

WATERBURY BOARD OF EDUCATION

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

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

COMMITTEE MEETING

The Board of Education Committee meetings were held on Monday, December 8, 2008 at Barnard School, 11 Draher Street, Waterbury, Connecticut, starting at 5:35 p.m.

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

ABSENT: Commissioner Laccone.

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

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

ADJOURNMENT

The Committee meetings adjourned at 9:28 p.m.

Respectfully submitted,

Carrie A. Swain, Clerk
Board of Education

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

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

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

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

ABSENT: Commissioner Laccone.

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

MEETING CALLED TO ORDER

President Hayes called the meeting to order at 6:35 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 – absent. 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. Copies of communications dated December 1, 2008 from Civil Service certifying Alexander Horvath III for the position of Maintainer I and Margaret Cherubini and Melanie Duszak for the position of Administrative Support Specialist II.
2. Copies of communications dated December 2, 2008 certifying Rozeta Koxha for the position of Paraprofessional and Maria Rodriguez for the position of Administrative Support Specialist I.
3. Copies of communications dated December 8, 2008 from Civil Service certifying Holly Paolino and Yaritza Andujar for the position of Paraprofessional and Juan Crespo for the position of Maintainer I.

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

PUBLIC ADDRESSES THE BOARD:

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:37 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.

Donna Vignali, 26 Lakeside Blvd. East, had the following comments: Good evening President Hayes, Commissioners, Dr. Snead, I know the Board was invited to speak to the administrators concerning the discipline policy and following the discipline policy. I think it's important that the teachers also hear what the Board had to say so I would like to invite Board members to come and speak to our rep assembly in January. The meeting is held the first Monday of the month which will be January 5 at Kennedy High School and I will send Carrie all the information. But I would appreciate and would love to have Board Members come to speak to our rep assembly. On behalf of the Waterbury Teacher's Association, I would like to wish all of you a very merry holiday season. Thank you.

HAYES: Thank you. Same to you.

Reverend Ollie Gray III, 2929 East Main Street, had the following comments: I just want to, I just have a request for the Board as far as the high schools go. I coach football at Nonnewaug High School the past two years and we have a trainer there, an

athletic trainer for the team and I would like to request that the high schools be given athletic trainers. I think that we've made some progress when we've raised the bar for the grades, I didn't agree with it but looking at it now I think it was a good choice and we've challenged the kids academically and they responded but I think, you know my son is a basketball player at Crosby and they need an athletic trainer. I went to the Wilby and Kennedy opening girls' basketball game, one of the players went down and there was no trainer. The coach's are doing the best that they can but I think it's a good investment and in the long run its gonna help our kids so I would just like that you would please take a look at getting athletic trainers in the school. I don't think it's a lot of money. We gave Sacred Heart \$40,000 so you know please just look out for our kids. Thank you, God bless you guys, have a Merry Christmas and I appreciate all your work.

HAYES: Thank you, same to you.

Pamela Boivin, 80 Kelsey Street, had the following comments: I would like to discuss the opportunity to get a policy passed. My daughter is a second grade elementary school and I don't agree with the schools as far as leaving it up to the school itself to let the children in during bad weather, inclement weather, snow, rain. The last couple of days my child has been outside when it has been raining, teachers have been outside with umbrellas and I disagree with the fact that it's upon the school's discretion to let the kids in the school. So I'd like to discuss the chance to try to get a policy passed so that it's mandatory.

HAYES: Mrs. Marold, I don't think the parent gave the name of the school, it might be helpful. She's talking about a policy.

Shafiela Deen, 43 Robbins Street, had the following comments: I have a daughter who is in Kennedy and I just found out about a program in the Naugatuck Community College, high school partnership, dual enrollment and I called the guidance there and she said she never heard of the program. She did find out, she said she did heard of it. I had my daughter took it off the Internet and had my daughter fill it out and took it in there. I was in there, the guidance give it to me and she told me that if I know that this program does not work for Waterbury student, it's out of Waterbury. I don't know how many truth that is for this but I believe Waterbury student are also allowed to have, be part of this, I think it was a grant for junior and high school senior, I think you have to have a "B" average. So if you can look into that. Thank you.

