

WATERBURY BOARD OF EDUCATION

Monday, November 10, 2008 at 5:30 p.m.

(For the November 17, 2008 Board Meeting - MINUTES ATTACHED)

COMMITTEE MEETING

The Board of Education Committee meetings were held on Monday, November 10, 2008 at Hopeville School, 2 Cypress Street, Waterbury, Connecticut, starting at 5:42 p.m.

PRESENT: Vice President White, Commissioners D'Angelo (5:55 to 8:14 p.m.), Flaherty-Merritt, Harvey, Pinto, Stango, Sweeney, and Theriault.

ABSENT: President Hayes and Commissioner Laccone.

ALSO PRESENT: Superintendent Snead, Assistant Superintendent Cullinan, Chief Operating Officer Paul Guidone, Director of Personnel Ron Frost, School Business Administrator Paul Mazzaccaro, Attorney Maurice Mosley, Education Liaison Mary Ann Marold, and School Inspector Herbert Greengas.

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

ADJOURNMENT

The Committee meetings adjourned at 8:55 p.m.

Respectfully submitted,

Carrie A. Swain, Clerk
Board of Education

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Monday, November 17, 2008 at 6:30 p.m.

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

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

ALSO PRESENT: Superintendent Snead, Assistant Superintendent 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 6:32 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: Here.

CLERK: Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: Present.

CLERK: Commissioner Harvey.

HARVEY: Here

CLERK: Commissioner Laccone.

LACCONO: Here.

CLERK: Commissioner Pinto.

PINTO: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Theriault.

THERIAULT: Here.

CLERK: Commissioner White.

WHITE: Here.

CLERK: President Hayes.

HAYES: Here.

COMMUNICATIONS:

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

1. Copy of communication dated October 30, 2008 from Virginia Amezquita regarding her grandson.
2. Copy of communication dated November 3, 2008 from Civil Service certifying Vickie Moussaid for the position of Paraprofessional.
3. Copy of communications dated November 5, 2008 from Civil Service certifying Holly Paolino and Yaritza Andujar for the position of Paraprofessional.
4. Communication received November 7, 2008 from Athena Wagner thanking the Board for their support in registering students to vote.
5. Copy of communications dated November 13, 2008 from Civil Service certifying Kathy Nearing and Terence Lott for the position of Paraprofessional.
6. Copy of communication dated November 15, 2008 from Virginia Amezquita regarding her grandson.

HAYES: Motion made and seconded - all in favor, opposed.

APPROVAL OF MINUTES:

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner D'Angelo, it was voted unanimously to approve the minutes of September 15, 2008.

HAYES: Motion made and seconded. Is there any discussion? Hearing none - all in favor, opposed, minutes are approved.

PUBLIC ADDRESSES THE BOARD:

Upon a motion by Commissioner Flaherty-Merritt and duly seconded by Commissioner Sweeney, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:35 p.m.

HAYES: Motion made and seconded. All speakers are encouraged to submit prepared written statements to the Commissioners. Comments shall be limited to a maximum of three minutes. There will be no responses this evening to any questions or concerns raised; they will be referred to the Administration for review and response.

Lisa Lessard, 578 Sylvan Avenue, had the following comments: First I want to say I'm glad that President Hayes is back and I hope you're feeling better. I know that you probably all are aware why I'm here tonight in accordance to my speech at Aldermen Chambers the other night. Which I know you're all fully aware of basically there is supposed to be public educational funding and special educational funding and we the city have general funding. Now I did check with Nicole . . . from the US Department of Education which they also stipulate there's supposed to be a public educational funding special education funding and not just general funding. And if there's general funding it needs to be separated so public educational funding and the special educational funding is kept separate and we know where the monies are coming from. So I'm trying to help all children here in the City of Waterbury that are special ed as well as public ed that are money is going to the right areas for our children. I do know that we have a City surplus of four million dollars at this present point and Mr. Michael Jarjura cannot tell us where that four million dollars supposedly came from. We know it came from us the taxpayers but did it come from the Federal dollars that come from the Federal Government in accordance with helping our special educational students with their special education? It's just not okay with me. I mean it's not okay with anybody, I've been talking to, and I've been talking to a lot of people in the last couple of weeks in Washington on such subject. They are asking that this finally stops, that we get the public educational funding, the special educational funding, and stop just the general funding. We need to keep accurate books for all are children. It's really funny that all of the states and all of the cities and all the towns, we have a four million dollar surplus says everybody when everybody else is counting pennies and counting paper clips and laying people off. So I did go to Aldermen Chambers last week in accordance to because there was a Workshop on October 30 of 2008 when the special educational budget was being brought forth and I do know one of the Commissioners asked Ms. Ann Marie Culligan, Superintendent of Special Needs, about where the special education dollars go for our children here in the city when they don't use the special education dollars anymore and she said straight into City general funding, that is not a good answer, that is not an acceptable answer, and that is not an answer that Washington said was okay with them and it shouldn't be okay with you. This is your money you need to protect. I know that you're there for the public educational students and the special educational students. General funding, it doesn't belong there because it gets put into general funding and it gets misused, fraudulently used, and put into different spots it doesn't belong into. So if you as the Board, as well as Aldermen because I know they were interested, they received and placed it on file, which I told Washington basically means you receive, you put it in a filing cabinet, it collects dust, nobody does anything about it and you hope this person goes away. You know me, I will not be going away with this, I will keep on talking, discussing and asking and faxing until we find out the truth for all taxpayers here in the City of Waterbury as well as where all the federal dollars are going, how they're going and how they're being spent. I know Chris Murphy's office, Hilda knows about it, she's been trying to get financials from the City of Waterbury for the longest time, she's unable to do so, she says it's supposed to be on the website, she can't get it. I don't know what's going on but I do know people in Washington are now interested, their eyes are open, and they want to make sure the dollars they are spending and they are sending are being spent correctly. So I do know there are some on the Board that agree with me, I know there are some on the Board that are probably saying we have city general funding, that's what we've been doing for

the longest time, that's the way it is. You need to question why that's the way it is for our special education children. Thank you and God bless.

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 6:40 p.m.

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

SUPERINTENDENT'S REPORT: We will be holding a Supplemental Educational Services Expo for eligible parents this Thursday evening from 6 to 8 pm. The event will take place in the atrium at Waterbury Arts Magnet School and will include a brief overview of the program. Parents will also have the opportunity to apply for the program and to meet with approved vendors. Applications are due by December 1st, and parents should be notified shortly afterwards whether or not their child will be receiving free tutoring services under this program. There are strict guidelines as to which applications will be granted services if more parents apply than we have slots open. Vendors will need to administer a pre-test prior to starting tutoring services.

