

WATERBURY BOARD OF EDUCATION

Monday, August 27, 2007 at 5:30 p.m.

(For the September 4, 2007 Board Meeting - MINUTES ATTACHED)

COMMITTEE MEETING

The Board of Education Committee meetings were held on Monday, August 27, 2007 at Rotella Magnet School, 380 Pierpont Road, Waterbury, Connecticut, starting at 5:42 p.m.

PRESENT: President Hayes, Commissioners Flaherty-Merritt, Harvey, Petteway, Stango (left at 7:30 p.m.), Sweeney, Theriault, Uriano, and White.

ABSENT: Commissioner Geremia.

ALSO PRESENT: Superintendent Snead, Assistant Superintendent Cullinan (left at 7:40 p.m.), Assistant Superintendent Sequeira, Chief Operating Officer Paul Guidone, School Business Administrator Paul Mazzaccaro, Attorney Maurice Mosley, and School Inspector Herbert Greengas.

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

ADJOURNMENT

The Committee meetings adjourned at 8:29 p.m.

Respectfully submitted,

Carrie A. Swain, Clerk
Board of Education

WATERBURY BOARD OF EDUCATION

MINUTES - REGULAR MEETING

Tuesday, September 4, 2007 at 6:30 p.m.

Aldermanic Chamber, City Hall, 235 Grand Street, Waterbury, Connecticut

PRESENT: President Hayes, Commissioners Flaherty-Merritt, Harvey, Petteway, Stango, Sweeney, Theriault, and White.

ABSENT: Commissioners Geremia and Uriano.

ALSO PRESENT: Superintendent Snead (7:22 p.m.), Assistant Superintendent Cullinan, Assistant Superintendent Sequeira, 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 6:58 p.m. with a moment of silence and a prayer and led everyone in the Pledge of Allegiance to the Flag.

ROLL CALL

CLERK: Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: Present.

CLERK: Commissioner Geremia – absent.

CLERK: Commissioner Harvey.

HARVEY: Here

CLERK: Commissioner Petteway.

PETTEWAY: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Theriault.

THERIAULT: Here.

CLERK: Commissioner Uriano – absent.

CLERK: Commissioner White.

WHITE: Here.

CLERK: President Hayes.

HAYES: Here. The Superintendent wasn't feeling well so we won't be waiting for him.

COMMUNICATIONS:

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

1. Communication dated August 7, 2007 from Mario Santos regarding letter of recognition.
2. Communication dated August 8, 2007 from John Jedrzejczyk, Director of Finance, regarding Capital Funds and Special Revenue Funds Status Report.
3. Copy of communication dated August 10, 2007 from Civil Service certifying Maria Padua for the position of Paraprofessional.
4. Copy of communications dated August 15, 2007 from Civil Service certifying Meghan Sullivan, Kimberly Neumann, Karisma Telemin, Athena Ford, Cassandra Pechi-Wilson, Katherine Schock, Trisha Ricard, and Susan Senter for the position of Paraprofessional.
5. Copy of communication dated August 15, 2007 from Civil Service certifying Carol Egan for the position of Human Resources Generalist.
6. Copy of communication dated August 16, 2007 from NEAS&C regarding Kennedy High Schools evaluation.
7. Waterbury Public Schools 2006-2007 Annual Report.
8. Communication dated August 24, 2007 from F. David Corbett regarding school security.

HAYES: All in favor, opposed, motion passes unanimously.

APPROVAL OF MINUTES:

Upon a motion by Commissioner Petteway and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the minutes of July 30, 2007.

HAYES: Motion made and seconded. Any discussion?

WHITE: I had two very small corrections that I called the Clerk on.

HAYES: All in favor, opposed.

PUBLIC ADDRESSES THE BOARD:

Upon a motion by Commissioner Petteway and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 7:06 p.m.

Alicia S. Holmes, Waterbury, CT, had the following comments: I want to know why there's 20 schools out of 27 schools that are failing? What is going on? What is the City going to do about this? . . . suspend the kids . . . When is Dr. Snead leaving because as far as I'm concerned he hasn't done anything. He's not even here tonight even addressing the Board, addressing the public, on what is going on. I have a nephew in Wilby High School; he's a senior this year, who lost out on tutoring services due to . . . meeting the needs of the children. He lost out. My sister had to pay \$300 for two classes that he had failed, in summer school, can't afford to be going through this his senior year, something's got to be done. And I want to know, and I don't expect the answers tonight because I know you don't have the answers tonight but at least at the next meeting if you all can bring something to my attention as to what is going on because I'm not going to let my nephew or any other child in this City that I know, who I can help because I am an advocate, I just finished . . . citation . . . I will get on the Board, trying to work . . . I'm not going to let my nephew fall through the cracks of this City. Twenty schools, this makes no sense, and I really want to know what this Board is going to do. Thank you.

HAYES: No we don't respond . . . public information, we will be having a report from our Assistant Superintendents and our Supervisors regarding the results of the testing and our plans going forward.