Michael DaRocha, 16 Lounsbury Avenue, had the following comments: I'd like to first of all apologize to some of the people on the Board, Commissioner Hayes; I'd like to thank Commissioner Theriault and Commissioner D'Angelo for coming to our café. I would hope that everybody would probably speak with these two Commissioners and see what it was all about. I'd like to invite everybody to the next one or maybe do something similar to it. I think it was very informative, I think it was great all around, it was a nice atmosphere, people were able to talk, we were able to resolve problems and issues. Again, I'd like to apologize for some of the comments that I've made, I came here, I really didn't know how it worked. What you do is not easy and the New Year, maybe we can start new. I'd like to thank everybody and wish everybody a nice holiday.

Denise DaRocha, 16 Lounsbury Avenue, had the following comments: I am just a graduate from the Parent . . . program and I would just like to thank everybody for what

they've done and just to say that you're more than welcome to any cake, afterwards, after you're meeting. Hope you enjoy it, have a nice holiday.

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 6:45 p.m.

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

SUPERINTENDENT'S REPORT: I'd like to acknowledge one of your colleagues in CABE, former President of the Danbury Board of Education Bobby . . .

The Mayor's Christmas Party will be held tomorrow at noon at the Sovereign Bank building, second floor.

Dr. Paul Sequeira is holding a Christmas luncheon Wednesday at noon at 30 B Church Street.

I will be hosting a holiday breakfast in my conference room on Thursday, beginning at 10:30 am.

Wendell Cross School will hold its annual Holiday Spectacular on Friday, beginning at 9:30 am in the school gym.

I will be resuming taping of my TV talk show, "Spotlight on Schools", beginning this Wednesday.

I will be meeting with representatives of the Waterbury Symphony Orchestra, Joe Nole, Dave Gardino, and Nancy Vaughan this Tuesday to discuss a possible program for students involving the history of the skeleton, Fortune, located at the Mattatuck Museum.

Last Wednesday, at the request of Commissioner Ann Sweeney, we met with State Representative Selim Noujaim and State Senator Sam Caliguiri. The meeting was arranged with the assistance of Paul Guidone. Several Central Office staff and Board Commissioners attended. We discussed the upcoming legislative session and our concerns about several issues. Other local legislators were invited to attend but sent their regrets.

Also last Thursday I attended a meeting of the Bilingual Education Department. Supervisor Adela Jorge-Nelson spoke about the expectation that 100% of our students will be making progress. Some additional training was provided in sheltered English, and language and content objectives.

As chairperson of the Education Sub-Committee for the United Way, I would like to urge everyone listening to this broadcast to consider a donation during this holiday season. We have several families and children in need.

Finally, I would like to wish everyone Happy Holidays.

PRESIDENT'S COMMENTS: I'd just like to inform those who may be interested that we do have money in our budget for trainers. We are looking to get them there. I was at the same game with Reverend Gray and we're working on it. I don't know if Mr. Gorman is here this evening, maybe he can let us know what's going on with regards to the trainers. And as far as the parent leadership training, I'd love to take part in that. I've had some health issues so it's prevented me from taking part but hopefully I'll be invited to your next one. I'd like to just see what actually happens at a real meeting, sort of the nuts and bolts of it. I'd appreciate that. Thank you for getting involved in that, we need more people to take advantage of a program like that. Finally, Merry Christmas and Happy Holidays from me and our entire Board to all of those who are here and who may be listening on Andy Michaud TV. This is our, just for those who might not know, this is our last meeting of the year. Our meeting that had been scheduled for the 29th we've cancelled but if anything important does come up we'll have to call a special meeting, I just hope everybody will be available so we at least have a quorum in case anything important comes out. Now we move onto the Consent Calendar. Is there anything on the Consent Calendar any Commissioner would like to have removed?