I met with Jon Durfey from Community Grouping Initiative last week. His company has been commissioned to create promotional videos for the City of Waterbury web site. There is now a link on the main page of the city web site that provides information on this service. Eventually there will be brief videos available as links. Visitors to the web site will be able to see various aspects of the city and its government by clicking on the links. The Chamber of Commerce is also involved. This will be used as a way to help generate interest in the city by companies looking to relocate.

Nancy Vaughan was elected Chairman of the Greater Waterbury Cable Council last week. She represents the Board of Education on the Council.

PRESIDENT'S COMMENTS: I want to make sure that we acknowledge the Kennedy boys' football team, they won the Copper Division, I think it's the first title Kennedy has ever won, and they did a great job. My wife wouldn't allow me to sit in the rain but I did drive around the stadium waiting for it to stop and listened to it on the radio. I want to commend Coach Sarlo in particular and his father who is always there with him. I think it was his father's idea to do that type of offense that they're running and I think they're even doing that in the NFL now. But I just hope, I know we have that from six to eight on Thursday night but if any of us can go to support them, they're playing against Ansonia and since Ansonia already lost to Crosby they might have a little bit more incentive to try to beat Kennedy but I don't think anybody is gonna give Kennedy any credit going in there so I think they need to have support of those of us from the City of Waterbury. That's Thursday evening, I think it's at the Stadium; I'll have to check on that.

One thing I wanted to mention that maybe we could look into with regard to the website, while I was in the hospital I thought I'd check the emails even though I didn't let everybody know, there's all kinds of Waterbury Public Schools dot org and all this other stuff. I don't know what that is but I know earlier in the year I got a complaint from

somebody saying our website wasn't working and they're talking about all this dot org. If you just look up Waterbury Public Schools it gives you a ton of different websites and I can see where people might get lost. When I put Waterbury Connecticut Public Schools I didn't get ours, I got everything else but that one. I had to look it up under Waterbury Public Schools without saying Connecticut and it did put me to the right one. I don't know if that's old websites that we use but I know I did have a parent that kept sending me "well, what about this one".

Anyways I'd also like to thank Vice-president White, who filled in for me, I'm sure she did a great job. And I'm just wondering if she'd like to fill in on this Consent Calendar because I think if I start reading the whole thing I might run out of breath.

Vice President White proceeded to read the Consent Calendar.

9. CONSENT CALENDAR

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Stango, it was voted unanimously to approve the Consent Calendar, items 9.1 through 9.10, as listed:

- 9.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval for Waterbury Public Schools to participate in the PACE (Paraprofessionals as Certified Teachers) Program with Southern Connecticut State University.
- 9.2 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of a transfer in the 2008-2009 budget totaling \$100,000, as attached.
- 9.3 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval of a Professional Services Agreement with Michael Ben-Avie, Ph.D., to provider evaluation services as required by the Smaller Learning Communities Grant.
- 9.4 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply for the State Department of Education's "Prevention and Intervention Programs for Children and Youth who are Neglected, Delinquent, or At-Risk Grant".
- 9.5 With the approval of the Committee on Rules & Regulations, the Superintendent of Schools recommends approval of the revised Bullying Policy.
- 9.6 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of Amendment Number One (1) to the contract with J. A. Rosa, Construction, LLC, for Fire Code Improvements at West Side Middle School.
- 9.7 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 school organizations and/or City Departments.

- 9.8 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.
- 9.9 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to D. Battisti, WAMS, and four chaperones to take 48 students to Washington, DC from April 7 through April 9, 2009 to visit various sites.
- 9.10 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to N. Agostine, WAMS, and seven chaperones to take 80 students to New York, NY to visit Planet Hollywood and Madame Tussauds Museum.

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

11. COMMITTEE OF THE WHOLE

11.1 Upon a motion by Commissioner White and duly seconded by Commissioner D'Angelo, it was voted unanimously to approve the Pilot After-school Detention Program for the 2008-2009 school year.

HAYES: Motion is made and seconded, under discussion Commissioner Theriault, then Commissioner D'Angelo and Commissioner Sweeney.

THERIAULT: President Hayes and Board members, I spoke very much in favor of this particular program at the Workshop and I do think it's a very worthwhile endeavor. It's a way to reach out and reclaim and reach down and grab back some of our kids that are slipping through the cracks especially in that critical freshman year. My only criticism is I want to know how much it's gonna cost. In this day and age I'm looking at this, I don't know whether it's gonna cost \$6,000 or \$60,000. I think we need to know that before we vote on it. If this were to be successful naturally it would probably go into the other high schools at a very delirious time when the cost of programs and the cost of services on the Board of Education throughout the State and throughout the United States is at a very, very tenuous level. Funding is delirious and we're gonna be faced with some very hard choices down the road. So while I'm in favor of this because it's not entailing any new money and any new portion of a budget, I want to know basically from somehow how much it's gonna cost and if it should be successful I want a full breakdown of the cost at each school and the anticipation of how many children we can actually reclaim by credits and this is only going to be used to reclaim their tardies and their early dismissals. Somewhere down the road when we get a little bit more plush and have a little bit more money we may want to look at a Saturday school to further reclaim those children. Now the general public might say and justifiably so, if they can't attend school on a Monday through Friday basis why should you offer them a Saturday school and that's a justifiable complaint. And as I said before we need to get at these kids and we need to help these kids very early with social workers, guidance counselors, vice principals, teachers, parents, youth services, police, and so forth and get right on top of these freshman and sophomore kids before they get too far behind and they lose hope and then they drop out. In the limited research that I've done so far, which has been

about 40 hours on the freshman and sophomore classes, better than 90% of the children that have been absent more than 19 days never show up in the 12th grade, never show up on the stage, so that in a nut shell tells me they've given up hope. So having said that education is one of the most important things we do we need to have programs in place but we need to be very, very cognoscente of the cost of those programs. Thank you.

D'ANGELO: Just at the risk of clarifying my colleague, this is a pilot program at three middle schools and three high schools, it is not, the only school not affected by it at the middle school and high school level is this school.

THERIAULT: It's all of them?

D'ANGELO: Yes. The only comment I want to make and I guess we'll get an answer on the cost before we vote is we had a commitment from Mrs. Cullinan that at least one administrator will be in each of the six buildings during this detention and I just want to know if we got confirmation if in fact that is going to happen or not because that would be the only condition in which I won't support it.