Lynn Asplund, Waterbury, CT, had the following comments: Hello, I was going to talk about the buses and the security cameras but I was already informed that we have a new person that's in charge of the buses so I'm assuming unless I'm going to make a jerk of myself but I was told that all the cameras and everything are supposed to be working like they should have been working last year. Last year . . . do it this year, there's already complaints with drivers . . . problems as said by school personnel, this year parents were following buses because they don't trust the drivers. One already took the corner too short and scraped the stop sign. Students are standing because of overcrowding on the buses.

Now kids aren't making the grades. Waterbury schools are not on the same level which means some are more ahead of others. When my granddaughter went from one school to another that's how I found out, okay. So some of these schools are behind other schools. You would think by having the test in the middle of the school year, which I thought would have been good that's why I gave you that news clipping, you figured they would have passed the test but it didn't happen. So as far as I'm concerned and I've been preaching it for a long time, you're going to have to go back to basics and it's

known that some of your teachers are only out for a paycheck, and that's a fact, okay. With a little over \$11,000 for each student there is no reason they do not have the tools to learn. It's a well know fact that you pay more attention to the magnet schools because they always seem to make the grade . . . can't teach the kids during the time you had . . . no overtime or weekends in my house. I was called prejudice because of my belief of what's going on in the country by school personnel. But it's okay for a Hispanic teacher to hand out a little notice to Hispanic children for their families if they need help but not for the others. "For my Hispanic families, I lived in Costa Rica for many years and am able to speak Spanish. If you are more comfortable communicating in your native language, I gladly welcome the opportunity to continue practicing my Spanish skills." As for Mrs. Bush, I hope the schools do have library books and I will find out and it was mentioned . . . it's nice to know that a teacher confides in her husband about children in classrooms and then blabs it on the radio. And I will be notifying the radio about this too.

Cindy Hill, Waterbury, CT, had the following comments: . . . a lot of cars passing school bus drivers which is uncalled for. We as licensed drivers should know better. I think at one school that I did go by, I don't know if any of you were there or heard, up at Walsh School, they knew the parents were coming on the first day of school, great opportunity to grab some parent involvement, the had the tables set up on the sides, Mr. Hayes, Mrs. Petteway, and I don't know your name, I'm sorry, with all kinds of information for the parents. I just happened to be visiting to drop off some school uniforms knowing that the school could use them for their students. I also want to say we as parents, the Board of Education, our special education department . . . need to keep a positive attitude and commend our teachers as I always have, our . . . that have worked for many years for our students to get them where they are. The teachers spend countless hours with our students trying to make sure they achieve and even if they're not achieving trying to get the services they need to achieve. When I hear on my local radio station, or X-local radio station, after Mr. Hayes had had a conversation about a half hour prior, them blasting the special ed department, Mrs. Cullinan, of a special ed student up at Tinker School which is HIPAA and the grade level, I think they owe your Board, you Mrs. Cullinan, an apology, an apology to the parents of Waterbury, the special ed students of Waterbury who try very hard. Anybody that has a special needs child know sometimes morning or afternoon you put extra effort to get that child ready . . . child in a wheelchair, child with a speech problem . . . get it together . . . jump to that radio station God help me and I hope Mr. Hayes, I know . . . be there this week, they can apologize to you for our City, for our students. This is Waterbury; let's keep it positive for the kids. Let's try to work out the problems among the adults. I got a saying adult problems are adult problems; let's not pass them onto our children. In other words if you don't like me take it out with me don't take it out on my child. What I'm . . . and I'm asking is we start finding teachers . . . also heard at some other schools . . . get these teachers who want to bully the children, well we're not going to have that in Waterbury either. I have informed parents to get a hold of any one of you Board members . . . Mr. Snead not here tonight, report those teachers, let them check it out because I'm not out . . . going on we are not going to let it keep going to stop it now, we are not going to let it get our kids up to . . . in my opinion and my child is making the grade . . . whole plate in front of your people. He's making his grades and will continue making the grades as long as he's under my roof. And I urge you to keep fighting for our kids in Waterbury and urge . . . schools when they have the parents there to connect up and put the information out . . . to and I thank you again for working so hard

all of you for our children. The efforts you put out, to be knocked like that hurts me as a parent. There are good parents out there, even if they are single parents and I'm not a single parent but . . . Thank you and please get that apology Mrs. Cullinan.

Athena Wagner, Waterbury, CT, had the following comments: I'd like to address the issue of the failing school systems, thus we have failing students. It's nothing new, they've been failing, it just happens to be increasing. Either someone does not have the correct answer to the problems or have not correctly identified the problems because this is nothing new, it's been ongoing. I simply hate the fact that a lot of the problems in our school system is blamed on the students. We don't have bad kids, teachers give out labels, problem child, bad students, they're just bad. No, they're children with bad problems or children with serious issues but those problems and issues are not being addressed and those needs are not being met. What I would like to see is more teacher accountability because we got some teachers with problems, the way they speak to the students, the way they degrade the students, telling the students that you're never going to make it in college, telling the students what you can't be, they don't have the right. And I think that also has a lot to do with the ratio of minority representation of teachers and powers that be to the percentage of minority students in the public school system. There's a communication gap, there's a difference between the mentality between the students, the parents and the teachers. There's too much personal politicking and not enough general care about meeting the needs. It's easier to think that the student just can't make it which is so far from the truth it's not even funny. That mentality just relinquishes the powers that be from truly stepping up to the plate and handling their responsibilities in an effective and efficient manner. I can't tell you how many times, and I've had three come through the public school system, I can't tell you how many times my kids have said to me when I asked them what did you do today in school and they said "we didn't do nothing, the teacher didn't feel like teaching so we watched a movie". Now that's three students that have come through the public schools system and that's what they did in school. I can't tell you how many times my kids have come home and said "Mr. So and So wasn't in school today; Mr. So and So wasn't in school today". And it's so consistent and so constant I'm wondering if Mr. So and So is ever going to be in school before the end of the year, but he's getting that pay check. And then you see the kids grades, there's another problem, the record keeping for attendance, I don't know who's doing the bookkeeping, I don't know who's doing the math but they've got problems -they can't add, subtract, divide or multiply. I don't know what the problem is but somebody needs to get that record keeping straightened out. And then turn around and tell the students you're not going to graduate, no that's not going to work, that's a failing system right there.