President Hayes proceeded to read the Consent Calendar.

8. CONSENT CALENDAR

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the Consent Calendar, Items 8.1 through 8.5, as listed:

- 8.1 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to participate in the State Department of Education's "Connecticut Algebra I Model Curriculum Grant" with CREC and the RESC Alliance.
- 8.2 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval of an Agreement with Greater Waterbury Young Men's' Christian Association to provide recreational services for the 21st Century Community Learning Center Grant – Cohort 7/Project 1.
- 8.3 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of a Contract with AAIS Corporation to provide Phase I/Part II Asbestos Abatement services for the New Pre K – 8 Gilmartin School Project.
- 8.4 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to the following for use of school facilities by school organizations and/or City Departments.

8.5 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. Any discussion? Hearing none – all in favor, opposed, we now move onto item #10.

10. COMMITTEE ON GRIEVANCES

10.1 Upon a motion by Commissioner Stango and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve that WTA Grievance 08-09-07 be denied.

HAYES: Motion has been made and seconded. Any discussion? Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: I will be voting against this motion. I feel that we will be negatively impacting our employees by following through with our agreement with Wachovia and MetLife. If we push this contract without allowing the WTA to negotiate as they have asked these changes will be further attacking the moral of our teachers, impose fees that have never existed before, will force MetLife participants to change plans even if they do not agree with the new plan, impact teachers close to retirement who may want to continue with the 403(b), and may increase the cost of some employees to further continue their 403(b) without including their vendors.

HAYES: Anyone else? Hearing none – all in favor, opposed.

FLAHERTY-MERRITT: Roll call.

ROLL CALL VOTE:

Yeas: Commissioners Harvey, Stango, Sweeney, and White – 4

Nays: Commissioners D'Angelo and Flaherty-Merritt – 2

Abstentions: Commissioners Pinto, Theriault, and President Hayes – 3

HAYES: I'm abstaining because I missed out on all the discussion that went on and on and on about that when I was absent. Motion passes for in favor, two against, three abstentions.

10.2 Upon a motion by Commissioner Stango and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to remove from the agenda WTA Grievance 08-09-08.

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

11. COMMITTEE ON GRANTS

11.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve Amendment

#1 to the Grant Application for Mayor's Task Force on Substance Abuse between the City of Waterbury and Central Naugatuck Valley Regional Action Council.

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

SWEENEY: Can someone explain it; I have no idea of what the amendment is. What changed?

GORMAN: The Mayor's Task Force Against Substance Abuse Grant is a small State grant that we receive each year. This year the State asked for a lot more specific information than we have previously submitted and so the amendment to this is simply a greater explanation in detail of the activities that we plan to undertake with the grant monies received. So it was a rewrite of those activities more closely tailored to the actual activities of the grant. This is a small grant that we use on an annual basis to fund our Hard Truth program for our high school juniors and seniors and also for our fifth grade program No Butts About It program that we do annually at Rotella. And then there's a few dollars in there for other projects and that was the primary reason why they needed a rewrite of the grant activities but there is absolutely no change in the amount of dollars involved just moving in different apportionments.

HAYES: Anyone else have any questions, concerns? All in favor, opposed, motion passes unanimously. Mr. Gorman, if you don't mind, can you just give us an update on the trainers while you're here if the Board doesn't mind?

GORMAN: I did speak with Dave Ieronimo today and I believe that I cc'd Mr. Guidone on that. We're looking at trying to get a few contacts where we can talk about trying to negotiate a package that would include all of our high schools, see what the dollar figure attached to that would be, and see what we can work out as far as a compromise. But certainly this is something that the Board charged us to do some time ago; it becomes a very expensive proposition if you go one way with it. So part of it is trying to establish personal relationships with people who are willing to do that and hopefully I'll have a report for you within a couple of weeks on that. But we are definitely trying to move forward with that as well as some other options to help our athletes with physicals. Believe it or not we're still working on that too.

