

## **WATERBURY BOARD OF EDUCATION**

Monday, November 24, 2008 at 5:30 p.m.

(For the December 1, 2008 Board Meeting - MINUTES ATTACHED)

### **COMMITTEE MEETING**

The Board of Education Committee meetings were held on Monday, November 24, 2008 at Bucks Hill School, 330 Bucks Hill Road, Waterbury, Connecticut, starting at 5:44 p.m.

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

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

**ALSO PRESENT:** Superintendent Snead, Assistant Superintendents Cullinan and Sequeira, Chief Operating Officer Paul Guidone (left at 6:59 p.m.), Director of Personnel Ron Frost, Attorney Maurice Mosley, Education Liaison Mary Ann Marold (left at 7:00 p.m.) and School Inspector Herbert Greengas.

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

### **ADJOURNMENT**

The Committee meetings adjourned at 7:30 p.m.

Respectfully submitted,

Carrie A. Swain, Clerk  
*Board of Education*

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ REGULAR MEETING*

Monday, December 1, 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, Stango, Sweeney, Theriault, and White.

**ABSENT:** Commissioner Pinto.

**ALSO PRESENT:** Superintendent Snead, Assistant Superintendents Cullinan and Sequeira, Chief Operating Officer Paul Guidone, 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 6:43 p.m. with a moment of silence and a prayer and Superintendent Snead led everyone in the Pledge of Allegiance to the Flag.

### **ROLL CALL**

CLERK: Commissioner D'Angelo.

D'ANGELO: Present.

CLERK: Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: Present.

CLERK: Commissioner Harvey.

HARVEY: Here

CLERK: Commissioner Laccone.

LACCONE: Here.

CLERK: Commissioner Pinto – absent. Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Theriault.

THERIAULT: Here.

CLERK: Commissioner White.

WHITE: Here.

CLERK: President Hayes.

HAYES: Here.

**COMMUNICATIONS:**

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

1. Communication dated November 17, 2008 from Attorney Kernan regarding Andre Alston.
2. Copy of communications dated November 18, 2008 from Civil Service certifying Juan Rodriguez for the position of Maintainer I and Holly Raposo for the position of Certified Sign Language Interpreter.
3. Communication dated November 19, 2008 from state Department of Education regarding Notice of Arbitration with SAW.
4. Copy of communications dated November 24, 2008 from Civil Service certifying Joseph Cicchiello for the position of Maintainer I and Alison Kickel for the position of Administrative Support Specialist I.
5. Communication dated November 25, 2008 from Renee Mitchell regarding her employment.

HAYES: Motion is made and seconded. All in favor, opposed. Is there anyone here wishing to address us from the public? No one here to address the Board.

**SUPERINTENDENT'S REPORT:** The Pre-Kindergarten application period for Maloney and Rotella for the 2009-2010 school year begins today, December 1, 2008 and closes on March 13, 2009. The applications will be available at all elementary schools, the Early Childhood Office, the Intake Center, the Bilingual Office and the Waterbury website.

The district web site also has information posted on the new 403(b) plan changes as well as dates when employees may attend a session to learn more about the program.

David Sylvester, Middle School Athletic Director, has created a City of Waterbury Middle School athletics web-site. This site has the master schedules for all Waterbury Middle School Athletics. All scheduling has been based on this site: buses, referees, coaches, student athletes, and Athletic Directors. This web-site will be updated on a daily basis if any events are cancelled or rescheduled. This will be a great way for parents to be appraised of where and when their student athletes will be playing on a daily basis. The Connecticut State Department of Education is offering school districts a set of workshops on the implementation of the new In-School Suspension Law. The workshop will provide guidance in determining whether a suspension should be in-school or out-of-school. Assistant Superintendent Ann Marie Cullinan and several members of the discipline committee will attend one of the workshops.

At my suggestion, Joe Gorman has been in contact with Lieutenant Colonel Ralph Hedenberg of the U.S. Army National Guard to discuss the possibility of using the

Armory as the location for a Junior Naugatuck Valley League Middle School Basketball Tournament, tentatively scheduled for early February.

Dr. Rob Franke from the Netherlands will be here tomorrow to begin to study our School Social Workers and the exemplary program we have. He will be meeting with Administrators and visiting several schools. They hope to initiate a collaborative program with us and Southern CT State University next year where Netherland students wanting to become social workers will study at Southern and work in our schools as interns.

D'ANGELO: Doc, in regards to your report, can you ask Anne Marie Cullinan to let Charles and myself and maybe John know when those meetings are with the State in regards to in-school suspension. I think it would be good to have at least one or two Board members, not to participate in the discussion but sit in.

HAYES: I think it would be a good idea to let the whole Board know.

D'ANGELO: I figured the ones that work wouldn't be able to make it.

HAYES: I think that's a great idea about the middle school basketball tournament also. Nothing in particular for my comments, so we'll move to the consent calendar.

THERIAULT: I would like to have Item 8.1 and 8.4 removed from the Consent Calendar please.

HAYES: Anyone else wishing to have something removed from the Consent Calendar? Then I will read the Consent Calendar.

## **8. CONSENT CALENDAR**

**Upon a motion by Commissioner White and duly seconded by Commissioner Harvey, it was voted unanimously to approve items 8.2, 8.3, 8.5, 8.6, and 8.7, as listed:**

- 8.2 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the Middle School Accelerated Academic Program.
- 8.3 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the Board of Education's 2009 Meeting Schedule.
- 8.5 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to participate in the CT Department of Higher Education "Teacher Quality Partnership Grant" with Southern Connecticut State University and Meriden Public Schools.
- 8.6 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.

- 8.7 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to the following for use of school facilities by outside organizations/waiver requests.

HAYES: Motion has been made and seconded. All in favor, opposed. Under items removed from the Consent Calendar we'll start with Item 8.1, Committee of the Whole.

**9. ITEMS REMOVED FROM CONSENT**

- 8.1 *Committee of the Whole:* Upon a motion by Commissioner White and duly Seconded by Commissioner D'Angelo, it was voted unanimously to approve for Waterbury Public Schools to participate in Waterbury Police Activity League's "Homework Haven" pilot program.**

HAYES: Motion made and seconded. Discussion?