The other thing is, as far as the report cards, this is another issue I have, every single year teachers send home their expectations on what they call a syllabus, their expectations of every student in their class, their grade point system on tests and quizzes and so forth and so on. Every year, for three of my children – my oldest is 26 and my youngest is 17, every year I have filled out name, home number, cell number, and a little note stating to the teacher what my expectations are. I have a 17 year old son who's plain lazy when it comes to doing school work. Not that he can't do it but I need that teacher to work with me and just because I'm not visible in the school day in and day out, I'm a single parent and a working parent, just because I'm not visible doesn't mean you can't contact me, my problem is you can contact me if he shot a spitball across the room, in a day, you can contact me right away but when his grades

are dropping below a B or below a C, I don't hear a word from anybody until report card time, that's a failing system, that's a problem. These teachers aren't working with the parents. Some of them, I can't say all; some of them aren't working with the parents. It's been said we want parent involvement, we want parent involvement but you know what, if you go up there and you're not on the same page with the school system or with the principal or with the teacher, you got a problem and they got a problem with you and they don't want your involvement. Thank you very much.

Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business at 7:24 p.m.

HAYES: All in favor, opposed. Obviously Dr. Snead isn't here. He did have Paul ask me if he really wanted me to be here, I didn't think it was necessary, he was under the weather. There were people complaining that he wasn't here, we all know that Dr. Snead is here all the time, he just happened to not be here tonight so he was open for that unwarranted shot but that's the way things work sometimes. Briefly under President's comments, I do look forward to the explanation and the plans moving forward to address what is being hailed in the newspaper as a failure in the school system which we all know is not a failure, we have continued to make improvement; we certainly would like to speed up improvement. We're going to hear how at the next meeting.

REPORTS

1. COMMITTEE ON FINANCE

1.1 Upon a motion by Commissioner Flaherty-Merritt and duly seconded by Commissioner Petteway, it was voted unanimously to approve the Waterbury Public School's Educational Cost Sharing Plan for 2007-2008.

HAYES: Motion made and seconded. Any discussion?

SWEENEY: I commend the work that was done on the ECS spending plan. I commend our staff on jumping on this right away and being proactive knowing this was coming down the pike and getting it done. I have some discomfort with how much of what is being spent here needs to be spent on teacher training. And my concern is that we are possibly not getting from our colleges today teachers who are trained and ready for what education requires today. And I would ask that our personnel staff start taking a look at where our teachers are coming from, which ones are successful and which ones are not, so that we can target our recruitments to those colleges that are turning out successful teachers, and that we can make it clear to those colleges that are sending us teachers that are not fully prepared that we see that there are some deficiencies and they need to look at their curriculum and bring it up to the standards of today. When I see successful reading programs where we need to teach teachers and the principals of that program after they come into the system, I just have to wonder why our colleges aren't picking it up and teaching those principals to those teachers before they get on staff here. The staff we have here does a wonderful job and they're very dedicated and they work with the tools that they have been given. I am concerned that

colleges today are not giving the teachers the tools that they need to teach today and I hope you'll take a look at that. Thank you.

HAYES: All in favor, opposed, motion passed unanimously.

1.2 Upon a motion by Commissioner Flaherty-Merritt and duly seconded by Commissioner Petteway, it was voted unanimously to approve transfers in the 2006-2007 fiscal year budget totaling \$72,300, as attached.

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

2. COMMITTEE ON GRANTS

2.1 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously to approve to apply for the Connecticut Community Foundation “2007 Motherread/Fatheread” Grant for Wilson School.

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

2.2 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously to approve of a Personal Service Agreement Contract with Connecticut Department of Social Services for Waterbury Public Schools to provide Husky Outreach Services.

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

2.3 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously to approve to apply for the State Department of Education’s Primary Mental Health Grants for Brooklyn, Washington, and W. Cross Schools for continuation of the “Just For Me” Project.

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

3. COMMITTEE ON FOOD SERVICE

3.1 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously to approve to participate in the National School Lunch Program and School Breakfast Program.