HARVEY: And we're looking at all athletic activities – male, female, cheerleading activities, etc., right?

GORMAN: Again, I can't speak for you obviously without a distinct proposal put forth, but that's one of the considerations as well as not creating a playing field that is not leveled because we're able to do it at some schools and not at others. We want to make sure that we're doing the best we can for our athletes but that we're not doing it in such a way that it's unfairly distributed to some and not others. Certainly female as well as male student athletes deserve that type of support. So yes it's part of it.

GUIDONE: Just to be clear a couple of years ago the Board had requested through the budget process that funds be set aside for athletic trainers specifically for basketball and specifically for boys and girls. And we placed funds in the budget a couple of years ago

for that purpose and I think that some of the schools have had various degrees of success in finding trainers willing to participate in the program. I think that's what Joe is working on right now. We might expand that program but right now what was developed and what was funded was boys and girls basketball for all three high schools.

SUPERINTENDENT: Just to add to that, we do have ambulance service at every football game.

HARVEY: That's good, but I'm looking at female sports activities as well as male and I don't know any female football players yet. But that's my concern because there's a tendency to just focus in on the male sports and leave the females out of it and the females get injured just like the males do.

HAYES: Now I think we need to do more work on this because I think the idea was to start it maybe with the more high profile things but we did have it for both male and female and the cheerleaders are included in the boys' basketball because, they are co-ed but they're mostly females that are cheerleaders but there are some boys that are cheerleaders as well and honestly that was one of my biggest concerns. But when you go to the games like I do you see these kids, they seem to be a lot bigger, stronger, play faster and harder and I am concerned for that. And the other thing is quite frankly when I go on the road and watch these games most of the other schools provide that service so I don't see why our kids shouldn't have the same opportunity to be safe. I was there on a couple of occasions where an ambulance came but 20 minutes after a kid lands on his head on a basketball court at Wilby wasn't necessarily the best. Luckily nothing happened to that kid and the same thing happened with a girl, as a matter of fact what Reverend Grey was talking about there was a girl hurt, there was a trainer there I guess he didn't notice, which might be something else, if someone is gonna be a trainer for us maybe they show something that designates they're a trainer so that people at least know that there's someone there. I didn't even notice what he was talking about with somebody getting injured the other night but from what I was told Wilby did have a trainer but Kennedy didn't. So they probably had a trainer but nobody really noticed it because it wasn't a run out to the court and pick her leg up or whatever. So there was a trainer there. I did find that out. But I think it's important for us to do that. It doesn't cost us a lot, it could cost more, but like I said I think we need to expand it even with track and field. I think we start with the basketball and try to work out something. Maybe Mr. Gorman, when you start negotiating, sort of lead these people to understand that we may be able to expand it a little further. I hope we will be able to anyways. Thank you for being here for that.

CLERK: Just a note on item 12.3, the eighth name is being removed.

12. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

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

12.1 Athletic appointments effective immediately:

Acevedo, Paul – WSMS Boys Basketball Coach.
Caouette, Crystal – Assistant Cheerleading coach, CHS.
Chabot, Albert – Interim Freshman Boys' Basketball Coach, CHS.
Fryer, Deneen – Head Varsity Girls Basketball Coach, CHS.
Perriello, Robert – Interim JV Girls' Basketball coach, CHS.
Walker, Michele – Interim Assistant Boys' Swim Coach, CHS.

12.2 **Athletic resignations effective immediately:**

Walker, Ryan – KHS Assistant boys Swim Coach.

12.3 **Grant funded appointments effective immediately:**

Fleischmann/Mark, Bracha – Non-Public Title I Instructional Tutor, 18 hours per week @ \$30.00 per hour, 10 months per year, no benefits.

Gray, Margaret – Pre-k Substitute Classroom Assistant, \$7.65 per hour.