THERIAULT: A very worthwhile endeavor, to say the least, helping our youth to excel academically after-school is certainly a very, very vital part of their education. I'm a little concerned about the, I know there is insurance and I know they will be supplying the various transportation media but those are some of the concerns. One other concern I have is once again the encroachment upon more and more information. Every time we get involved in these projects there's more and more and just a little bit more information. Not being facetious, but actually being quite serious, I really think we should either set PAL up as a sub-committee or set PAL up in some way as a conjunction or an adjunct with this Board because more and more they're becoming a vital part of our Board and the education of our students so rather than throw off the link I want to establish a link. I know you have meetings with the Superintendent which are vital with regard to our children and our students but I think we need to go a little bit further and extend an olive branch and establish some sort of a subcommittee so that we can, or something, so that we can stay on even communication terms with them because they are providing very vital services to us at no charge. This would cost us hundreds and thousands of dollars to do ourselves. So, just a suggestion to the Board. And the other part of this is with regard to this encroachment, I mean we have the HEPA Act in all our hospitals and schools and so forth, and the HEPA Act strictly forbids certain information from getting out and yet we're, this Board voted to, I'm not saying we are violating the HEPA Act, but it seems like we voted to do that. And there are other agencies and other laws with regard, Federal laws restricting information and protecting information for parents and students that we also haven't taken into consideration. So I just think we need to, I think we need to go forward very, very cautiously in terms of these programs in sharing information that might somehow be divulged. And I'm not saying used for the wrong purposes, but other individuals might. So just a word of caution. Thank you Mr. President.

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

- 8.4 *Committee on Finance:* Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted, with**

**Commissioner Theriault voting “no”, to approve a transfer in the 2008-2009 budget totaling \$73,125.00, as attached.**

HAYES: Motion is made and seconded. Is there any discussion? Commissioner Theriault.

THERIAULT: Once again transferring money from one area to another – robbing Peter to pay Paul. It seems like a very good way to resolve matters. In this particular case I don't think it's very prudent to do this. As I look at the paper every morning and I see 71 million and then I see 210 million and I see 300 million with regard to the State and its deficit currently, eventually all of those woes are going to trickle down to us and as we go forward, as we're looking for if we're transferring money from here to go to there, transferring money for a lease as we did the other day, I look at these things, what if we run into problems in our energy needs in the future who are we going to go to to resolve that? Are we going to take money out of the budget from another area and put it into the energy fund? So just a word of caution in terms of transferring, you may not get that money back into that account that you transferred it out of because, I hate to be the messenger of doom and gloom but I just read the papers and I looked at the stock market today down and I'm wondering if everyone is really paying attention to what's really happening out there and the seriousness of what it is going to mean not only locally, statewide, but to the entire United States to the educational systems. I don't think we can continue to do as we have done in the past and we do have to notch up our belt, pull in our belt buckle, and start to look for restraint, cost reductions, and possibly quite honestly even on this budget zero based budgeting. Thank you.

HAYES: Anyone else? Is there any further discussion? Hearing none – all in favor, opposed, motion passes eight in favor, one against.

**10. COMMITTEE ON SCHOOL PERSONNEL**

**Item #10.1**

HARVEY: Ladies and gentlemen, with the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the job specifications for and position of “Temporary Custodian” for Waterbury Adult Education, **SO MOVED.**

STANGO: **Second.**

HAYES: Motion made and seconded. Any discussion?

THERIAULT: I hate to be the only one to speak tonight but I'm sure someone else will pipe right in any minute. I understand that this temporary position would be created in such a way that it would be paid for out, this person would not be a member of the union. Is that correct?

HAYES: Yes.

THERIAULT: And this person would be the only member that is not a member of the Blue Collar Union.

HAYES: That's something that came to light afterwards and from what Paul told me there's only one person down there that's in the union. The explanation is in the packet.

GUIDONE: I sent you all a memo, I think there's eight individuals with that function, only one is a contracted union employee, all the rest are grant funded employees. I think seven out of the eight are grant funded including the two that are on long term absence that this position would be replacing.

THERIAULT: That being said, I can, I see no problem going forward with it if there's already a precedent. But I'm very cautious once again we're going to take the union people and replace them with non-union people rather it be a grant or otherwise, I would caution more negotiations with the union and fair labor practices and so forth, something you're very familiar with President Hayes. So I don't want to tread on the union's contracts and so forth, I can see the benefit of this from the standpoint of getting cheap labor and getting it out of a grant and something that we couldn't necessarily get. But I was surprised and edified just to learn just now that this is not the first time this would be happening. Actually I really would like to hear Mr. Laccone's version on this and how he feels about it and then I'll kind of make my mind up because I'm kind of looking for some feedback from other Board members here and I'm sure I see him over there, I see his seat steaming and fire coming out of his ears and eyes. So I'm sure he's going to have something to say about it. Thank you very much.

LACCONNE: I actually have one quick question I'd like to ask Paul if you don't mind before I comment. Paul, in regards to this job spec, if we do not approve this, what specifically precludes you from hiring this exact person anyway because currently we don't go through the process of unions so you currently can hire anyone you want.

GUIDONE: We have a general operated, as long as I've been here, a process with the Board that we ask approval to create and/or fill any net new position no matter where it is, General Fund or grant. If we're simply replacing an individual we don't, we simply post, review to make sure that the vacancy is needed and then continue to post. But this appears to be a net new position, just doesn't exist the position of temporary custodian and it was just again, requested by the principal wanting to keep the building clean, it seemed to be the appropriate way to do so on a temporary basis to use the same rate, same position to replace the same people, two of which happen to be vacant. So it's just the way we've operated with the Board in the past. I just saw it as a net new position and if we posted it someone on the Board would say what is this, where is this?

LACCONNE: I don't disagree with that but the issue is simply this, we're gonna hire a temporary person to replace the two long-term absences. Upon their coming back these employees will no longer...

GUIDONE: That's correct.

LACCONNE: So technically it's not added monies to the budget, it's just, and in the past in order to hire these even when they leave, a current full-timer, I don't know what the

process was prior, how we posted it, it's basically the same thing. The problem I have is twofold – one it looks like the Board is going down the path of having a hearing and the Personnel Department to see going forward if this is a legitimate concern and if we're going to continue to operate in this function. In the meantime we're legitimizing a position that, I mean there's no question is underpaid comparable to no matter what we do, I mean I understand that the people are there and the amount of money they're getting paid compared to the union people, but again it is common practice in this City historically to pay people commensurate with the bottom step of the position for which you're performing. I mean to do this, I am adamantly opposed to it, not necessarily from a union standpoint, just to do the right thing, I just truly believe in my heart that this is not the right thing to do especially if we're going to entertain hearings on whether we change the way we operate down there.

HAYES: Just without getting into discussion on this, as we went through this process we found out that there are already two people making that wage.

THERIAULT: Excuse me President Hayes, point of order, you can do the clarification but please don't enter into the debate.

HAYES: Well that's what the clarification was, that there are already people making \$10.00 an hour so I just wanted to make sure that everybody was aware of that because at the Workshop that was a concern but I think you know from my point of view, regardless of how this goes, we need to look into the whole issue that there's one person in a union working there, how that happened and we have nine others that aren't. I think it's something that we will; I'll make a commitment that we'll look into that going forward. We did a lot of work with Adult Ed a number of years ago, I thought we had everything straightened out and now this sort of pops up on us, I think it's something we have to address.

D'ANGELO: Paul, we're creating a position for a temporary custodian. We're not creating a temporary position for a temporary custodian. My question is when we're done with this person's services because the other people came back, does this now become a position that the Board created that is unfilled that can later be decided that it needs to be filled?