HAYES: We have some questions asked that I don't have the answers to. Dr. Snead, do you want to respond to that?

SUPERINTENDENT: We have one of the committee members here, can you come forward please. As far as the second question I believe you were the one that responded, Mr. Begnal, to that at the Workshop and stated that the administrators are there any way up until the hour that, because you guys stay anyway.

BEGNAL: It varies, on the two days a week there will be one administrator there, one of the VP's will be there in that time frame.

D'ANGELO: I know in most cases most of the administrators are there that late anyway. I know we may have some cases where they're not and I just want to make sure that a memo goes out so that in fact someone's there. Not by accident because they always stay but because you told them that they have to be there.

BEGNAL: What we discussed at our discipline meeting was the fact that we have three VP's at each high school; it would be a rotation basis, so at least one of the VP's will be there.

D'ANGELO: And the middle school.

BEGNAL: Correct, and the middle school

D'ANGELO: Good, thank you.

SUPERINTENDENT: As far as the first question, you were trying to do it at no cost if you could or at minimal cost. The buses are already being provided and you want to explain how you're going to get the teachers to volunteer or...

BEGNAL: Right now there is a stipend available for teachers to stay twice a week at the WTA rate of \$30.00 an hour.

SUPERINTENDENT: And you calculated that at what?

GUIDONE: The estimates that we were working with and that assumes all three high schools, all three middle schools, two days a week, two hours a day on those particular days, between the time we put this into place through the end of the school year would be in a round figure of \$30,000 range.

HAYES: And I'm sure we're gonna keep track of how many kids go.

GUIDONE: That's the personnel cost, it doesn't count the busing that's already in place. It's a prorated figure.

THERIAULT: No double dipping, I don't want an administrator there at the building and then on a rotating basis putting in for the hour. If the administrator is there they're there because they're there, they're not gonna be paid.

BEGNAL: I'm confused, put in for what sir?

THERIAULT: Well you said that the teachers are going to be paid.

BEGNAL: Correct. The administrators are not being paid.

THERIAULT: The administrators are not being paid even if they're rotating on a rotating basis.

BEGNAL: The rotating basis will be just to cover the program.

THERIAULT: We're not going to pay them for being there on their own job specs and then pay them for this program as well.

BEGNAL: Unless the Board feels you need to.

THERIAULT: I'd like if no one got paid but I know that's not reasonable.

BEGNAL: That wasn't in our proposal.

THERIAULT: Let me ask you this, through the Chair, Mr. Begnal, do you think this program, I thought it was going to be at one school initially, I'm surprised it's at all six, maybe it's a good thing to be at all six, but that being said, do you think this program will be successful in retrieving and addressing some of the needs of these freshman and sophomore kids. Now we're not looking at retrieving academic credit, and we're not looking at retrieving a lack of attendance or truancy, but we're looking at trying to reclaim some of those tardies and early dismissals. So do you think this would be beneficial to the student body and in what sense?

BEGNAL: Absolutely, it's just another strategy that we can use as administrators to allow the students to spend time, educational time in the school and retrieve those

tardies back in order to become eligible for graduation or promotion. A lot of the absences, a majority of them are from tardies so that's an issue. I've had students that were under the absent number but because of the tardies put them way over the 18 days, 19 days. So I think this as a pilot program I really feel that this will be beneficial to the students to realize that they have an opportunity to retrieve back some of those tardies and get themselves under and get themselves straightened out and on top of that it's also an educational component to it, which we discussed at the last Board meeting, that will give the students and the teachers an opportunity, it's almost, one part of that component is also a tutoring program, that component is also part of the tardy retrieval so while they're there them two days they'll be doing educational academic work. So I think it's a win, win for the students, for teachers, and for administrators.

THERIAULT: Through the Chair, it's my understanding that the students have to stay for the full hour.

BEGNAL: Actually it's an hour and 45 minutes.

THERIAULT: Now during that hour and 45 minutes, if they stay for the hour and 45 minutes they're going to have how many tardies excused?

BEGNAL: Three

THERIAULT: No more than three.

BEGNAL: They have to be there on time and stay right to the end.

THERIAULT: Okay, they're not going to go there and say listen I was absent three days for 10 minutes each time, I'm gonna go for a half an hour and then leave.

BEGNAL: Absolutely not.

THERIAULT: Because I made up my 30 minutes. The penalty box, so to speak, the time out area is you've got to stay for the one hour and 45 minutes to retrieve those three tardies, or those three early dismissals and that will be made absolutely clear to the students.

BEGNAL: Correct.

THERIAULT: Could you give us a report after one month to see how, maybe we can get that from each school, to see how much participation they have in this program. If it's not beneficial I don't want to continue spending this kind of money. It doesn't seem like a lot of money but \$30,000 is a lot of money today, \$30,000 is a lot of money to all the taxpayers out there.

BEGNAL: Now we have a rubric set up based on what happens in that hour and 45 minutes. The student has to pass that rubric point wise in order to receive the three days of tardies. So I mean it's a component now that, like I said, it's a pilot program, I'm sure at some point we might take a look at it and revise it somewhat but as of right now this is what we're going to try to attempt to do. I really feel strong about it, I really do.

THERIAULT: Thank you.

SWEENEY: I appreciate that in terms of the tardy retrieval that we have kind of collapsed that some and you can only now hit this a total of four times in any given year as opposed to the eight that was presented to us last week. It gives me a little better comfort level with this. I still am uncomfortable with no learning of the lesson of the tardy and no you have to show performance that you have learned not to be tardy. I had suggested last week, that the retrieval program, that the after school hours only mitigate two tardies and that in order to earn that third tardy back that you would have to come to school on time for 30 days and I still think that's a worthwhile lesson for students to learn and to learn on their own at that age. But it's not a deal killer for me either. So you could feel a little better back there. I'm willing to give it a chance; I would like to see a report after about three months of how many students go through the retrieval program, get three tardies back and where they are in their attendance in terms of tardies and early dismissals after that. If we're gonna have kids going through this, retrieving three tardies and then banking nine more so they can go back in, we're not getting anywhere. So I'd like to see a report somewhere along those lines to show that we're making some kind of progress here, that kids are getting the idea that if they go through this program the idea is you're not to be tardy, you're not to leave school early. So I would like to see that happen.

BEGNAL: Part of that component is also the administrators' discretion, if we see a student abusing it in a sense that student will not be allowed to be a part of that program.

SWEENEY: And I would like to make sure that this Board is aware if that kind of abuse is going on and it continues that this Board steps forward and says "cut the program off".