Grosberg, Nechama – Non-Public Title I Instructional Tutor, 18 hours per week @ \$30.00 per hour, 10 months per year, no benefits.

Monti, Diana – Parent Liaison, Brooklyn School, 30 hours per week @ \$15.12 per hour, 180 days, with benefits governed by the SEIU Agreement.

Pleasant, Suzanne L. – Education Grants Manager, \$57,500 annually, effective 12/16/08.

Rinaldi, Jessica – Substitute Teacher, Priority School's Before/After School Program, Walsh School.

Tenor, Barbara – Temporary Title I Liaison to the Homeless, 20 hours per week @ \$15.00 per hour, no benefits.

Varrone, Anthony – Network Specialist, 35 hours per week @ \$19.00 per hour, 10 months per year, SEIU Position with benefits.

12.4 **Grant funded resignations:**

Poulter, Patricia – Parent Liaison, Driggs School, effective 12/01/08.

12.5 **TPTA appointments, two hours per day (with bus duty 2 ½ hours per day), salary according to contract:**

Barnard School

Cheryl Haller, Lisa Ieronimo, Melissa Steck

Subs: Maureen Guiffre, Julie Tzepos, Janeen Washington

Brooklyn

Donna Barbati, Susan Field, Catherine Mastrianna

Subs: Michelle Bell, Dana Brunetti

Bucks Hill

Sue Brown, Darlene Cofrancesco, Jessica Geddes, Anna Machial, Amy O'Leary, Francine Ouellette, Jill Reinhardt

Subs: Sue Ann Armour, Erin Delaney, Patricia Ferrare, Marcy Frost, Michelle Montes, Kate Wengertsman

Page 2

Bunker Hill

Carmen Gadea-Bellardin, Sue Groppi, Donna Lyons, Howard Rochon, Vanessa Salvador, Christine Stockwell

Carrington

Marilyn Bartkus, Claudia Biello, Melissa Boutote, Janet DeVoe, Jos. R. Gagnon,
Mary Helen Levine

Subs: Marlene Madera, Rachel Rodriguez

Chase

Melanie Brophy, Amanda Campagna, Barry Collins, Carol Fitzgerald, Maria
Mantilla-Romero, Erin McCue, Patricia Omer, Julia Perry, MaryLou Raider,
Nicole Rinaldi, Susan Samara, Sonja Selenica, Beth Sheehy

Sub: Julie Copeland

Driggs

Mauralee Connolly, Lynn Green, Karen Griffin, Judith Hintz, Jodi Lucarelli,
Andrea Lund, Erin McKeeman, Mardelle Ruffin

Subs: Stacey Gordon, Bernadette Ouellette, Lucy Sheetz

Generali School

Orphine Barrett, Karen Hartery, Timothy Coughlin, Nikki Barbeiri, Amy Neibel,
Stefanie Rock-Dyer, Thomas Haines, Amanda Hubbard

Subs: Lenore Gagain, Terri Miller

Kingsbury School

Bret Bisailon, Jeanne Cigas, Laura Halloran, Kathleen Gignac, David Greene,
Diane Quatrano

Maloney School

Joanne Riback, Domenica Zurlo

Regan School

Marilyn Baker, Kathryn O'Leary, Jennifer Hart, Jodie Roden, Lisa Marie Klem

Tinker School

Sharon DeFeo, Filomena Hudobenko, Jaime Larson, Meleke Mete, Cindy
Rinaldi, Nancy White

Sub: Carol Mooneyham

Walsh School

Jennifer DeMatteis, Talisha Foy, Shannon Kindelin, Jessica Rinaldi, Arlene
Torres, Elpiniki Velezis

Washington School

Stephanie Carpentieri, Keeley Jenkins, Maria Jimenez, Melissa Lawlor

Wendell Cross

Michelle Cervero, Krista Holley, Elizabeth Marshall, Evelyn Mendoza, Andrea
Portanova

Subs: Linda McGill, Johnna Divito

Wilson School

Doreen Lawson, Leocadia Quinones, Christina Rydingsward
Subs: Lisa Kroc, Susan Maguire, Diane Moreau-Elmer, Monica O’Neal, Tara Schulte, Mariannina Sullivan, Bettzaida Vega

12.6 **Resignations:**

Rice, John – Teacher, Bucks Hill School, effective 06/30/09.