GUIDONE: No, it's a temporary position specifically to fill this time because these two individuals are out. If for some reason we wanted to turn that into a permanent position that would have to be another action of this Board at that time.

D'ANGELO: So the position sunsets when the person is relieved.

GUIDONE: Yes, that's its purpose; its purpose is to cover these long term absences.

STANGO: I have a question for Mr. Guidone also. It's a little intriguing that you say the custodian is going to be paid through the Adult Ed grant, correct?

GUIDONE: Correct.

STANGO: Now likewise if this magnet school principal decided she would like another custodian could she use her magnet school grant to hire a temporary custodian?



GUIDONE: Yes and they have done that certainly for this building when we first staffed the building, “x” number of them are paid out of the magnet school grant, “x” by the General Fund, Rotella has done the same. I don’t exactly recall Maloney now but the answer is yes, it has been done.

STANGO: And those people that are hired are they union?

GUIDONE: Yes. I’ve done some further research as I said from the discussion at the Workshop, tried to figure out what’s occurred way back when. It does appear that there’s a limitation under the Adult Ed grants regarding the funding of custodial positions and I think the reason that this was done back at that time, these individuals are actually listed as aides/security although their functions are primarily custodial in the building. So there are some limitations under the Adult Ed grant as to what positions you can hire versus the magnet school grants where those same limitations don’t exist. As an example of that some number of years ago I came to this Board and said I need to hire an accountant to address what I considered to be concerns at Adult Ed in handling the grant and we had to create that position under one budget year under the General Fund because believe it or not the regulations under the Adult Ed grant don’t allow the hiring of an accountant. It might not make sense but that’s in the regulations and we proceeded and we filled the position and I’m much more comfortable today than I was three years ago regarding the handling of that. But there are some limitations under Adult Ed grant funding that don’t exist under other grants. But to answer your question under the magnet schools yes they have hired custodians and they are all regular unionized positions.

LACCONE: Yes, I do agree when these people come back their jobs technically will sunset. The job specification and the job itself is incorporated into the Personnel Department and could be utilized at any time. The job spec we’re approving today does not sunset. The people that we hire in the position sunset. And two, Charles’ point, we did hire when Rotella first came on board they did hire custodians out of their grant monies that were non-unionized. The applicable union filed charges, had a hearing and it was decided that they would come join our union. Upon termination of the grant, if every, those positions will go away. Every aspect of this City outside of Adult Ed is unionized employees.

D’ANGELO: In response to Commissioner Laccone, did I get two different answers? I asked Paul if the position and the job description sunset so no one could fill it after this position sunsets and he said yes and you just said no. What’s the right answer before I vote?

GUIDONE: The intent is and has been that when the individuals come back this position at Adult Ed no longer exists unless you take another action to create the position.

D’ANGELO: So when John or Mary leave no one can sit down there and say we have this position that was created by the Board that is empty, we’re gonna fill it.

GUIDONE: No. That’s correct.

LACCONE: Six months from now, we're fully staffed; a week later someone gets hurt they don't have to come before this Board again to hire another temporary position. The job description is authorized and they can fill that position without coming forward.

D'ANGELO: Then I won't support it if that's true.

GUIDONE: That isn't the intent. The purpose is to specifically, as it was discussed, is to fill these two positions that are long term absences. As simple as I can describe it. When the individuals come back the position is no longer necessary. Will we then go back if three other people left and use this job description to fill it without your approval - no. Your approval as I said to you before, what we've done in the past is when there's a net new position required we ask your approval. This is a new net position for a particular purpose. Individuals come back there's no need for this position and it's gone. If we had another circumstance like it we would come back and say the same thing, we want to create another one at that point in time. The only one I remember like this recently was for the same reason was the creation of the temporary position for the Homeless Shelter position. We got a person on long-term absence; we came to you a few months ago, asking you to create a new position, temporary, only to fill in during the long-term period.

LACCONE: I'm just gonna stress, and I respect Paul Guidone more than I respect anybody in this Department, but that's just not the truth. You are approving a job spec which will stay forever approved if they want to utilize it. Paul, I trust your word and God strike me dead, I agree with you you will never fill this position again as long as your tenure is here. I don't trust when his tenure is gone that that won't continue. I don't trust this Personnel Department; I'm telling you you are officially approving a job specification. You're not approving a specific one you're approving a general job description.

FLAHERTY-MERRITT: Can we add to under the duration that this job spec will expire June 30, 2009? Can we add that clause to it therefore it automatically expires. **I make an amendment "this job specification will expire on June 30, 2009".**

D'ANGELO: **Second.**

HAYES: Motion is amended and seconded. Is there any discussion on the amendment?

WHITE: I just wanted to make a statement, they continue year round so why would you have it expire then?

FLAHERTY-MERRITT: The goal of this is to fill it up to six months so I'm saying if it takes us about a month to fill it then that gives us exactly six months until it expires.

WHITE: Okay, I didn't hear that Commissioner.

HAYES: Any further discussion on the amendment? Commissioner Theriault.

THERIAULT: It makes the motion a little bit more palatable but it still doesn't take away the language of supplemental versus supplanting. See I think the problem is we're

short a couple of custodians so we're going to go out and hire a couple through a grant when we should take our cadre of staff as we have in the past and I hate to say this transfer somebody over there to take care of the shortcomings. Not that we have a lot but we're constantly taking money out of the very account with regard to custodians and maintenance. And here we are looking for a shortcut to hire somebody for 10 bucks an hour. And even though I'm not actively involved in a union now it seems to me that this could be a way of going around the union and filling jobs behind their back and it's a dangerous precedent to start once you start doing it. I wasn't happy to hear that we have custodians currently working that aren't in the blue collar workers union and that I'm sure will continue because somebody didn't say no on the first round. But I'm convinced by Commissioner Laccone's passionate plea and his years and years of experience with regard to collective bargaining and unionism I'm going to go along with what he thinks, I'm going to support him. Thank you.

HAYES: Any further discussion on the amendment? Hearing none – all in favor, opposed.

THERIAULT: No, roll call vote please.

HAYES: This is on the amendment.

THERIAULT: Oh, okay. My vote is yes on the amendment.

HAYES: Okay, it's unanimous. The amendment passed now we'll vote on the motion as amended.

THERIAULT: Roll call please.

***ROLL CALL VOTE ON AMENDED MOTION:***

Yeas: Commissioners D'Angelo, Flaherty-Merritt, Sweeney, White, and  
President Hayes - 5

Nays: Commissioners Harvey, Laccone, Stango, and Theriault - 4

***AMENDED MOTION PASSES BY ROLL CALL VOTE of 5 to 4***

HAYES: I vote yes but remember we're going to look into this. Motion passes as amended. Now we move on.

***11. COMMITTEE ON GRIEVANCES***

**11.1 Upon a motion by Commissioner Stango and duly seconded by Commissioner Laccone, it was voted, with Commissioner D'Angelo voting "no" to that WTA Grievance 08-09-05 be referred back to the Superintendent Level for further action.**

HAYES: Motion is made and seconded. Any discussion?

