	8/25/08
Lucarelli, Jodi	Generali	Driggs Title I Reading	11/3/08
Moffo, Laurie	Washington Reading	Pre-k Early Reading	11/4/08
Pagani, Maria	WSMS – TESOL	Bucks Hill/Sprague TESOL	10/14/08
Wilson-Hintz, Judith	Driggs – K	Driggs Reading	8/25/08

12.7 Teacher new hires:

	Name	Assignment	Grade/Subject	Degree	Step	Start Date
104	Lachance, Michele	CHS	Collab-coach	MA+30	10	10/14/08

105	Lazenga, Blima	Sprague	Special Educ.	MA	1	09/02/08
106	Moreau-Elmer, Diane	Wilson	Special Educ.	MA	8	11/06/08

12.8 Academic Achievements effective 09/01/08:

Densmore, Amy – from MA 2 to MA+15 2, SHU, N.England.

12.9 Resignations/terminations:

Anelli, Melissa – KHS Guidance Department Chair, effective 10/31/08.

Brown, Jennifer – Generali, effective 10/31/08.

Byrd, Keith – 6<sup>th</sup> Grade Science, WMS, effective 10/29/08.

Matarazzo, Clint – 6<sup>th</sup> grade Social Studies, WSMS, effective 10/31/08.

Waselik, Phillip – Music, WMS, effective 10/10/08.

12.10 Retirements:

Malley, Brian – WSMS Tech Ed Teacher, effective 12/31/08.

WHITE: All in favor. New Business.

THERIAULT: Normally we don't respond to members of the public but I would certainly feel a bit remiss in not defending this Board in terms of our attention span. I pay careful attention, even if I'm multi-tasking here, at all times during this meeting. I think the reason I listened so intently to this particular presentation was because the RFQ or RFP had already gone out and we were only allowed to listen to the final analysis of one vendor. These people who came here tonight couldn't get into the Committee Meeting because they weren't selected as the appropriate vendor so they didn't have the opportunity to state their case. I for one, as I have said in the past, feel that the opportunity for one to go out and not have a monopoly with regard to a 401 or a 403 plan might be more desirable. But I was told that isn't possible because of the logistics and the reports that are going to be made mandatory by the Federal Government and that our staff will be overwhelmed in terms of doing this. I'd like to see this tweaked and go back to the Committee a little bit because this is about the third or fourth time I've heard people come before our Board with different slants and different points of view regarding this and it seems as though the truth was told but parts of the truth weren't told. And not being a financial planner I don't know what parts are true and what parts are false but I'm sure nobody's lying but I'm sure everybody is looking at this from the facet of the edge of their dime and their own particular interest. So that being said, I'm glad not to see it on the Agenda tonight but in a sense I kind of wonder why it was pulled but at the same time I think this needs to be reworked a lot more. Thank you very much.

WHITE: Thank you Commissioner Theriault and if I may answer that I believe there was a communication that stated that we were just awaiting a legal opinion on that and then it will be brought before us.

D'ANGELO: I don't know if there's any action on John's comments but I would agree with him that I think it should go back to either Finance or Committee of the Whole because you know I think when Central Office staff presented this I think John's absolutely right, obviously they're not withholding information intentionally, they're giving us their presentation as it was presented to them based on the information that they have. Now over the course of a couple of weeks we hear things from other people who

have obviously other interests but I think by the same token reasonable and legitimate questions that we as a Board might want to have answers to before we vote. So I don't know if it's just gonna come back to the Board for a vote or if there's going to be some room for discussion.

WHITE: Yes it will be coming back to the Board for a vote.

D'ANGELO: So our choices are to vote yes or no.

FLAHERTY-MERRITT: In our packet we got the legal opinion, can it be put back on the Workshop Agenda for next week then, for further discussion because it doesn't go for a vote until November 17.

WHIT: I believe that that was what was happening.

GUIDONE: I don't think there's any reluctance; I think Paul's recommendation is a good one. If there's some further questions, you've been over it at a couple of Workshops but perhaps if a Finance Committee meeting could be arranged between now and the next vote. If there are further questions, some members want to attend to address, I don't think staff has any problem with that.

D'ANGELO: Paul, the only question I would have for you is some of the questions we may have as a result of comments that we've heard, are we going to be able to get clarification from, I guess you probably know where I'm going but I don't know how to get there, the kind of questions that we're going to be asking, people will be there that can answer them?