BEGNAL: Sure, absolutely.

SUPERINTENDENT: We can set a target date around the first week in February, this is already mid-November.

BEGNAL: I mean it hasn't been fully implemented yet, we're waiting for obviously Board approval.

SUPERINTENDENT: That might be a good target date for the first report. Can I get you to help with the crew to put that together for us?

SWEENEY: Other than that as far as a detention program and something for students other than a suspension, out of school suspension or an in-house suspension, this is a good vehicle. I still think it's a parent's responsibility to make sure a child gets home after a detention but in this day and age it's just not going to happen and I don't want kids left at school with no way to get home. So we give it a shot and see how it goes, let's keep monitoring it, let's keep an eye on it, let's make sure the end result is what we're looking for which is the kids behave better, they don't need to come to detention and they don't need to retrieve tardies.

FLAHERTY-MERRITT: I too have confidence that this program will be a successful intervention. I have three major concerns, one of which, I did note that it was reduced to four times a year for the attendance retrieval which I was happy to see but I too would like to see more along the lines of what Commissioner Sweeney is talking about of a program where they have to show they know how to come to school on time in order to receive removal of that last tardy. Second one is this is a pilot program and a lot of these issues have me concerned and I would like to see a report, on the report I would like to know students, the number of times they've come to detention, what they've come to detention for because this isn't just for credit retrieval this is also we were told that if teachers would like to refer them as an intervention instead of, or in lieu of an in-school suspension. So I'd like to also see is there an improvement in behavior, are there fewer write-ups on these students as a result of getting these detentions and the number of tardies they have post coming to one of these detentions. If we could have all that. And then my third concern is if this is, this costs \$720 per week for the six schools that if we're looking at \$30,000 per year to implement this for the rest of this school year, next year if this is a successful program we're going to be looking at \$50,000 because WAMS will want to jump in and we'll be adding an additional quarter to the year and I'd really like to see a full analysis of this program prior to our budget because we're talking about a significant amount of funds.

BEGNAL: We'll have the report Dr. Snead asked for come February and I'm sure at the end of the year we'll go through and analyze and disseminate the data and see where we stand and how it's working and what needs to be revised. We're gonna stay on top of it. It's important to us, the Committee was really enthused about it and excited about doing this so I'm sure we will stay on top of it.

SUPERINTENDENT: That first report, I would suggest, would be the first week of February but I think we probably should do a follow-up at least two months after that because we want to be able to show the benefit of it.

THERIAULT: Just a point of clarification, we're just gonna use this program for students that are tardy and early dismissals, we're not gonna use this as a substitute for in-house suspension are we?

BEGNAL: It's a three part program – it's detention, after-school detention, tardy retrieval, and tutoring program. Because we have the access to the buses we're trying to combine all three two days a week, say for Wilby, Tuesday and Thursday. The detention will be another avenue of discipline instead of in-school suspension or out of school suspension based on obviously the referral slip and the action that was taken.

THERIAULT: Through the Chair, that's what I was afraid of. That kind of muddies the waters for me because to use this as an alternative to discipline means that kids aren't, kids hate in-school suspension and if they can get away with going to after-school detention for an hour and 45 minutes versus five hours or five and half hours of in-house suspension, they're gonna take it. I think it's gonna fill that room up very quick, the kid is gonna say I don't want an in-school suspension so give me a detention and I'll go otherwise I'm not going to do either or just give me an out of school suspension. I think we've kind of crossed the line when we start using this area as an alternate to discipline. I think we should still use our in-school suspension program and not use this for further disciplinary offenses.

BEGNAL: Once again Commissioner it's based on Board policy and also administrative discretion. If there's a student referral that is deemed not as bad, then this is an alternative to an in-house suspension for certain cases. I mean...

THERIAULT: So is a written punishment an alternative to an in-school suspension.

BEGNAL: This could be a written punishment after-school.

THERIAULT: With all due respect to you and the program you kind of lost me with that because I don't feel, I sincerely...

BEGNAL: But that's separate from the tardy retrieval.

THERIAULT: It is part and parcel to the program. If it's gonna be used as an alternative to discipline, if it's gonna be tied in with in-school suspension and we're not gonna give you an in-school suspension we're gonna give you a detention after-school, I think you've destroyed the integrity of the program.

BEGNAL: Based on the Board of Education's Discipline Policy Book it does state detention as punishment or consequences for some actions so that's what we're using it for.

SWEENEY: That's correct. In the policy booklet there are some offenses where it says detention or in-house and it was specifically done that way so we would have that option. So in some of the less violent offenses the opportunity for detention is there in the event that we would be able to offer detention. So in, I do recall that from the policy book, I believe it's still there and I believe the explanation from Anne Marie Cullinan was that as they reviewed that policy after the Commissioner finally comes forward with his recommendations for what constitutes in-school suspension, then they would fine tune that and that would be a category, you would be able to give detention for certain offenses, it wouldn't be for anything and I'm not so sure that we'd be talking discretion of principal either, if it says out of school suspension it's an out of school suspension.

BEGNAL: Definitely. It's based on the Board policy, for some first offenses it deems detention and then it progresses onto in-house and then to out of school.

HAYES: I wasn't involved at the Committee level obviously on this but I think if we were to vote on this tonight we would have to make it clear that we're only talking about those particular offenses that are spelled out in the policy book as an option as opposed to just leaving it up to the administrators. Is that the way we understand it?

SWEENEY: That's the way I understood it Monday night.

D'ANGELO: That's my concern. If it says this offense gets a detention or an in-school suspension, that's fine. In my opinion at least. If it says this offense gets an in-house suspension we're not gonna give detention for that, right?

BEGNAL: Correct. Board policy will be followed.

THERIAULT: At the expense of belaboring the point, I think the caveat here is the detention center going to become a dumping ground for discipline and if that's the case and it turns out to be that way I won't support it at all. I'm supporting it reluctantly but I do not like that third caveat in there because in the past we did not have detention available to us and now we do and there is a strong temptation of teachers and administrators and if I were one I'd be the first one maybe to cut the kids some slack and not give them an in-house suspension or an out of school suspension but thereby give them a detention. But if we're gonna go by the strict letter of the law, the rules and regulations as they are stated, I'll reluctantly go along with the third part of it to see how it pans out. I am concerned, very concerned about the cost, but as I said it's not coming out of new monies, it's coming out of monies we have. And next year I'll be looking at it very, very closely, trepidatiously.