D'ANGELO: I thought the motion was going to be to sustain the grievance?

STANGO: There's been further negotiations since we spoke earlier.

HAYES: Okay, any further discussion? Hearing none – all in favor, opposed.

D'ANGELO: Just me.

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

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Stango, it was voted unanimously to receive and place on file items Superintendent's Notification to the Board items 12.1 through 12.7, as listed:**

**12.1 Athletic resignations effective immediately:**

- Benjamin, Debbie – Cheerleading Coach, NEMS.
- Boutote, Ericka – Cheerleading coach, WMS.
- Dougherty, Jay – Freshman Boys' Basketball Coach, CHS.
- Krisavage, Augustine – Freshman Boys' Basketball Coach, KHS.
- McDonald, Ryan – Girls' Varsity Basketball Coach, CHS.
- Vassar, Ryan – Head Basketball Coach, WSMS.

**12.2 Athletic appointments effective immediately:**

- Brown, Lindsay – Cheerleading Coach, WMS.
- Krisavage, Augustine – Assistant Boys' Basketball Coach, KHS.
- LeVasseur, Armand – Head Boys' Basketball Coach, KHS.

**12.3 Grant funded appointments effective immediately:**

- Allison, Terry – Childcare Worker, Wilson FRC, five hours per week @ \$8.00 per hour, school calendar, no benefits.

**12.4 Teacher new hires:**

111	Green, Meghan	WMS	Science 6	BA	1	10/30/2008
112	Pack, Andrea	WSMS	Soc studies 8	MA	1	12/1/2008
113	Tavares, Sarah	NEMS	Science 6	MA	1	12/1/2008
114	Brayton, Cayla	Tinker	Grade 4	BA	1	12/1/2008
115	Dimaria, Nicholas	WMS	Music	BA	1	11/24/2008

**12.5 Teacher transfers:**

Name	From	To	Effective
Carpentieri, Stephanie	Washington Reading	Washington Elementary Remedial Reading/LA	11/17/08
Missett, Aimee	Tinker 4	Carrington Title I	12/1/2008

**12.6 Resignations/terminations:**

- Alston, Andre – WHS Vice Principal, effective 11/19/08.
- Bennett, Carrie-Ann – WHS Physical Education, effective 11/26/08.
- Messina, Michael – WHS English, effective 11/21/08.
- Pagani, Maria – Bucks Hill Teacher, effective 11/14/08.

Paukova, Katya – WAMS World Language Teacher, effective 12/12/08.  
Pierce, Karen C. – NEMS grade 6 Science, effective 11/26/08.  
Ribeiro, Vincent – WAMS grade 8 Science, effective 12/2/08.  
Roden, Andrea – MMS teacher, effective 11/26/08.  
Wells, Andrea – WSMS grade 8 Science, effective 11/21/08.

12.7 **Adult Education appointments:**

Poulter, Patricia – ABE Aide, 20 hours per week @ \$21.50 per hour.

HAYES: Motion is made and seconded. All in favor, opposed, motion passes. Now we can move onto New Business.

D'ANGELO: Just to kind of touch on what Commissioner Theriault touches on every week and the budget and the cost of doing business here in the City not only in regards to education but in regards to the General Fund budget too. I think Commissioner Theriault is correct when he says we need to take a longer, harder, more serious look at the finances and the way we do business and I don't think we are and I don't think the Board of Aldermen necessarily do either. But I left an e-mail today for Commissioner Pinto and President Hayes and asked that we start right now looking at the budget for next year, not wait until February or March when Mr. Guidone gives us the dates and the guidelines for which we need to have things approved, and he does obviously a very good job at that. But I think instead of being handled this time and being walked through the process as this Board has historically done even when I was on the first time a few years back, I think we need to take a longer harder look line by line, call people in to get opinions on programs that we have in place, older programs that may not be working as well as we think, positions – is every position needed and fruitful or can money be better spent in other places? And we kind of talk about it every year but we never really get to it and I'm thinking that this might be a good year with the economy the way it is to maybe start in December, towards the end of December, and have twice a month meetings with the Finance Committee to look at the budget. So I just wanted to throw that out there as a thought.

HAYES: Okay, anything else under New Business?

SWEENEY: I asked Carrie to put out for each of you a press release from this past week on November 24, which was last Monday, State Representatives Selim Noujaim and Tony D'Amelio put forth on the legislative floor to postpone the school in-house suspension bill until 2012 in hopes that it would provide some relief for cities and towns in their budgets. Unfortunately it was defeated. I would like to ask with this Board's support that the Board Clerk send thank you's to Representatives Noujaim and D'Amelio for their efforts and let them know that any further efforts that they make will be backed by this Board.

HAYES: The only thing I would ask is do we know who else, did it come out of committee, did anybody else have the chance to vote yes or not?

SWEENEY: It was a party line vote in the House of Representatives. Party line.

HAYES: We don't do party line votes around here. Yea, we should do that through our Legislative Committee, send a letter to them thanking them and then asking the others who voted against it as to how they expect us to fund it.

SWEENEY: The Legislative Committee met actually on Tuesday of last week and this was on our agenda to meet with the representatives and Paul was going to make sure he got something set up so we can meet with our legislators so that's certainly something we can bring up on a face to face with them that really would have hoped for all their support on this one.

HAYES: Yes, that makes sense. Anything else, Commissioner Theriault.

THERIAULT: First of all, I would like to echo Paul's remarks because I think he's right on track, these are the things we need to do. Actually these are the things that we should be doing continuously not necessarily during a crisis, an economic crisis, but things that we should be doing constantly looking at programs that are working and things that are not working. But as we go forward I think this is exactly what we need to do. We need to lead Central Office a little bit more instead of leading us. We're not blind; we know what's going on too. So I think we need to ask some serious questions about every line item in this budget and look at it much more seriously than we ever had in the past.

Second of all with regard to the suspension rule, the law, you know it just seems ironic that we're going to put the high school reform plan on the back burner to save money for the State but locally when it comes down to spending money mainly 30 teachers at about \$50,000 a piece, probably 1.2 to two million dollars, and we still don't have the classrooms to accommodate these in-house suspension programs, now we have the detention program which is costing us \$30,000 this year and possibly 50 to 60 thousand next year if we approve it. But it seems ironic that the State is penny wise and dollar foolish when it comes to the locality in terms of us having the home rule in managing our own systems. There seems to be more and more legislation coming forward telling us what to do and how to do it, more and more unfunded mandates and this is one more unfunded mandate. And as we go forward next year we're looking at anywhere possibly from five million to a ten million dollar deficit depending upon what the Governor decides to do with the ECS money and the other funding. Keeping in mind that currently we're in negotiations with SAW and next year we'll be negotiating with the WTA. And the WTA just came off of a four year or five year contract with the Oversight Board that gave them with all due respect to you Mr. Laccone, I know you just had to be a representative there and you didn't have a whole lot to say but it just seems to be a shame that they were so beat up and so battered up. Those out there could say that's the way it had to be and the City employees had to take the brunt of the burden and I think the White Collar and Blue Collar workers took most of that burden along with the teachers and the administrators and every City employee. But that being said as we go forward it's gonna be very difficult to say to the teachers and the administrators we're not going to give you any raises again because we didn't get an increase in our ECS money, our Educational Cost Sharing money. And I think that as we go forward we have to be very much aware of that and I say it time and time again, every meeting, everyone that will listen, I say the same thing over and over and I'm sure you're sick of hearing it but it needs to be said from the valleys and the mountain tops so everyone can hear it. Thank you very much.