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

4. COMMITTEE ON SCHOOLHOUSES

- 4.1 Upon a motion by Commissioner Theriault and duly seconded by Commissioner Harvey, it was voted unanimously to approve a Maintenance Services Agreement with The Trane Company to provide service and maintenance of central chillers at various schools.**

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

5. COMMITTEE ON SCHOOL PERSONNEL

- 5.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve of the new position of Waterbury Arts Magnet School Attendance and Truancy Coordinator and job specifications for the same.**

HAYES: Motion made and seconded. Is there any discussion? Hearing none – all in favor, opposed, motion passes unanimously.

6. COMMITTEE ON SCHOOL ACTIVITIES

- 6.1 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously to approve the use of school facilities by school organizations and/or City departments.**

HAYES: Motion made and seconded. Any discussion? Hearing none – all in favor, opposed. Dr. Snead is back although your absence was duly noted.

SUPERINTENDENT: I heard my fan club was here.

THERIAULT: They were taking pot shots at you.

- 6.2 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously to approve the use of school facilities by outside organizations with fees as outlined in their attached Use of Building Permit and subject to the receipt of all necessary deposits, insurance information, and/or lifeguard/CPR certifications, as listed.**

HAYES: Motion made and seconded. Any discussion? Hearing none – all in favor, opposed, motion passes unanimously. I don't know if anybody minds grouping the four waivers. If there's any concern we can pull one out or all.

Upon a motion by Commissioner Petteway and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to approve items 6.3 through 6.6, as listed:

- 6.3 Request of St. Francis Xavier School for a waiver of custodial fees, in the approximate amount of \$2,592, for their use of Wilson School and a waiver of custodial fees, in the approximate amount of \$6,084, for their use of Generali School, be approved.
- 6.4 Request of Town Plot Sports Association for a waiver of custodial fees, in the approximate amount of \$9,792 for their use of Tinker School, \$8,892 for their use of Sprague School, \$7,830 for their use of Maloney School, \$1,620 for their use of West Side Middle School, and \$1,152 for their use of West Side Middle School, be approved.
- 6.5 Request of Mid-Com Youth Football for a waiver of custodial fees in the approximate amount of \$828, for their use of Wilby High School, be approved.
- 6.6 Request of Granville Academy for a waiver of custodial fees in the approximate amount of \$864 and tech support fees in the approximate amount of \$384, for their use of Waterbury Arts Magnet School, be approved.

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

7. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Petteway and duly seconded by Commissioner Flaherty-Merritt, it was voted, with Commissioner Stango "abstaining" on item 7.5, to receive and place on file items 7.1 through 7.8, as listed:

- 7.1 Athletic resignations:
O'Brien, Laura – Head Girls' Swim Coach, KHS.
- 7.2 Grant funded appointments effective immediately unless otherwise noted:
Bozzuto, Jenna from substitute Pre-k Classroom Assistant, ECEP to full time Pre-k Classroom Assistant, salary/benefits according to the SEIU contract.
Dooling, Eileen – Literacy Teammate/Reading First Grant, Bucks Hill, 15 hours per week for 24 weeks, \$30.00 per hour, no benefits.
Felton, Tanya – Secretary II, Educational Grants Office, salary/benefits according to the SEIU contract.
Fernandez, Denise – Secretary II, Educational Grants Office, salary/benefits according to SEIU contract.
Hanson, Pamela – Secretary II, Educational Grants Office, salary/benefits according to SEIU contract.
O'Connor, Leda – Classroom Assistant, RMS, salary and benefits according to SEIU contract.
Mancini, Nancy – Classroom Assistant, RMS, salary and benefits according to SEIU contract.
Myers, Grisell – Parent Liaison, WSMS - salary and benefits according to the SEIU contract.
Quispe, Magda – substitute Pre-k Classroom Asst., ECEP, as needed at \$7.65 per hour, no benefits.

Lopez, Debra – Coordinator, Wilson Family Resource Center, salary/benefits according to SEIU contract.

7.3 **Grant funded resignations/retirements:**

Hubert-Schock, Katherine – Parent Liaison, Bunker Hill School, effective 8/16/07.
Newmark, Cathi – Coordinator, Wilson Family Resource Center, effective 8/24/07.
Riddick, Sally – Pre-K Classroom Assistant, Bunker Hill School, retiring effective 8/15/07.
Sicard, Sylvia – Kindergarten Classroom Assistant, MMS, effective 8/20/07.

7.4 **Temporary assignments effective immediately:**

Barbeau, Kathryn – Acting Supervisor of Special Education, Bucks Hill Preschool.
Sconziano, Jason – Acting Supervising Vice Principal, State Street School.