HAYES: I think we're clear on this. A vote is in favor of a pilot program that's gonna be monitored very closely and we're gonna follow the letter of the discipline policy with regards to using this in place of in-house suspension for those that are listed in the policy handbook. Any further discussion? Hearing none – all in favor, opposed, motion passed unanimously.

12. COMMITTEE ON SCHOOLHOUSES

12.1 Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve a Lease Agreement with St. Margaret's Church Corporation of Waterbury for property known as St. Margaret's School, 289 Willow Street, Waterbury, Connecticut.

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

THERIAULT: As you know fellow Board Members I have spoken out against this time and time again with regard to leases and was . . . and democracy has prevailed. And we are currently leasing St. Lucy's at a cost of \$148,000, \$149,000 almost, with a cost of additional custodians, maybe \$40,000 a piece and \$10,000 a piece for their health benefits plus we rewired the entire building for internet all summer, put in security wiring and the police donated the cameras. We are also paying in excess of approximately \$50,000 for three quarters of the utilities. Now when I got out my little calculator and add those up that comes out to approximately \$300,000, let me repeat that again, \$300,000 at a time when the Governor is threatening to diminish our ECS, at a time when collection rates of taxes are down, at a time when every school district in the nation is pulling in their belt buckle and we're expanding ours. I wonder as Mr. Salinger said "is this a perfect day for bananafish?". And if you've ever read it what it says is this, fish goes into a hole and he eats and eats and eats and then he just can't get out of the hole. That's what we've been doing here. But that being said as we look at the St. Margaret's Lease which seems to be a bargain, we're very enamored to go with this lease because it's only \$125,000 however probably two custodians at \$40,000 a piece, \$10,000 for health and benefits, probably another \$50,000 for utilities and we are going to do some modifications to the building, some renovations, etc. I think we're looking at close to another \$300,000 keeping in mind that St. Lucy's has currently our State Street program which we determined to lease a year early, we did not have to lease that

building a year early but we did for programming purposes. So we spent \$300,000 a year early. Now I'm told because there is sort of a conflict between the two that we must go through with the St. Margaret's situation to house the overflow or the swing space for the Gilmartin children namely about 260 students keeping in mind in the back of your mind that State Street has 81 children enrolled in it and 25 to 26 percent of those students do not attend on a daily basis. So on any given day we're leasing a building in the north end for \$300,000 for 60 students. Shame, shame, shame on us. Shame on us. Wasteful spending. I believe that we need to take these 60 students or 81 students if they all show up, find another home for them within our district and move all of the Gilmartin children over to St. Lucy's and commence with serving that lease completely and put the St. Margaret's Lease on the back burner. I was completely enamored to find out that the money for this swing space and these leases are not coming from the school construction program which might seem a little bit more palatable if we were getting 80% of that lease, but we're not, all of that money is coming out of our fund, our budget. So if you want to go along with it you can go along with it but I for one think it needs to be modified, we need to find a home for the State Street School kids someplace else even if we have to move them back to their former home for five months while we look around for another place. We have a big school system I think we can accommodate 60 to 80 kids elsewhere if we can save approximately \$300,000. And that \$300,000 may be times three so it may end up to be \$900,000. Now if we take the cost of the St. Lucy's Lease at approximately five years it would be 1.8 million. Thank you very much for your kind attention.

WHITE: If I may just speak to Commissioner Theriault's comments. I know that you do not like the fact that there are only 60 children there that attend on a daily basis but many years ago these are the children that would have been out of district placement children and it was costing us millions and we asked our Central Office to find a way to bring them here therefore we started using the half of Notre Dame. Now we are using St. Lucy's and maybe it is a large amount of money but it is well spent. We're not looking at the number of children we're looking at what it would have cost to educate them in another manner out of district. Therefore it is money well spent and it really has nothing to do with the motion that's at hand but I had to answer it. Thank you for the opportunity.

THERIAULT: Through the Chair, just a point of clarification Commissioner White, I believe that the State Street program at one point was the adjustment program I think up at the alternative school at Wilson, wasn't there an upstairs program and a downstairs program at one time at Wilson?

WHITE: This program got larger because of the facts that I just put here. We, people asked us to bring children back to the City within our school programs that way we can save money and that's what we did. And we did it at one point in conjunction with Waterbury Hospital I believe.

HAYES: Can we please stop the discussion on that.

THERIAULT: Just the last point I'd like to make is if in fact that is true and I respect and admire your wishes with regard to that. However when you do the calculations on this this is \$40,000 per student, that's a little pricy isn't it?

WHITE: It is not when you look at our out of district placement costs they run sometimes 45 and 48 thousand dollars per student that is without transportation. So to me this is...

THERIAULT: With all due respect I don't think all 80 students would require a residential placement.

HAYES: Again what we're discussing is approval of a lease agreement with St. Margaret's.

WHITE: We're not talking residential placement, we're talking day programs and that's how much it costs for a day program plus transportation.

HAYES: We were supposed to be discussing an approval of a lease agreement with St. Margaret's for Gilmartin swing space. Is there any comments on that? Hearing none, all in favor.

THERIAULT: Roll call vote please.

ROLL CALL VOTE:

Yeas: Commissioners Flaherty-Merritt, Harvey, Laccone, Pinto, Stango, Sweeney, White, and President Hayes – 8

Nays: Commissioners D'Angelo and Theriault - 2

MOTION PASSES 8 to 2.

13. COMMITTEE ON FINANCE

13.1 Upon a motion by Commissioner Pinto and duly seconded by Commissioner Harvey, it was voted, with Commissioner Flaherty-Merritt voting "no" and Commissioner Theriault "abstaining" to approve a Contract with Metropolitan Life Insurance Company (MetLife) to provide administrative and investment management services with respect to 403(b) retirement savings accounts.

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

PINTO: The request was made for the City to pick up the fee of the advisor at the Finance Committee Meeting that was held last week. So that's something I wanted to bring out.

FLAHERTY-MERRITT: It's being paid by the City?

PINTO: No, the request was made. It's being paid by the teachers according to this contract.

HAYES: Any further discussion? Hearing none – all in favor, opposed, eight in favor, Commissioner Theriault abstains and one against – Commissioner Flaherty-Merritt.

14. SUPERINTENDENT’S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner D’Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to receive and place on file items 14.1 through 14.9, as listed:

14.1 Grant funded appointments effective immediately:

Bussey, Jennifer – Before and After School Coordinator, MMS, 10 months per year, \$30.00 per hour (split position).

Drewry, Ann - Before and After School Coordinator, MMS, 10 months per year, \$30.00 per hour (split position).