12.7 **Teacher new hires:**

116	Likorama, Robert	WMS	Italian	MA	1	11/7/2008
117	Cichowlaz, Kaja	Bucks Hill	Grade 5	BA	1	12/1/2008
118	Lacross, Rebecca	Maloney		BA	1	12/1/2008
119	Jones, Kara	NEMS	Math	BS	1	10/27/2008

HAYES: Motion is made and seconded – all in favor, opposed. Motion passes. Next we move onto, I think we go to New Business next. Anything under Old Business?

THERIAULT: Yes President Hayes, at one of our last meetings we had a representative from Civil Service come and talk to us about many things regarding the Teaching Vice Principal test, as well as the Supervising Vice Principal test. That being said, I found many of the things that were presented there not to be accurate and forthright in terms of a conflict with the WTA contract. I emailed all of the Board members some of the anomalies that I found in the WTA contract versus the Civil Service Rules and Regulations. And if you look at the mission statement in the Civil Service Rules and Regulations and their rules, right off the bat their mission statement seems to be, they don’t seem to be adhering to their mission statement. And I say seem because I’m not authority, I’m no lawyer, but I am a Board member and I am a taxpayer and I’m really outraged over the way that test was given and Commissioner D’Angelo and I are planning on going before the Civil Service Commission to express our own views as members of the Board and taxpayers over this outrageous way of giving tests, take home examination. But that being said I would like to invite them back again so that we could hammer this out again. It may result in further confusion or more fisticuffs, but so be it. I think that the teachers deserved a fair shake and I don’t think the teachers got a fair shake on this test and I think that the reason for this test not being given, the reason it wasn’t given accurately and forthright was because they were low on funds, they were low in their budget on funds. I think that’s a poor excuse, that’s a poor excuse for putting forth a test that is at the very best a sham. And I don’t think it’s fair to our staff, I don’t think it’s fair to us, I don’t think it’s fair to the people in the City and the taxpayers. And I’m gonna call the Commission on it and I’m gonna to call the Director on it because I don’t know, the person that represented Civil Service said that this is done all over the place but I don’t really know too many towns left that have Civil Service so I’d like to know all the other towns in Connecticut where they have Civil Service where this is done cause it’s the first time I’ve ever known that we had a take-home exam and then they were ranked, evaluated, scored, and then people came in, maybe they came in well because of their experience, their qualifications and their training, or maybe they did well because they had a neighbor who was a retired principal or teacher for 35 years that helped them with the test, or maybe they just did it themselves. And I think most of them just did it themselves and the cliché there are no right or wrong answers is another misnomer because if there are no right or wrong answers then everyone would get a hundred. And if you wanted to examine someone’s

credentials in terms of an exam, you give them an application and have them fill out the application and that lists their credentials. So I think I've said enough on my soapbox about this and I'd like them to come back again and to speak to us with the Director of Civil Service and all the people involved and to do a little thorough reading of the Freedom of Information Act with regards to looking at the test because 30 years ago it was determined that anyone that took the test could see the test. That's why Princeton was thrown out in the first place; Princeton was the original testing company that gave the test. And there are some other anomalies with regard to the contract that have to be resolved and I think Civil Service needs to go back and research the two cases that went to the Connecticut Supreme Court so they can justifiably answer these questions from the standpoint of the legality of the law and not say I don't know anything about those two court cases or I don't know anything about the Freedom of Information case. So I've done my homework and I would request that Civil Service do theirs and come back to us and talk. Thank you.