7.5 **Teacher new hires:**

	<u>Name</u>	<u>School</u>	<u>Assignment</u>	<u>STEP</u>		<u>EFFECTIVE</u>	<u>SALARY</u>
1.	Abarzua, Lauren	Driggs	R-K	MA	1	8/27/2007	44,354
2.	Amison-Loring, Diane	Bucks Hill	Library Media	6th	3	8/27/2007	52,662
3.	Aquavia, Paul	WHS	Guidance	6th	5	8/27/2007	57,796
4.	Bacote, Tiffany	WMS	Spec Ed	BA	1	8/27/2007	41,470
5.	Badore, Barbara	WSMS	Language Arts	MA	1	8/27/2007	44,354
6.	Bao, Jaime	Carrington/Maloney	PE	BA	1	8/27/2007	41,470
7.	Bartley, Elizabeth	WSMS	Science 8	BA+15	2	8/27/2007	45,218
8.	Benner, Toni	Walsh	Library Media	MA	8	8/27/2007	60,361
9.	Blevins, Donna	Cross/Washington	Psychologist	6th	2	8/27/2007	50,069
10.	Bonnett, Derek	CHS	English	MA	5	8/27/2007	53,516
11.	Boulay, Michelle	WSMS	Guidance	MA	1	8/27/2007	44,354
12.	Brown, Heather	NEMS	Reading 6	MA+15	8	8/27/2007	62,952
13.	Burke, Kelly	Wilson	4	MA	1	8/27/2007	44,354
14.	Cahil, Richard	WMS	Spec Ed	MA	1	8/27/2007	44,354
15.	Carlson, Stacey	NEMS	Math 6	MA	2	8/27/2007	46,651
16.	Case, Nathaniel	WMS	Spec Ed	MA	1	8/27/2007	44,354
17.	Corcoran, John	WHS	Social Studies	MA	1	8/27/2007	44,354
18.	Corcoran, Matthew	WAMS	Language Arts 8	MA+15	1	8/27/2007	45,953
19.	Corso, Gina	Bucks Hill	Pre K Spec Ed	BA	5	8/27/2007	50,654
20.	Craig, Garry	NEMS	Math 7	6th	4	8/27/2007	55,229
21.	Crane, Michael	TBD	Psychologist	6th	3	8/27/2007	52,662
22.	Crane, Monique	WAMS	Math 6	MA+15	4	8/27/2007	53,235
23.	De La Vega, Yvonne	NEMS	Science 8	6th	7	8/27/2007	62,952
24.	Decerbo, Laureen	Rotella	5	MA	1	8/27/2007	44,354
25.	Deer, Patricia	Elementary	Guidance	MA+15	5	8/27/2007	55,644
26.	Desantis, Paula	NEMS	FCS	MA	2	8/27/2007	46,651
27.	Desjardins, Melissa	Elementary	Guidance	MA+15	1	8/27/2007	45,953
28.	Donato, John	CHS	Math	MA	5	8/27/2007	53,516
29.	Dudginski, Charlene	WSMS	Spec Ed	BA	1	8/27/2007	41,470
30.	Dunn, Andrew	Maloney	5	MA	2	8/27/2007	46,651
31.	Foerster, Roland	Enlightenment	English	MA+15	6	8/27/2007	58,080
32.	Formato, Jennifer	WMS	Guidance	6th	1	8/27/2007	47,514
33.	Fortier, Danielle	Hopeville	Spec Ed	BA	2	8/27/2007	41,954
34.	Fortuna, Anne	Bucks Hill	Spec Ed	MA	7	8/27/2007	58,080
35.	Freeman, Richard	CHS	Math	MA+15	2	8/27/2007	48,330
36.	Fusco, Iolanda	Kingsbury	Social Work	6th	1	8/27/2007	47,514
37.	Gaites, Kimberly	WMS	Guidance	MA+15	4	8/27/2007	53,235
38.	Gerrish, Jessica	Bucks Hill	Music	BA	2	8/27/2007	41,954