HAYES: I just want to comment on a couple of things. As far as our budget goes I think we do a great job in saving as much money as we can. Moving forward I would say that just like in the past we've never denied anybody the opportunity to question anything.

THERIAULT: President Hayes, point of order, I have let you comment constantly.

HAYES: This is under New Business.

THERIAULT: But it doesn't matter, you're not supposed to enter into new business, old business, or anything else. You're the Chairman of the meeting; you're not supposed to enter...

HAYES: I'll add it to the Agenda for next week for me to speak about the budget.

THERIAULT: Give the Chair to Commissioner White, she's your Vice President, and then you could speak.

WHITE: That's a valid point what you just said you're going to add it to the Agenda next week.

HAYES: It doesn't really matter. We've turned our new business and our old business to just an opportunity to speak. I think we need to look at that because...

THERIAULT: Point of order President Hayes, you have the President's Comments in the beginning of the meeting and that is against Robert's Rules of Order to begin with. Now you enter into the end of the meeting where we as members of the Board have the opportunity to speak and you want to speak at that point too. Not right.

HAYES: Well I could speak an awful lot under President's Comments but I don't do that.

THERIAULT: Say some more there than.

HAYES: But you keep bringing up stuff...

THERIAULT: I'm a member of the Board at large not the President of the Board.

HAYES: And I think the accusations that you make are harmful to this Board. So I'll give up the Chair so then I could talk. If you want to go through that exercise to make you feel better.

THERIAULT: Exactly, I'll be happy.

HAYES: We need to look at new business and old business, what's appropriate under that because we're just talking off and off and off.

WHITE: I would like to make a motion that our Attorney read in Robert's Rules what is old business, what is new business. We know, we've read it. Let Attorney Mosley bring it back and bring it to next Workshop because this is ridiculous.

THERIAULT: Once again, point of order, Attorney Mosley isn't qualified to give us a legal opinion according to Corporation Counsel. If you want that kind of an opinion you'll have to go to the Corporation Counsel to get that opinion.

WHITE: Excuse me, it is not a legal opinion, it is what we, then we can all bring our own books and open it up to old business, new business, and read it. **I make a motion to adjourn.**

SWEENEY: **Second.**

HAYES: Motion is made and seconded. Any discussion?

THERIAULT: That's one way to control free speech just to cut it off.

FLAHERTY-MERRITT: Roll call.

***ROLL CALL VOTE ON MOTION TO ADJOURN:***

Yeas:	Commissioners D'Angelo, Laccone, and White - 3
Nays:	Commissioners Flaherty-Merritt, Harvey, Stango, Sweeney, Theriault, and President Hayes – 6

***MOTION TO ADJOURN FAILS***

HAYES: I will recuse myself for both New Business, Old Business, and Adjournment to Vice President White.

THERIAULT: Keeping in mind that Commissioner White cannot speak on any motion, one motion at a time.

HAYES: Under New Business I'd just like to respond on behalf of the budget process that we have. I think we've had a wonderful budget process for a number of years. However we want to go forward I'm in favor of that but just to make it clear we've had budget meetings and Finance Committee meetings over the last few years where maybe three of us bothered to show up so it would be nice to have everybody have input and I look forward to that.

As far as, some of things we're talking about I think there are positions that we need to look at, I think again since we're all over the place the detention that we voted on I believe was intended, through the Chair to Commissioner Theriault, was intended to allow some kids to move forward rather than keep them back so I think there's a savings to be realized. And I think when we look at budget items there are some things that we spend with the intention of it ultimately saving us money. We have a lot of those programs in place. We have done a lot, we've made a great effort with regard to following these grants and having them come back with reports as to whether or not they're working or not because we all know that these grants don't last forever so it's been important for me, in particular when anybody comes in front of us that they give us a report before they renew it as to how it was successful and whether or not it was successful or not.



And the other thing under New Business is just something that I just wanted to report that for those of us who, or those of you weren't able to get to the Building Committee meeting that it looks like we've gotten a report in that we're on budget with regard to our North End School and it really looked great, we had the presentation tonight, Commissioner Theriault did film it so I'm sure you'll be able to get an opportunity to see it. I really felt good to see that starting to come to reality and I was really appreciative of the fact that they came in with a figure that was within budget as opposed to what happened to us with Gilmartin although earlier in the meeting the Gilmartin plan came forward and we will be bringing it in front of the full Board to continue with that. That's now going to move forward on time, the movement of students and staff to the St. Margaret's appears to be all, everybody is on top of it so I'm really optimistic about that move going forward and Gilmartin being done on time and under budget. And that's it for me under New Business.

D'ANGELO: Through you Madam Chair, I guess President Hayes took exception to my comments and I just want to respectfully make a comment, I was on nine years this School Board now and never in one year in my opinion have we done an honest, good job on the budget. And that does not mean Central Office hasn't and Paul Guidone hasn't, there's no question in my mind when Paul Guidone comes to us with a budget it is a fair and honest budget, an assessment of what Central Office thinks this district needs. But what I'm talking about is an in-depth review of programs and personnel where we can look at the taxpayers in the face and tell them we went through this budget as a Board line by line with the input from Central Office and we think we've removed any fat. We have almost a 200 million dollar budget and if anyone thinks that by doing this we can't find five or six or ten million dollars that can go to other worthwhile programs, they're just not being honest with themselves. And we can sit here every year and say we need more and I've done it when I was on the Board, we need more and we get more. But we don't really do a good enough job before we ask for more looking at the budget and seeing if there's any fat that we can use to make up the more. That's my point. It's not a condemnation of Paul Guidone or anyone else and it wasn't meant to be taken personally, I just think we can do more due diligence than we do. That was my point. And if nine others disagree, that's fine, I'm wrong. But I just don't think I'm wrong.

HAYES: Just through the Chair, you're not wrong. My point was that we've had this kind of discussion before and then we have a Finance Committee and three of us show up. So I mean if we all show up that will be fine. But basically to me I was just following up and putting a challenge out to this full Board if that's what they want to do, that's fine. And I've done it every year coming up with a hand full of people and it goes through. And I think a lot of it is because we do trust our Central Office, we've been in the black for a number of years now, but there are issues that I've brought up in the past, it has been more in the last four or five years that I feel more comfortable voting for these budgets. I didn't historically vote for the budgets that came from the Board of Ed because I didn't feel the due diligence was there. But again it's a time consuming effort, if you decide you want to do that, we've got to go through the Chairman of it and schedule it. If you want to bring in department heads or whomever you want to bring in, it is a time consuming process and we have to determine whether or not it's going to be worth the time and effort.