HAYES: Commissioner Theriault, the only thing I'd like for clarification, I think we did ask Mr. Abare-Brown if he'd come back and he had no problem with that. But when you're talking about looking at the test, you're talking about looking at the test after it was taken, before it's taken? Because if we're worried about a take home test and if we show the test to everybody what's the difference? I'm not sure what you mean by showing everyone the test.

THERIAULT: Well I really don't see a big deal, I'm talking about the test that was given to them and it's taken home and it's scored. Now the individual gets a score on that test should have the opportunity to go back and say why was I scored this way, how did you use the rubric to score me? And what Mr., I don't want to mention any names, the head of Civil Service, because that could change at any moment, we know that, the person that is in charge of representing Civil Service said to us that for security reasons these individuals will not be allowed to see the test and that's wrong.

HAYES: I just wanted to be clear. Commissioner D'Angelo.

D'ANGELO: I just want to comment on John's comments very quickly. When we got the presentation the other night from Civil Service Peter Abare Brown, the head of Civil Service said some things that were a little bit alarming to me and frankly I don't believe. Number one, that we could not get three administrators from other districts that would be willing to interview the candidates. I'm sure we didn't ask anyone, but I find it extremely hard to believe that we can't get three administrators from other districts who would have been willing to serve for four or five or six hours on a day to interview candidates. The second thing he said was the format for the questions were given to him by Central Office in 2004 and nothing has really changed since 2004. I think that's an insult to this Board, I think it's an insult to Central Office, and I think it's an insult to everyone in the schools because we all know that a lot has changed since 2004. A lot has in discipline, a lot has changed in attendance, a lot has changed in curriculum, a lot has changed in classroom management. So to make an ignorant comment like that I think is a slap in the face to this entire district. And then the third and perhaps the most alarming thing he said is he took direction from Central Office in 2004 on what questions to ask but no one seems to know who gave him the rubric for doing the scoring or who even did the scoring. I agree with John and to steal one of his words this is an outrage and I think what I would like to see, and it probably won't happen, is for this Board and

for this Central Office when we have an appointment over the next two years if this list is forced upon us that we fill it with an acting person and we let Civil Service take us to court and fight it out there. I know we can't and we probably won't do that but John's right that this was a sham and we're going to put people in that may or may not be the best for the position and eventually those people are going to go on probably to be principals, and they may or may not be the best and the brightest and the most available or the best available at the time because of this test. That's my comments.

THERIAULT: Just one last point, I don't want to beat this to death, I want to save some of our thunder for when the representative of Civil Service comes. But there's almost a dichotomy in terms of the rules and regulations. On the one hand it says that anyone in an acting position their time cannot count in the scoring of their examination and yet these individuals were asked outright do you have any experience as a teaching vice principal, do you have any experience as an acting SVP? And yet it goes on to say in the teachers' contract that only individuals that were selected from the actual list can receive credit in the grading of their examination. Did Civil Service differentiate between what was legitimate, a legitimate score for a person taken off the list versus someone in the building that may have had seniority that was filling in? So these are some of the things that are just kind of way out there in terms of what I think is a fair test and I think it really needs to be looked at, it really should be fair, equitable and just all the time for everybody and it doesn't seem that this was the case on this particular test. Thank you.

STANGO: I've had the opportunity to speak to a few retired principals or current principals too for that matter in the last week or so and I was talking to one gentleman who told me that the SVP written test was the most grueling test he had to do to become a principal later on in life. And he is thankful for that grueling test. He said he had to sit for four hours with a blue book and write and write and write. Those blue books were then graded and checked over and everybody who wrote in that blue book were now invited back for the next phase which was an interview. So therefore it was a gate, it was like a water gate to prevent everybody and anyone from showing up with an 092 to be able to qualify for principalship. They had to go through the motions and through the procedures first. So I think we do need to look at it, I agree with Commissioner Theriault and Commissioner D'Angelo, and I'm looking forward to having Mr. Abare-Brown to come back again. My only concern is that the testing, take home or whatever, has been given and now do we have a list; I'm not even clear on that. Do we have a list that exists now? We do. And we own that for two years, there's no way to reverse that at this point is there? I wonder if we can get an opinion on that or may be we can have the Mayor see what he can do in stopping that list if indeed that is what this Board would like to do.