39.	Grasso, Courtney	Hopeville	K	BA+15	1	8/27/2007	42,056
40.	Hayes, Nicole	NEMS	Literacy	BA+15	1	8/27/2007	42,897
41.	Hubbard, Amanda	Generali	4	MA	1	8/27/2007	44,354
42.	Irizarry, Jennifer	WMS	Math 6	MA	2	8/27/2007	46,651
43.	Johnson, Laure-Lyne	Bucks Hill	Pre K Spec Ed	BA	1	8/27/2007	41,470
44.	Kaplanka, Jennifer	Hopeville	K	MA	1	8/27/2007	44,354
45.	Koval, Kristi	CHS	Spec Ed	MA	6	8/27/2007	55,799
46.	Krampitz, Paula	Hopeville	Psychologist	6th	5	8/27/2007	57,796
47.	Labagh, Michael	Bunker Hill	Spec Ed	MA+15	1	8/27/2007	45,953
48.	Lafayette, Donald	KHS	Chemistry	MA	2	8/27/2007	46,651
49.	Laporta-Thorton, Micole	WMS	Reading 6	MA	1	8/27/2004	44,354
50.	Lawlor, Melissa	Washington	1	MA	1	8/27/2007	44,354
51.	Maceira, Liliana	Preschool	Psychologist	6th	2	8/27/2007	50,069
52.	Maloney, Susan	Walsh	5	MA	1	8/27/2007	44,354
53.	Masciangioli-Shea, Angela	Walsh	1	MA	1	8/27/2007	44,354
54.	Mcgrane, Deborah	Rotella	2	BA	1	8/27/2007	41,470
55.	McGrath, Robert	Chase	3	MA	1	8/27/2007	44,354
56.	Nanfito, Allysia	Enlightenment	Spec Ed	BA+15	5	8/27/2007	52,091
57.	Olson, Sally	Sprague	5	MA	1	8/27/2007	44,354
58.	Oroure, Maria	Carrington	5	BA	1	8/27/2007	41,470
59.	Pesce, Jennifer	WMS	Math 7	BA	1	8/27/2007	41,470
60.	Petruzzi, Amy	Regan	5	MA	1	8/27/2007	44,354
61.	Phillips, Simone	Driggs	Psychologist	6th	10	8/27/2007	71,220
62.	Polletta, Tina	Kingsbury	5	MA	1	8/27/2007	44,354
63.	Pontecorvo, Luis	WMS	Music	BA	2	8/27/2007	41,954
64.	Richo, Cara	Brooklyn	1	MA	2	8/27/2007	46,651
65.	Rinaldi, Roberto	CHS	Math	BA	1	8/27/2007	41,470
66.	Ritucci, Monica	WSMS	Spec Ed	BA	1	8/27/2007	41,470
67.	Rivera, Natasha	WMS	Literacy	MA	1	8/27/2007	44,354
68.	Ruiz, Orlando	Walsh	1	BA	1	8/27/2007	41,470
69.	Russo, Christine	Sprague	5	BA	1	8/27/2007	41,470
70.	Ruszc, Kimberly	WMS	Spec Ed	BA	1	8/27/2007	41,470
71.	Salvia-Santiago, Jerilyn	Kingsbury	Psychologist	6th	2	8/27/2007	50,069
72.	Sample, Atiya	CHS	Math	MA	3	8/27/2007	48,904
73.	Sanzari, Dina	Wilson	K	MA	1	8/27/2007	44,354
74.	Sasso, Jeanne	WAMS	Business	MA	1	8/27/2007	44,354
75.	Scheuer, Kristine	KHS	Biology	6+15	4	8/27/2007	59,479
76.	Scialla, Marlana	KHS	Math	MA	4	8/27/2007	51,236
77.	Scully, Kathleen	Elementary	Guidance	6th	8	8/27/2007	65,489
78.	Senk, Robert	KHS	Physics	MA	3	8/27/2007	48,904
79.	Setton-Colon, Marcela	WSMS	Spec Ed	MA	3	8/27/2007	48,904
80.	Sheldrick, Kerry	WSMS	Social Studies	BA	1	8/27/2007	41,470
81.	Shelton, Sidney	NEMS	Social Studies	BA	3	8/27/2007	46,075
82.	Sollazzo, Tara	Tinker	Spec Ed	MA	2	8/27/2007	46,651
83.	Tansley, Stephen	NEMS	Health	BA	1	8/27/2007	45,953
84.	Thurston, Janice	Wilson	Spec Ed	MA	6	8/27/2007	55,799
85.	Vancak, Amy	NEMS	Guidance	MA+15	1	8/27/2007	45,953
86.	Warhola, Gayle	WSMS	Spec Ed	MA+15	6	8/27/2007	60,489
87.	Waselik, Philip	WMS	Music	BA	3	8/27/2007	46,075
88.	Weber Ashley	Driggs	Trans 1	MA	1	8/27/2007	44,354
89.	Woronick, Amy	NEMS	Spec Ed	MA	1	8/27/2007	44,354

7.6 Resignations:

Arciero, Robert A. Jr. – Grade 3/TVP, Wendell Cross, effective 8/7/07.

Bechard, Maureen – Family & Consumer Science, CHS, effective 8/8/07.
 Bennett, Jennifer – Speech/Language Pathologist, Carrington, effective 7/27/07.
 Cappiello, Andrea – Special Education, NEMS, effective 7/25/07.
 Clark, Stacy – Social Studies, WSMS, effective 7/25/07.
 DeLong, Matthew – Music, WMS, effective 7/21/07.
 Douglas, Steven – SVP, Kingsbury, effective 8/20/07.
 Estes, James B. – Special Education, Enlightenment/Excel, effective 7/23/07.
 Estes, Rachel Y. – Special Education, State Street/Alternative Education, effective 7/23/07.
 Guglielmo, Jill – BDLC, Bunker Hill, effective 8/24/07.
 Grady, Kevin – Special Education, WSMS, effective 8/13/07.
 Holden, Kimberley – 8th Grade Math, WSMS, effective 8/24/07.
 Hopkins, Gillian – WSMS, effective 8/8/07.
 Jasulavic, Diane – Special Education, WSMS, effective 8/13/07.
 LaChance, Lisa – Social Worker, WMS, effective 8/7/07.
 Limauro, Jane – Pre-kindergarten, Wilson, effective 8/15/07.
 Lonegan, Megan R. – Elementary Art, Sprague/Brooklyn/Walsh/Wilson, effective 8/1/07.
 Lubowiecki, Edmund – English, WHS, effective 6/30/07.
 Maceira, Liliano – School Psychologist, effective 8/8/07.
 Marshall, Kirsten R. – School Psychologist, WSMS, effective 8/6/07.
 Rodriguez, Belinda – Grade 2, Walsh, effective 8/10/07.
 Rossi, Kirsten – Special Education Pre-K, Wilson and Bucks Hill, effective 7/23/07.
 Settle, Martin M. – Special Education, WHS, effective 7/27/07.
 Sheridan, Sara – Grade 1, Washington, effective 8/1/07.
 Valente, Maria – 6th Grade Language Arts, WMS, effective 8/6/07.
 Whitney Goodin, Kathryn – 6th Grade Reading, NEMS, effective 7/17/07.
 Zinn, Patricia – Alternative Education, Enlightenment/Excel, effective 8/2/07.