GUIDONE: We'll try to get the best people there to answer those questions, sure.

WHITE: I would suggest that people submit the questions ahead of time which we've done before.

GUIDONE: I think we've heard some further this evening, I'm sure Paul has and if there's any further definitely you can e-mail and I'll try to coordinate something with the Committee Chairman between now and the next vote.

WHITE: Anyone else? In our packet there, in our communications there was a letter from the State Board of Education as a response to a request we made about administering our own pre-test and post-test and I would like the letter put on the Workshop for next week as one of our, something we should really be getting some answers to. There is a solution in there but I think that we probably have to talk with people from Central Office about it. I did show it to Dr. Sequeira this evening. Also in our packet was our Strategic School Report and an audit description. If you have any questions on that we can put that on the Agenda also. Not as dissecting of what was given to us but as an FYI. If anyone has any questions please let us know and we can put them on the Agenda and answer them for everyone.

One other thing under New Business, for many months now we have been complaining, may years, we have been complaining about social security numbers not being redacted from applications we get and various other things. It is now a State law and I

would like a copy of the State law sent to all of our Board members just so they can read it and then we can discuss how it should be handled if Central Office or the City hasn't already made arrangements. There is a penalty for not following the law. It went into effect October 1. Is there anything else under New Business?

SWEENEY: I wanted to address the letter from the State in regards to SES. I had wanted to ask Dr. Sequeira, of course their solution is if we require a second test we can go ahead and do that but it will be a second test done on their time and at their expense and we'll be paying for it. Dr. Sequeira, can we, the one thing that they did give us was that we could have our own tutoring program if we use as I understand it, if we use staff from those schools that have not been identified. Could you look at an outline for that for the Workshop when we discuss this letter, an outline of how that would look and do we have available and ready staff who would be willing to do that. And as I understand it it pertains particularly to the staff so we could put it someplace else as long as we use that staff.

SEQUEIRA: We did provide SES services at two of our schools, Regan and Tinker were the schools. They're not doing it anymore; we would have to submit the names and the possibility of them providing similar services. Yes we could definitely check and see. Those schools that made AYP that are eligible would definitely the teachers could service but it means they would have to go to or be bussed to that particular area and that would create a problem. The way I see it right now. But it would have to be researched.

SWEENEY: Originally when the SES started some of the problem was that the tutoring services were offering tutoring at the home and parents seem to be more comfortable with that. However when I looked at the list of providers that we're looking at now I think there was only one that was gonna offer anything that was not on a school or community site. So at this point it's a moot point.

SEQUEIRA: It is, the vendors really did not fulfill that obligation in terms of going to the homes and it really didn't pan out as well as we had hoped it would.

SWEENEY: So our staff would kind of be on an even playing field at this point where that is concerned. So I would like to see some kind of an outline of what you think we can pull together and what kind of an application we can make to the State to do that under those Title I funds.

SEQUEIRA: I will definitely check into that Commissioner.

GUIDONE: I think that, just so it's clear, we did submit in years past and had unfortunately little interest in that particular program at Regan and Tinker versus the others. It's not likely to occur during this cycle because you have to submit as part of the process and that's what I'm sure Paul will look into, perhaps for the next round we can perhaps participate as we had last time.

WHITE: Are there any other questions? Is there anything else under New Business?

HARVEY: I don't know if this is New Business. Paul, I'm just confirming the communication that you sent to us in regards to solar energy. We are supposed to receive a presentation at the next Workshop, Monday.

GUIDONE: Yes.

THERIAULT: I think we would be remiss if we didn't acknowledge the contributions that Kennedy and I believe and the other schools have received with regard to recognition of NEASC taking them off of their temporary status in terms of accreditation. It seems our high schools are doing extremely well and I think it certainly shouldn't go without notice that all of our high schools are not only meeting but exceeding the demands of NEASC. So I would compliment all of the high schools and their staff for doing an absolutely phenomenal job.

WHITE: We did speak about that at the Workshop but it's good to have it noted at the Regular Meeting. Thank you.

### ***ADJOURNMENT***

**Upon a motion by Commissioner D'Angelo, and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to adjourn at 7:29 p.m.**

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