HAYES: I don't want to get involved in discussion with it but the Civil Service Commission in my opinion can change it. The whole idea again of the Mayor getting involved looks like now the Mayor is controlling Civil Service. We have to figure out a way, and hopefully when we get either Mr. Abare Brown or we get a joint meeting of the Civil Service Commission, to have some explanation as to how maybe changes could be made and maybe we put the hammer away and start working on getting it done better than it was done. You know what I mean, because I think it became a defensive, offensive kind of thing and hopefully we can have an open discussion about it and then when it's all done if we disagree then we'll see what actions we could take if there's anything we can do.

STANGO: Sure, but in all deference to the people who took the test home it's not their fault, they are a casualty if it turns out to be that of the process. Many of them, if not all of them, probably excellent and will be excellent, but it's not the way it should be.

HAYES: The other thing is the legality of it if we decide we want to overturn this then the people at the top of the list are going to have a legitimate complaint. That's where it gets a little crazy.

STANGO: Correct, that was my concern. If we could throw it out before it goes any further but it's obviously in place.

THERIAULT: I think it was made crystal clear to us that the individual that represented Civil Service said I'm in charge, not you, I've given your test, if you want any input I'll tell you if I need it and I'll tell you whether or not I'm gonna change it or how I'm going to change it. It was quite clear to me with regard to who thinks they're on top here. But I would also point out that the Civil Service Rules and Regulations can be superseded by the WTA contract that's already been established but it doesn't seem that the Civil Service Commission is abiding by that. I want to go one step lower than what Commissioner Stango was speaking about with regard to the blue books. Prior to the blue books 35 years ago administrators had to take an entire Saturday and Sunday and go in and take the National Teachers' Exam which was made up of about 400 multiple choice questions. The National Teachers' Exam which was probably 500, and the National Administrator's Exam and those that were going into the high school the National High School Exam. It was a gauntlet, it took two days, it took nearly nine hours to do these tests and those that came out of it to say they were bleary eyed is an understatement. The reason we went to the blue books is because as I've told you before Princeton had a preexisting agreement with the Civil Service Commission that they would not show the test to any individuals yet individuals that did well or did poorly asked Civil Service to see that test and they were denied. And some individuals, through the WTA and the CEA went to the Freedom of Information Commission, and it was there determined that the individuals could in fact see the tests. So all they have to do is go back historically, I'm sure the Freedom of Information Commission keeps records. Look at the tests of the situation and look at the rule of law with regard to the present situation and see what has changed. And absolutely nothing has changed. Actually the wording is still in the contract for the WTA of which we are a part and parcel of. We have signed a signature saying that WTA will do this and we'll do this and this is a binding contract. And yet the Civil Service says uh uh, we're not doing it that way, we're gonna do it our way. So I mean if I were taking that test right now you know what I would do I'd start another court case, that's what I'd do but I'm just a Board member so my day in the sun has passed, but I want it fair and equitable for all the people that come forward in the future. Thank you.

HAYES: I think there's no question we all want it to be fair and equitable, and as Dr. Snead might say, rigorous. Just the fact that anybody just took a written exam and somehow that put them on a list ahead of others, or others behind them, is something that bothers me as well.

THERIAULT: There was no exam at all for a teaching VP. No exam at all. They just filled out the application and they scored them on their application. Wow, that was tough.

HAYES: Okay, anything else under Old Business.

SUPERINTENDENT: I'd just like to reiterate, I took all those exams you're talking about and they really do separate folks that really understand and know theory of administration, supervision, and management from those that just make believe. They are difficult exams.

THERIAULT: A lot more difficult than a take home, right?

SUPERINTENDENT: Right.

ADJOURNMENT

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to adjourn at 7:19 p.m.

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