Orso, Joyce - Title I Instructional Tutor, Non-public (SS. Peter and Paul), 10 months per year, 18 hours per week @ \$30 per hour, no benefits.

14.2 21st Century After School Program Cohort VII appointments, salary per individual’s contract, hours according to grant specifications:

Perrelli, Andrea – Literacy Teacher, Project 2/Site 1, Wilson School.

Aviles, Zuheill – Literacy Teacher, Project 2/Site 1, Wilson School.

Mendez, Molly – Numeracy Teacher, Project 2/Site 1, Wilson School.

Vega, Betsy – Numeracy Teacher, Project 2/Site 1, Wilson School.

O’Neal, Monica – Lead Teacher, Project 2/Site 1, Wilson School.

Canady, Chakisha - Lead Teacher, Project 2/Site 1, Wilson School.

Sullivan, Marianna – Substitute, Project 2/Site 1, Wilson School.

Quinones, Leocadia – Substitute, Project 2/Site 1, Wilson School.

Rydingsward, Christina – Substitute, Project 2/Site 1, Wilson School.

Lawson, Doreen – Substitute, Project 2/Site 1, Wilson School.

DaSilva, Susie – Substitute Lead Teacher, Project 2/Site 1, Wilson School.

Kramarz, Lori – Lead Teacher, Project 2/Site 2, Washington School.

Gabriel, Lisa – Teacher, Project 2/Site 2, Washington School.

Lombardo, Allysa – Teacher, Project 2/Site 2, Washington School.

Lusk, Marianne – Teacher, Project 2/Site 2, Washington School.

Jimenez, Maria – Teacher, Project 2/Site 2, Washington School.

Levasseur-Burke, Justine – Substitute, Project 2/Site 2, Washington School.

Wallace Doreen – Teacher, Project 1/Site 1, Sprague School.

Goderre, Shelby – Teacher, Project 1/Site 1, Sprague School.

Gay, Rebecca – Teacher, Project 1/Site 2, Chase Park House.

Strileckis, Branden – Teacher, Project 1/Site 2, Chase Park House.

14.3 Grant funded resignations:

LeClerc, Renee – Office Manager, ECEP, effective 11/19/08.

14.4 Appointments:

Solimine, Nicole – Best Facilitator/CEU Manager, salary according to contract.

14.5 Teacher new hires:

	Name	Assignment	Grade/Subject	Degree	Step	Start Date
107	Banks, Melissa	WMS	Reading – 8	BA	1	9/30/08
108	Colella, Lisa	Generali	Transition – 1	MA	1	11/3/08

109	Cipriano, Melissa	Driggs	Speech	MA+30	1	8/25/08
110	Frazier, Sherry	NEMS	BDLC	MA	1	11/6/08

14.6 **Teacher transfers effective 11/18/08:**

Name	From	To
Barbeau, Kathryn	Special Education Supervisor Bucks Hill Annex	Literacy Coach ERF Grant
Caiazza, Margaret	Driggs Direct Instruction Facilitator	Bilingual Literacy Coach ERF Grant
Promotico, Lucia	Gilmartin K-3 Reading	Literacy Coach ERF Grant

14.7 **Resignations:**

Wallace, Robert F. Jr. – Hopeville PE, effective 11/14/08.

14.8 **Adult Education resignations:**

Aston, Edward – Guidance Counselor, effective 11/26/08.

Aston, Vivian – ABE Aide, effective 11/26/08.

14.9 **Retirements:**

Rubinson, Barry – WHS Speech, effective 12/1/08

Zillo, Frank – Brooklyn School, Principal, effective 02/01/09.

HAYES: Motion is made and seconded. All in favor, opposed. New Business. Dr. Snead would like to make a comment.

SUPERINTENDENT: Frank Zillo, I just want to comment that he was one of the best and most pleasant principals I ever had a chance to work with. I'll miss his smile, miss his demeanor. He's gonna retire and he was from the old school, he was just one of those guys who was able to work well with all kinds of people and simmer down the most heated confrontational situation. He was just a great guy to work with.

WHITE: He also had the students at heart.

HAYES: I'd just personally would like to add one too. Dr. Zillo was principal at Chase when I was there. Sometimes he would have to calm me down. Sometimes he did, sometimes he didn't. I have to say this, it's not necessarily directed at Dr. Zillo, an administrator leaving in February just doesn't sit well with me. I'm sorry about that, he's done all these years, he's done his time, but leaving in the middle of a school year like that, I know he must have the right under his contract to do that but that really rubs me the wrong way and to me it's sort of leaving a bad taste in my mouth despite all of the positive things that you mentioned. Like I said, my kids were under his guidance for about three or four years at Chase School and he did do a good job while he was there and he's been doing a great job at Brooklyn. I just, I had it happen to me a couple of times with teachers too that left, well only once actually, left in like April and it didn't sit with me well either then. So again I wish him well but I sure wish he stayed until the end of the year. We'll move onto New Business.

D'ANGELO: Just two quick things. The Japanese Program at Maloney that was featured on Better Connecticut, it's about seven minutes long, I'll give a copy to Carrie

in case anyone wants to see it. And maybe I thought we could give a copy to Andy, I don't know if he could fit it into either one of our Workshop Meetings or one of these meetings.

HAYES: Is that something Nancy Vaughan could put on our website?

D'ANGELO: Carrie has the copy if you can. The other thing, I don't know if it's new or old business, but through some e-mails you may have seen, I'd like to have a discussion at our next workshop if we can on discipline. And I know we've talked about it in the past and I think it's imperative that our Board, the 10 of us, and Dr. Snead, have a discussion in open with an opportunity to invite at least one administrator from the K through five buildings. I think we've all heard some stories at some point, maybe I hear a few more than others because maybe willing to listen, not that you aren't, but maybe I'm willing to listen and overreact and I think people know that. I think there's a lot of cases at a few schools, I don't think it's a lot of schools, I think it's four or five schools that I keep hearing about where students are being given the benefit of the doubt in too many instances. I think there's a message or at least a perception that the message from downtown and from the School Board is follow the Board policy but at the same time keep suspensions down. And one of the things that I'm most tired of hearing is offenses like disruptions of class, threats to either students or teachers or actual physical contact to other students or teachers and the student who does that or does that act is being given a slap on the wrist or nothing at all. Maybe in some cases they have to write a paragraph on why they shouldn't have done that. Board policy is very specific in those three cases of what needs to be done and what the action is and I think we have four or five elementary schools where the teachers are not being supported when they send a student that conducts one of those acts to the office and I just think it's time that this Board and our Superintendent decide that we agree that Board policy in those instances needs to be followed and I think it's good for the administrators in the building to hear it from the 11 of us. Because I know individually when we talk Dr. Snead you say that the message is very clear that Board policy is to be followed and I appreciate that and I respect that but somewhere from either Board members or Central Office there's a perception in some of the buildings that we need to keep suspensions down. And even with this new law that's coming into effect or may come into effect next year, it says disruptions to class or threats to students or teachers are suspendable offenses. So that's my request President Hayes.