D'ANGELO: And my last point President Hayes is we're in the black every year and part of that is to Paul's good management, part of it is that we get more every year. I mean at home I don't get more every year, some years I get less and I'm not always in the black, some years I'm in the red because I don't get more every year, we do, that's kind of my point.

HAYES: Without continuing this any further from my point a view, a lot of it again is attached to salaries that have been negotiated which have been pretty good for us compared to what others have gotten. We've gotten those additional dollars but if you take the 80 to 100 kids that come in, the additional cost, we're catching a break this year because we budgeted for fuel costs that haven't turned out to be anywhere near what we had to budget for, we had to put those numbers in so I mean that's just how the budget works. But as far as positions and things I have no problem with us looking at some of the positions and see if we can realize some savings there. And it's only based on the fact that again we have to look at those positions and trust because I don't have a lot of knowledge about what some people in some positions do on a daily basis. A lot of times we talk about that then when we raise the issue, we get challenges from everybody, they come and follow me, I've been down that road. So I mean if we want to go forward then I'm sure Commissioner Pinto would be willing to do that I just hope that it doesn't turn out where we have one or two of us that decide we want to do everything and everyone should get involved in it.

THERIAULT: I'm kind of done on the budget for now. I'll certainly return to it again next week and every week that I'm a Board member. But I would like to bring up a couple of things and before I do, through the Chair, I would like to ask you how you would like to handle them Madam Chairperson. I would like to discuss the 45% rule with regard to retirees, number one. And number two I would like to discuss the temporary Vice Principal appointment at Wilby High School. So if you would like to do this in executive session I'm amenable to that. If you would like do it in the open, I'm amenable to that. But I don't see, just one more editorial comment. I don't see where this Board has gone array with regard to New Business and Old Business. But I'd certainly would like to clean that up and put the Old Business aspect with the Old Business and the New Business with the New Business but I don't think that's the problem here, I think the problem here is some people want to hear certain things and other people don't and when they don't like what they're hearing they want to cut off the debate and I think that's very unfair. So getting back to my question, how would you like to handle the discussion Madam Chair of the 45% rule and the hiring of the person as the temporary VP at Wilby High School?

WHITE: I believe that those should be taken up at the Workshop because they are workshop, I agree they should be discussed and I think that all three of them should be put on our Workshop for next week so we can get it done and over with.

THERIAULT: Quite honestly Madam Chairman I'll abide by your interpretation but I was looking more for is it New Business or Old Business.

WHITE: You see New Business, the way I read it in Robert's Rules, has to pertinent to what we're doing tonight, this is just a voting meeting, your, the subjects that you want to discuss I believe are important and should be discussed but they shouldn't be discussed at the end of our regular voting meeting because then it puts a different

connotation on it. I do believe that it should be done on our Workshop session and not be done haphazardly, be done fully.

THERIAULT: Through the Chair, I really don't think there's any difference in these two particular items then there would be to bring up anything else that were germane to the business of the Board. The reason it goes under New Business and Old Business is because it is either something we have already discussed or something new under New Business that we haven't discussed.

WHITE: Historically Commissioner Theriault when there is new business such as that that requires a lot of discussion it has been set for the next immediate Workshop Session so that we can bring in the pertinent personnel and get it done. Because we can discuss it all night...

THERIAULT: I'll abide certainly by your ruling Madam Chair even though I do not necessarily agree with it but I would request that through you that President Hayes put these two items on the agenda and determine whether they be discussed at the Workshop, in public, or whether they go into executive session where they can be discussed because just my own comment, I'm not gonna get into debate...

WHITE: I thought there were three.

THERIAULT: Two – 45% rule and the hiring of the temporary person for Wilby High School. And I did notice, just for the Clerk of the Board, I did notice that under the Superintendent's Notification to the Board that the posting or the filling of that vacancy was not included anywhere in the Superintendent's Notification to us. That may not necessarily have to be so but I felt that some Board members knew about this and other didn't but we can discuss it at our next meeting.

WHITE: That posting was included in our notices from the Superintendent if I'm not mistaken.

SWEENEY: No, that's the posting for the actual position. He's talking about the temporary appointment.

D'ANGELO: Madam Chair, whether you want to discuss them tonight or, they're not executive session, they're process issues.

WHITE: I do believe they have to be discussed at a Workshop session.

HAYES: Just so you know that I'll decide whether they go on the Agenda or not based on what everybody would like, but I think the 45% rule is the 45% rule, I don't know what there is to discuss about it, it is what it is. With regard to people put in acting positions, there are probably another 10 that we don't know about currently in the system, we've never been notified about acting positions before.

WHITE: President Hayes, that's what we're going to discuss at the Workshop session. Anybody who has an argument or a question should bring it to...

THERIAULT: Excuse me Madam Chair, you're entering into the debate now so you're out of order.

WHITE: No I'm not.

THERIAULT: Yes you are. You're the Chair of the Board; we don't need your interpretation for this.

WHITE: That wasn't an interpretation Commissioner, it was a statement...

THERIAULT: Alright then if it's not an interpretation then you're out of order Madam Chair.

WHITE: It was a clarification of what I said before.

THERIAULT: I just want to know Madam Chair, why certain individuals on this Board never knew about and were negotiating with this particular individual while other Board members are kept in the dark like mushrooms and not knowing and I pick up the internet and I find out about this and I know that I have no more power than any one of the other nine of us. I was appalled to find out not only was this individual contacted, but he was also already working without any notification of the Board. And I'm not blaming Dr. Snead either cause Dr. Snead has to march to the beat. I want to know who was beating the drum; I want to know who was responsible for this keeping in mind that no one Board member has any more power than the other nine. And I think communication like this is essential, and this is the first time I've ever known that anyone was hired – retiree or anybody else, without notifying this Board. You know how viamently opposed I am to retirees getting hired back in the City of Waterbury, I fought against this, some of my good friends aren't talking to me today because I fought so hard against this. But I'm just very upset about this and I think communication is at an all time low.

WHITE: You have a valid point and I think we should discuss it at the next Workshop. You were not the only person left in the dark.

THERIAULT: You see Madam Chair the problem is that the President has the power of the Agenda of what is put on the Workshop. And the President of the Board has just said depending upon how you all feel I'll put it on or I won't put it on because I set the Agenda, and he's absolutely right. And if I were in his shoes I'd do exactly the same thing. But I reserve the right then if it's not put on the Agenda at our Workshop to bring it under this business of New Business of the Board, new business.

WHITE: Any member of the Board has the right to ask that something be placed on the Workshop.

THERIAULT: But not granted.