7.7 **Leave of absence requests:**

Fiore, Patience – Bunker Hill School, requesting an unpaid childrearing leave of absence from 8/27/07 through 3/3/08.

7.8 **Adult Education appointments effective 9/5/07:**

NAME	POSITION	HOURS/RATE
Aldarondo Joanna	Instructor – GOAL Grant	8 hrs p/week @ \$24.00 p/hr
Azzara Anthony	Enrichment Coordinator	12 hrs p/week @ \$35.00 p/hr
Bugajewski Katy	Substitute	6 hrs p/week as needed @\$29.00 p/hr
Clark Stacy	Social Studies	6 hrs p/week @ \$29.00 p/hour
Halloran David	Tech Center Instructor	20 hrs p/week @ \$29.00 p/hour
McDonald Denise	Functional Writing	6 hrs p/week @ \$29.00 p/hour
Morrison Terrance	Crisis/Attendance Counselor (certified on 7/1/07)	Due to State Cert. - rate change to \$30 p/hour for Summer Session and \$29 p/hr for Fall Session
Russo Mary	GED Proctor	8 hrs p/session @ \$11.00 p/hour
Santoro Joseph	Computer Analyst	30 hrs p/week @ \$24.00 p/hr
Spring Frank	Substitute	6 hrs p/week as needed @ \$29.00 p/hr

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

STANGO: Just for the record I'll be abstaining on 7.5.

HAYES: Just for the record the Hayes that is listed here is no relation of mine. Under New Business, I know Commissioner White had expressed some concern about naming this committee but I have one particular Board member who keeps asking me to do this. I've gotten responses from three Board members – Commissioner White, Commissioner Harvey, and Commissioner Sweeney, to be on whatever we want to call that ad-hoc committee for the naming of new schools now and in the future.

STANGO: Mr. President, I also, last time, remember?

HAYES: Okay we have four; I think that's a sufficient number. If someone else wants to be on it that's fine. So we have Commissioner Stango, White, Sweeney, and Harvey. At this point it's an ad-hoc committee maybe next year we can add that as a standing committee if people think it's necessary.

THERIAULT: Dr. Snead, if you feel up to it, can you read the Superintendent's Report just so the public has the information please.

SUPERINTENDENT: Sorry for my brief absence, today I caught a cold, one of those 24 hour bugs I guess. During my visits to schools last week I found that school staff was ready and welcoming to all students and parents, spending extra time to take care of any individual problems in a hospitable way. Everyone was very polite. I heard many helpful conversations going on. I am pleased to report that everyone had a very warm, welcoming attitude. I even had an opportunity to assist two students. I assisted a young middle school student who got lost in one of our complexes - she had just started here from New York – and I was also able to get a young man re-enrolled who had dropped out of one of the high schools.

All in all, our schools are in good physical shape, and our staff was very cordial and welcoming. Let me go back to the kid that dropped out. I saw him working at CVS and asked him what school he attended and he told me, "Dr. Snead, I had to drop out of school". After he told me the reason, I said "I'll tell you what, if you want to go back to school come to our summer school and if you pass all your classes I'll get you back in school". He's still working there by the way, taking care of the things he needs to take care of. We got him back in school and he's happy, so we saved one drop out. Even the City's Fire Marshal commented to me that this was the best condition he has ever seen our schools in, especially in consideration of all the construction and maintenance work performed in our schools this summer.

The bus problems we experienced last week were fairly well worked out in the first three days. As of this past Friday, most of the kinks had been worked out, we still have a few new ones that cropped up today but we're on it.

Later on this week on Friday, I will be attending a morning meeting with the Connecticut Association of Urban School Superintendents and the new Education Commissioner Mark McQuillan. We will be discussing our issues as urban schools. We will then be meeting with Mike Wasta, the state's consultant on data driven decision-making. He will be talking with us about how he will continue to assist us in this process throughout the year.

Later that same day, I will be attending a meeting with the Litchfield County School Superintendents Association in order to stay up to date on any local issues of concern.

New registration is continuing at a high pace today and is expected to continue throughout at least the rest of this week. Thirty to fifty new elementary and middle school registrations are being processed each day.

We recently received a new Civil Service list for Maintainer I (custodians) positions. We are in the process of filling approximately 15 vacancies. Workers should be on board by the end of this month.