HAYES: I want to honor that because you know I've heard the same. The only thing I would maybe disagree with is I don't think it's just at K through five. I've heard that from, over the years, and as recently as this fall, from teachers at the high school level as well. One particular high school, I didn't hear it from two others, that students are just disrespectful to, and that was one of the big issues with regard to in-house suspension. I think that was my goat, a kid would go tell one teacher to go "f" themselves and we're gonna send them down the hall and have them tell another teacher, then what? That's happening now and I think there's teachers who don't even bother sending the kids down anymore because they're sent back a few minutes later and it looks even worse, it undercuts their authority even more. How we do this without being accused of micromanaging, I don't know. Your e-mail did sort of push me to get to this because I've been quiet on it probably for too long. I heard it from my kids, I only got one left in there and she happens to be at Kennedy and I do hear some of the same things and it seems like sometimes the kids who are perceived as the good kids, they're

disciplined more than the kids, the trouble kids, because it's not even worth our effort because those kids don't listen anyways. And I think it's disruptive, it's a bad example for those kids who are not yet defined as the "good kids" or the "bad kids" or the, I know we can't say they're bad kids, kids that display bad behavior, but there are those kids in the middle that look and see and which ones are going to go which way depend a lot on how when that kid is sent down to the office whether that kid comes back or not when everybody in that class knows that what that kid just did isn't acceptable, is a violation of policy, and they come back into the classroom. That undercuts the teacher to me for the rest of the year, not just that day or that week, for the entire rest of the year. And I've heard it, I've seen it, I don't know what we could do as Board members or what you can do Dr. Snead. I know if it's mentioned at the Administrator's Meeting and they tell you it's being followed, I'm not really sure, I'll leave that up to you on how to figure out when you're getting the real story or not. But like I say, if it is a result of this negative publicity regarding the in-house suspension and I notice we're trying to do all this positive behavior stuff, I just hope it's not covering up where we still have that misbehavior being disregarded by the Central Office, not Central Office but by the principal's office and then obviously having that impact to disrupt the classroom. I think something like that could have more of an impact on our test scores than a lot of other things that we're trying to address.

SWEENEY: I support Commissioner D'Angelo's request. We've made this request in the past and we have as President Hayes said, we've heard a lot about PBS and PBS is a great program but it's a program that prevents the behavior in the first place. But we have continually heard is stories of a child punching another child, a child punching a teacher, furniture flying across the room and the child is sent down to the office and comes back 20 minutes, half an hour later, sits back down in their seats and the day goes on. We have very clear policy that says those are suspendable offenses and nobody likes to suspend a child, and I would not want to be in the principal's seat when he has to make that decision with a third or a fourth grader, but the fact is at that point in time that child is a danger to himself or herself and to everyone around them. And the policy is there for a reason, it needs to be enforced. And Dr. Snead, I heard the same stories that you tell your principals at every supervisor's meeting that they need to adhere to the policy but the fact of the matter is is that some of them are not doing it on a consistent basis. And that is the point we need to address. We applaud PBS, we applaud all the efforts and prevention but when the action occurs the action needs to be addressed in the manner that Board policy says it must be addressed and it must be done consistently in every single school in the district. Because otherwise, as President Hayes said, teachers have no credibility, principals have no credibility, can't go on like this, we continue to ask for it and it continued, the focus continues to be moved to the preventative, we want to address when the action happens, what's the policy, and do you follow it. That's what we need.

STANGO: I also agree with Commissioner D'Angelo and we should look at this in Workshop and also agree with President Hayes that it's not limited to K through five. I hear some of the stories that everyone else hears in the middle school primarily also and Mr. Hayes you hear it in the high school. So I think it's a good idea to include everyone if we're going to look at the issue in hand. Sometimes I fear that our focus as a Board or as the administration of the schools are changing, it used to be a lot of classroom management and I remember the old time principals I worked for and was a student under, I mean rule number one it was that school ran efficient and it ran safe

and it ran quietly. And now with all the data keeping and the CMT prep and the testing and getting ready for the testing, I fear that some of the focus we had is lost to that testing part of it. So I'm looking forward to a full blown discussion on this in the future.

HAYES: I'm gonna add it to the Agenda but I don't know if we need to do it next week. Again the scope of it, to try to get a good representation from the elementary schools but the thing is we still have to, we have to hope that everybody's being honest with us. I think what happens too often, I mean even when we hear what we hear when we're in the schools and we listen and they tell us but then when it's time to step up to the plate and put your name to it they don't want to do that. And that's happened to me for years, as a parent and as a parent who was a Board member. We have to figure out a way, Dr. Snead if you can get back to us with an idea, on how to do this, to make sure, to oversee it, to do something or even if that's something we could do as a, we have where we report crimes or whatever that are on an anonymous basis, maybe there's some way we can have students or teachers report this so we can look into it.

D'ANGELO: With all due respect, the reason I said the elementary schools to be honest with you is because it's four or five schools, when I hear a complaint it's four or five schools, the majority of the schools I don't hear any issues with. I'll say it, I don't get complaints from Maloney School, I don't get complaints from Rotella School, I don't get complaints from Tinker School, I'm assuming it's because the principals in those buildings and most of the others are following Board policy. You know I don't know why we need a way to do it. There needs to be a message from this Board to Dr. Snead and a message from Dr. Snead to the principals that they are to follow Board policy. When a student hits a teacher or throws a chair and is sent to the office and is sent back ten minutes later with the principal and the principal says this won't happen again, I talked to him, that's not acceptable. And I think the message from us and Dr. Snead to the principals has to be it's not acceptable. And the ones that are doing what they're supposed to be doing now and following Board policy are going to let that message go in one ear and out the other because it doesn't apply to them but the five or six at the elementary school and maybe the one or two at the high school and middle school levels who aren't doing it should get the message. And if they don't then I think we need to address it at that point. But I think the way to do it is to send a strong message and that's the only reason I asked for a public meeting with them is so they can see very clearly that our message to Dr. Snead is we want Board policy followed, with no ambiguity.

HAYES: I understand that . . . simply invite our principals to be here to hear what we're saying.