WHITE: The Superintendent and the President can agree or disagree but if you have three people who want it you can have it.

THERIAULT: Through the Chair, Madam Chair, did you know about the negotiations for this position?

WHITE: No.

THERIAULT: When did you find out about it? Same time I did on the internet?

WHITE: Someone told me and then I went to the internet.

THERIAULT: Someone told you, that's the point, that's exactly my point.

HAYES: May I please, Madam President, respond to this. I'll take personal privilege then because there's all kinds of . . . that somehow I orchestrated it because it's not Dr. Snead's fault, I orchestrated it and that is so totally false...

WHITE: Excuse me, I know that you did not orchestrate it and everybody should know that.

HAYES: Well let me tell you exactly how I found out, I called the school and said how are things going with Mr. Alston leaving because you know what there were some problems there with him leaving and I knew that, I told you all about that before. People were going to have feelings hurt; they didn't want to see the guy go. I think the newspaper story came out, it was right on target. You know what I did, the following Monday first Mr. Alston left on Wednesday, very tearful, a lot of people were upset. Some people were better about it than others. This is my own personal investigation. The next day there was a field trip that he had orchestrated so the Principal said go ahead on the field trip. Then there was a homecoming on Friday that he wanted to go to and I think she finally discouraged him, time to say goodbye, goodbye. I called on Monday, who's taking Andre's place, Bill Leete, how'd that happen, she told me, I said that's a great idea. If you want to call that negotiations and all that and you want to make those kind of false accusations, they're just that, they're false, and again, through the Chair, we've had acting positions filled by the Superintendent, it's his position. There's an accusation out there that somehow this was political. Let me tell you something, I interviewed at least five times Mr. Leete and I never got a call from anybody about Mr. Leete. So when I heard it was him I even felt even better because I know that he's been there for a number of years, he's done the work, nobody is going to have a problem. Whoever had to follow Mr. Alston there might be some issues. To me it was the perfect thing but it wasn't anything I orchestrated, it wasn't anything I negotiated, it was something that happened and I agreed with it and when it was posted I said I agreed with it and you know how I found out because I asked. I don't know if anybody else had the opportunity to ask but I think you did and you didn't. We had a meeting, we knew Mr. Alston was leaving...

THERIAULT: I had no opportunity to ask, none, absolutely none.

HAYES: And when Mr. Alston left no one asked who was taking his place because in my opinion that's always been left up to the Superintendent and the Principal. I've done interviews where I go in and interview, just happened that it was Mrs. Henson at Crosby, she got the job but I found out she was acting. Nobody ever brought it in front of the Board that she was acting at Crosby. There are so many people that are in

acting positions that we don't know about and I don't think we need to know about – that's up to administration, Central Office, and in most cases just the principal. If Dr. Snead thought it was a bad idea he should step in but it seemed to be a good idea and that's all I said it was a good idea. I believe it's still a good idea, I believe we should interview for it, and that's our process. We can have a discussion at a Workshop on it if we'd like but that was the process and I don't think there's going to be anything that's gonna change anything.

THERIAULT: I don't think we need to use anyone's name that's why I intentionally stayed away from the name because I want to talk about the process. I don't want to talk about the personalities or the qualifications.

HAYES: The person's names were both in the newspaper, okay, so they've already become public.

WHITE: They are both out of order. I asked for an adjournment but it was voted down.

FLAHERTY-MERRITT: President Hayes, with all due respect, I agree that it might have been a good placement, it might have been a good idea, but the problem here was that process wasn't followed. The process is is that we take a current employee and let them fill acting, we don't take someone who wasn't currently an employee, that process wasn't followed and we weren't notified that it was gonna be changed. So that's why we would like to see it at least on the Workshop.

HAYES: What I disagree with is your statement that there's a process that we've always followed. We've never followed it, that's my point; we've never gotten involved in that process. We get involved with filling the position but the acting positions I don't know one since I've been on this Board that has come in front of this Board for us to take action on, if someone could point that out I'll go with it. What I'm saying is there is no process. The process is something that we gave up as a Board during all those concerns about political, I was on the Ethic's Board as a matter of fact at the time, so what we did was take it away from the Board so we don't call and say put my sister on there or put my aunt on there, that's what that . . . and now all of a sudden we have a process, there hasn't been a process. What process put the one in at Crosby? What process put the one in, where's another acting position right now that we don't know about?

WHITE: President Hayes, calm down.

D'ANGELO: Just two very quick comments. One in response to Coleen's comment, I don't necessarily agree, we have a history in Waterbury, and other districts, of putting retired people in acting positions. We do it in Central Office all the time; we've done it in the schools on occasion. So that's nothing new. I don't even necessarily have so much of a problem with the process or this particular individual at all who I don't know, but my problem has always been you know when a decision is made either in Central Office with Mr. Frost, Mr. Guidone, Dr. Snead, anywhere in that Central Office or between Central Office and a building principal, a decision is made and overwhelmingly it's made for the right reasons, the Board should be informed immediately because historically and inevitably what happens is people start talking whether it's Central Office people or building administrators, start talking, and a Board member is in Stop and Shop and they

hear from their friend oh, did you hear who got the position at Wilby or Wendell Cross or whatever the case is, and I think that's when members of the Board, at least I do, get upset. Why does everyone know it on the street before our Board knows it? It makes us look foolish I think and that's what happened here and that's what happened in a lot of cases. And I just think if Central Office people know it you have to assume the person in Stop and Shop knows it and the Board out of respect and courtesy have a right to know it as well. And I think that's a lot of our problem.

SWEENEY: I think even if you give the responsibility to make those appointments to Dr. Snead or to the principal that there still ought of be a process that they have to follow so that every time those appointments are made there made in the same fashion. That's what's not occurring. I'm not worried about a process for the Board to follow; I'm worried that there is not a process in place so that every time one of these appointments is made it's made in the same fashion. I don't have a problem with who they put in, I don't have a problem with that, I have a problem with nobody seems to know and every time it's done it's done differently and the rules change constantly. There ought to be rules in place, there out to be a process, and it ought to be followed consistently every time. And at the point that it's not followed consistently that's when the process of the Board kicks in and that's when the Board says you didn't do it the way you were supposed to. That's the process that we ought to be discussing, what process is there so that this is done in the same fashion each and every time it occurs.

THERIAULT: There's a little item that unionism uses constantly and that's called past practice and we have lots of past practice with regard to filling temporary vacancies. If we are done with this item I have one more item on New Business that is legitimately under New Business.

WHITE: Commissioner Stango.