D'ANGELO: That's all.

HAYES: If that's what we can do, Dr. Snead, is it fair to do it for next week?

THERIAULT: I think this problem can be resolved quite simply. If a student is involved in a very serious violent offense, that offense must be reduced to writing on a discipline slip, sent to the principal, when the principal exercises the proper, and I say proper, disciplinary action, the slip is then returned to the teacher. The teacher is not happy with the delineation of what occurred she can speak to the principal. If she's still not happy she should bring it to her building rep and the building rep should bring it to the

WTA President who should then have a discussion with the Superintendent. That is chain of command as far as I'm concerned. Anything that we do would probably be tantamount to micromanagement and I don't necessarily think we should micromanage. I don't mind hearing, Commissioner D'Angelo, from the principals and getting the message out to the principals and going to their meetings and telling them, reinforcing and reiterating what the Board of Ed policy is but we have policies and procedures in place with regard to the collective bargaining agreement. If the teachers are not happy with any principal not obeying the rules and the regulations of the Board, there is due process for them and not at their expense either, they should not have to feel well I'm not gonna say anything because there will be retribution, retaliation and intimidation. Those things should not occur. And if they do occur, shame on us. So I think there's policies and rules and regulations in place, procedures in place, let's follow them and get the job done.

SUPERINTENDENT: I offered one alternative already to a Board Workshop and I don't know if you want to reconsider that or not but one alternative is to invite a few of you to the next Administrator's Meeting so you can hear exactly what I say and for you to back me up and listen to what questions might come from all of the administrators. In my Administrator's Meeting you would have everybody there – the assistants, the TVP's, the SVP's, and the principals. Everybody would get the message. Let's say you brought all the principals and we got them all to come right here, you still got the message being filtered. They're probably watching it right now on TV. I just want to put that out as what I think would be a good...

HAYES: Most of them live out of town Doc.

SUPERINTENDENT: But I think two or three of you come to an Administrator's Meeting with me and we have that discussion and there we can have interaction, we can have back and forth, and we can make sure the message is clear.

THERIAULT: You're going to invite the VP's too Dr. because most of your Administrator Meetings, it is my understanding, they only include the principals.

SUPERINTENDENT: No, everybody. Now those that have to stay there...

D'ANGELO: . . .

SUPERINTENDENT: Not the TVP's, the SVP's, the VP's, and the principals. But the only ones that come late are the ones that have bus duty but they show up after the bus duty.

D'ANGELO: That's fine; we need to get the message.

SUPERINTENDENT: It worked this summer when we did it. Remember we talked about, you and Commissioner Theriault came and we talked about the Attendance Policy and we had the meeting with all the principals, we had feedback back and forth, we got the message clear, and it worked on that.

D'ANGELO: That's fine.

WHITE: There were still people who had their own way of doing things and that's what they're trying to eliminate. Everybody being on the same page.

HAYES: When is the next Administrator's Meeting maybe I could try to attend with Commissioner D'Angelo and anybody else, and maybe we can follow up on that. Like I said, I think what Commissioner Theriault mentioned and I know Commissioner D'Angelo said there's four or five schools, just because we don't hear anything from the other schools doesn't mean it's not happening because there are ways for administrators to keep people from talking. Okay, or at least, I've heard enough of that. It might not even be real, but it's just a concern that if they say something there could be recriminations. I understand they have their rights through collective bargaining agreement and all those type of things and all of that but until we show somehow that this isn't gonna happen any longer, there's gonna only be those few people that will step up and it might not address the issue as it needs to be addressed. And again, I'm not even looking at it from an administrator or teacher's point of view, I'm looking at it from again those kids that show up every day to do their work and don't want to be disrupted by this type of behavior. I'm looking at it for us being advocates for those students and those parents who we're trying to convince should keep their kids in the public schools. And that to me is at the root of it all because that's all we ever hear is they're afraid to have their kids come into school because there's no discipline. And no matter how much we've done to try to address that, there still are those stories and where maybe it used to be five out of 20 kids, maybe it's only two now, but two are too many. And we've got to try to figure that out somehow. So I think we can start off by going to an administrator's meeting but we may need to even talk to some teachers or a meeting with some teachers or building reps for the teachers and try to encourage them to be forthright and let us know what's going on and let them know that we're gonna back them up in case there is that concern out there. So maybe the first step is we'll go to the administrator's meeting and then we'll keep in mind going further.

SWEENEY: Exactly what you just said was one of the points for having it at a Workshop was to make sure teachers knew that we had their backs on this one. And the other point being that I wanted to give the widest participation to everyone on this Board because as you know some of us are not able to be free at that time of day to be there for the Administrator's Meeting and I also feel that a show of force of all 10 along with Dr. Snead is what's needed at this point because quite frankly we've been asking and it's just not happening. But if the rest of the Board is comfortable proceeding that way then I'm fine with that.

THERIAULT: I don't think we should be sending a message out there that we're disenchanted with our administrators because our administrators are doing an absolutely phenomenal job of controlling our system. Central Office, all of our administrators, all of our vice principals, are doing an absolutely yeomen's job in terms of controlling the discipline with regard to the school. Every once in a while in any profession there's a hiccup and we got a hiccup here and we need to go after it and give it a little sugar and resolve it. But not to say that we're not absolutely very grateful and in terms of looking at the atmosphere within our classrooms, that our teachers and administrators are controlling would be an understatement. So I think we are. But when we find situations that have not been resolved satisfactory I think we need to let Dr. Snead know about them, let the administrators know about them, and resolve them.

HAYES: Anything else under New Business? How about Old Business?

THERIAULT: Just for the record, point of clarification, with regard to a remark that was made earlier with regard to the Alternative School. The Alternative School used to be called the Enlightenment School at Wilson. The Wilson Adjustment Center was the equivalent of State Street at Wilson. The Excel Program where the kids that were close to incarceration and put on the outside, we've been running State Street and the Wilson Adjustment Center for years and years and years. I'll grant that some of the Excel kids may have gone to incarceration at other places but State Street and Wilson for the record and for the Clerk for the minutes I'd like that reported. Thank you.

ADJOURNMENT

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to adjourn at 7:50 p.m. into Executive Session for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.

Present were: President Hayes, Commissioners D'Angelo, Flaherty-Merritt, Harvey, Laccone, Pinto, Stango, Sweeney, Theriault, and White. Also present was Paul Guidone, Ron Frost, Superintendent Snead, Dr. Sequeira, Attorney Mosley, Mr. Alston (8:20 – 8:30).

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