STANGO: Just listening to being informed, not informed, past practice, what's past practice. I can remember about a year or two ago reading incident reports from I don't know whether it's Crosby or Wilby and having referred by a name and I saw this name pop up two or three weeks in a row and I think I called Dr. Snead or emailed him or someone and I said who is this name, I don't realize that this name is a vice principal or principal of this particular school and I was informed that he or she was in acting position and probably for about three months at this time because one of the VP's was out on long term illness. So if that's past practice we never questioned that at the time then it's past practice and that's what's going on. But I also have to agree with Commissioner Sweeney that we have to get the procedure in place. If that's the way it's gonna happen it has to happen consistently throughout all the appointments. And another comment was made about administrators filling in before in a school. I was never aware of that. I know that we've hired retired people to do grant work in the schools, do tutoring, do literacy or whatever but I'm never aware of a retired administrator being taken on for six months, a year, temporarily. If that's the case maybe it is but I'm not aware of it.

HAYES: President White, I just wanted to add one other thing. I'll put this on the Agenda for discussion but I think it sounds right to do it but you know what there isn't always the right person available that's a retired person and if there is one it seems to me to make a good reason to do that so if we will put strict guidelines that you move

somebody what will happen is again these are all things that I've learn when I start asking these questions because I honestly don't think any one of us here are qualified to determine who should be in an acting position okay unless we're doing interviews. So unless we do that I don't know who anointed us as the experts. We pay these people to make those kind of decisions. Secondly, when they're put into an acting position if you take someone out of the math class and put them into an acting position those kids in the math class are going to have trouble when it comes time for CAPT scores. Then you move another person over there, you know how it happens in the system, sometimes we don't even like to hire somebody within the system because then we know then we have to hire five other people because everything is gonna move. So you got an open acting position and there happens to be an administrator who is retired who has had the experience in the past, it seems to make sense. So if we tie it to and say only we move somebody up that's in the system, then we lose out of the opportunity and we create a situation where we have that hopscotch thing. Whereas right now we can post for this position and maybe hire somebody in a month and we have a retired administrator who can just leave whenever we tell him to leave and it doesn't have any impact on the rest of the school. So that's why I was in favor of it, we can have a discussion about the process but to me it's a unique kind of thing because how often do we have to lose somebody in the middle of the year. We're gonna lose somebody anyway over at Brooklyn School so we have to respond to that. What we do then, if we hire somebody we're gonna mess the whole school system up because most likely someone is going to want to transfer to Brooklyn and we're going to open up another position someplace else and we're gonna have that whole mess again. So that's why I agree that if we have someone who is retired that's in the system that's, I did ask the question about being retired how that works, I actually asked it of Paul Guidone when I found out and he said in the first year it's okay and I said make sure he asks before he starts. I mean to me it just makes sense that it was the right thing to do but I was never involved in anything I just asked and when I heard about it I thought it was a good idea. Because again you don't move somebody from a classroom because Wilby has gone through that a lot, when Mr. Alston's spot was available he didn't start until November so we had this acting position going on, it was somebody from the classroom, and it disrupted the educational things. So to me, if I could vote, I would say if we can get a retired administrator from the City that we trust that would be a better move then moving somebody from within the system. Because you know Commissioner Theriault with regard to the political stuff, to me if you want to be political and I'll tell you I've never called to say get this person into that job, you put somebody that's in the system right now and you can arbitrarily decide who you put in that acting position, you're giving that person a leg up and I don't think SAW has made any, as a matter of fact I asked that question too is SAW going to have a problem with this, not at all because it has been done before. Now it's turning into some bigger thing than I don't think it should be. Like I said, I'll put it on the Agenda for Monday for a discussion on how it happened.

**SUPERINTENDENT:** I'd like to say that no single Board member asked me to put this person in this position. This was my decision in collaboration with the Principal. We felt that it was best for the operations of the school. The Principal did not want to pull out a department head or a teacher from the classroom and interrupt the instruction of the students. She talked to me about this individual we are talking about and explained to me she worked with him in the past. She felt that he would be loyal to the mission; she had a very good working relationship when they were at Kennedy. He had filled in from time to time in an acting position of vice principal at Kennedy and so I went with it. I



kept it purposefully close to the vest, it's because there are some key positions in this school system that whenever we get ready to fill them we're virtually bombarded with influence from a lot of places. I didn't want that this time and felt that this was the best move. Perhaps I should have notified you sooner. I did have Ron Frost notify you via e-mail, that's my fault, I'm sorry about that, I apologize for that but I do think I made the right decision and it's in the best interest of the operation of the school and the students.

WHITE: Thank you Dr. Snead, apology accepted.

THERIAULT: With all due respect to President Hayes, I totally agree with everything that he said, totally agree. And I also agree with some of the other Commissioners I can't remember anytime ever going into the cadre with the exception of a few intake center jobs or interviewing jobs that we ever put a retiree in a full time position, I can't ever remember. If there have been some maybe someone could edify me. But I don't care...

WHITE: Commissioner Theriault, excuse me, could I just interject one word. We have used retirees temporarily. We had Joe Cavanaugh over at Crosby until we filled it, I'm sorry, Wallace.

THERIAULT: Then I stand corrected but I also think it's a bad precedent to set. My point is that we have 18,360 students in the City of Waterbury, we have almost 1,400 teachers to draw on and many, many of them have 092's and we can't take one of those people and say now one might say we can't do it, it's the beginning of the school year and the CMT's are going to suffer, we can't do it at the end of the year because the CMT's are gonna suffer. And we can't do it during the summer because the kids are expecting that teacher back. But the point is is that the person that has the 092 is the person that is entitled to get the job or at least get the nod and you're absolutely right President Hayes, that person by getting the job gets upmanship, there's no question about it, but also that person is also provided with a wonderful opportunity to show their strengths in terms of their administrative leadership which is even more vital. So now someone at this point doesn't get that opportunity cause we decided to go to the outside. And I think this argument of saying that we can't take a department head, we can't take another person out of there, with all due respect to you Dr. Snead, I know you think you're doing the right thing and I respect your opinion and I respect President Hayes' opinion, but I think sooner or later we have to drop the ball and say we have to fill these appointments temporarily or permanently and stop going, this is very similar, there's a very similar similarity here between the custodian at Adult Ed and this particular position – supplanting versus supplementing. And what we've done here we've said to our staff I believe, my opinion, we've said to our staff there is no one out there in the 1,400 of you that we have enough confidence in to put you in this position for two or three months or whatever while we go out and find a permanent replacement. And if you do a good job you might be considered for that position. This is the beginning of the year, not the end of the year, the CMT's aren't until March, they're not now. I don't know when the CAPT's are, when do they do the CAPT's, but immaterial. So sooner or later somebody is going to get picked for this position and if they're picked permanently for this position are we going to fall back on the premise, you know we're not going to take this person right now because it's going to affect the educational outcome. That's all I have to say on this. My bottom line is communication has broken down, we need more communication. I respect Dr. Snead, I certainly haven't disagreed

with anything that he's done in the five years that he's been on the Board but and I accept his apology totally and I'm sure we'll get better communication in the future. Thank you.

WHITE: Thank you Commissioner Theriault.

***ADJOURNMENT***

**Upon a motion by Commissioner Hayes and duly seconded by Commissioner Stango, with Commissioner Theriault voting "no", it was voted to adjourn at 8:04 p.m..**

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