Last but not least, I don't know all of what was said earlier today but I understand there were some comments about the newspaper article that headlined "21 Schools Failing". Let me say this, none of these schools are failing, we have excellent staff, excellent principals, excellent instructional leadership, two excellent, superb assistant superintendents in charge of curriculum and special education. Everybody is moving forward in a very expeditious, studious way using data to make decisions on what's being taught on a daily basis, we're using formal assessments, where, I will take for example the principal at Driggs School and match her up to any principal in America. You can not tell me you can find a better principal anywhere in America then that principal at Driggs School but the newspaper calls it, and the staff as well, they've been through all the training, they're doing all the kind of new techniques and strategies that school systems are implementing across America. Students are achieving and are getting better, they're not failing, the problem simply lies in that we have schools with high poverty and high mobility, students moving in and out on a constant and continual basis, because of their economic situation that causes some major, major hurdles. But once these students come in and stay with us for a period of time, we experience gains in their achievement. If our students had the same stable and economic support that the students have in some of the suburban communities, I would dare say we may outchieve them, that's why other school systems come after our teachers, that's why they recruit our teachers, because they know how good they are, they recruit our administrators because they know they are well trained. We know what we are doing; these youngsters do get better when they come to us. Again, the problem is we have such large numbers of youngsters who have to overcome all kinds of difficulties as the result of economics that the overall test score average isn't as high as we would like it to be. Those youngsters that come to us every day, stay in those schools in that same environment on a regular continuous basis, those parents that support us, support their children and help us to educate our children do in fact learn well and they in fact go onto some of the best colleges and universities in America. So, you know, I just don't like it, I have to say we're not a failing school district, it's unfortunate that that term is used, there's not a whole lot that we can do about it, we don't print the newspapers, we don't control televisions, radio stations, but at least I can control this mic for this moment in time and say, again, we have excellent instructors, excellent principals, and we're going to do the best we can for all of our students. Thank you.

HAYES: Dr. Snead, I just wanted to add one other thing. We all saw the story about SAT scores being down statewide and nationwide, yet in Waterbury they went up. That didn't even get its own separate story. It wasn't even mentioned, had Wilby had some great, Wilby and Kennedy, Crosby could do better, but Wilby and Kennedy made some great strides, and hopefully again we can get that word out because if you combine

those higher SAT scores with that grade point average that we're pushing them up to you'll see a much better opportunity for some of those kids to get into colleges, not only to get a scholarship, but often just get into college and meet the requirements necessary to enter and not have to take some of those courses over that they're taking now for not having any credit. I tried to mention it on the radio the other day because we're getting killed as a result of that story and even Mr. Flynn said, "jeez that's information that we should hear". And I look forward to continue . . . in hoping that, I did remark to the speaker about this whole thing about failing, obviously we want to do better, we are doing better, we're not failing that's for certain. We will look forward to having, just under discussion for next week, we had talked about moving it to Tuesday, I don't even know if any of us are going to be available to go to that Ken Burn's thing. Initially I thought we were being invited but apparently we weren't invited and now there's no tickets available so I see no reason for moving our meeting so we'll keep the meeting on the 10th next week and at that point we'll hear discussion on some of our strategies and an explanation and analysis on our test scores.

WHITE: I would like to know if it's possible to have follow-up report on the incident reports. Some of them require further knowledge so is it possible that we do that? And there is one issue in our communications, it is a suit being filed in Superior Court and the City must respond by September 25 and often does not respond and we lose by default. So can someone make sure it is followed through?

HAYES: Commissioner, just to be clear, as far as follow-up on the incident reports. What type of follow-up are you looking for because I know there's a lot of paperwork involved? Are there certain types of incidents you want follow-ups on because we're requiring an awful lot of paperwork for an awful lot of things.

WHITE: The ones that had anything physical. I myself would like to know how the one with the two adults was handled. I could just call the principal; I just don't want to overstep my bounds. Is that okay to do, to follow-up on these myself?

SUPERINTENDENT: Yes.

WHITE: Okay. If it's okay, then disregard that I asked.

HAYES: Anything else under New Business? Old Business? Commissioner Harvey.

HARVEY: Thank you Mr. President. On July 30th I made a request that Corporation Counsel provide us with an opinion on whether or not the motion we made to table an appointment was proper. Legal Counsel responded back with "all requests for legal opinions from Corporation Counsel must be voted on and approved by the Board of Education". So with that **I make a motion that the Board of Education requests a legal opinion from the Corporation Counsel on whether or not the rendering or placing the table, making a motion to table discussion on the appointment was proper.**

SWEENEY: **Second.**

HAYES: I just want to make sure we're entering it at the right position. So the motion was made and seconded. Is there any further discussion? Hearing none, all in favor,

opposed, motion passed unanimously. Carrie will forward that request or will Maurice forward it?

CLERK: It's an official vote, I will forward it.

HAYES: And Maurice will follow-up on it.

HARVEY: Dr. Snead, I believe, are you still with us Dr. Snead? We received the Waterbury Public School's Annual Report for 2006/2007. And although I think I've gotten through three quarters of it, I think it would be a good idea if we included in this report a breakdown of students by race because I see we received some other information which does exactly that same thing. So at some point, first of all I would like to know that information once the school year is in progress, probably in October or November, but I think this information, the breakdown by race, ethnicity should be included in our annual report. So I'm making that request.

HAYES: The figure comes in October 1; I forgot what that particular form is.

GUIDONE: That information is included in what's referred to as the ED006, the official report to the State on our enrollment but it also includes a racial breakdown, school by school, and it's submitted on October 1. So we'd be happy, we automatically forward that to you anyways.

HAYES: And obviously those number change on a daily basis.

HARVEY: I am asking that that information be included in the annual report moving forward.

HAYES: You want that information as the end of the year or should everything be off of that October 1 date?

GUIDONE: That's the official breakdown.

HARVEY: This is my last request and that is dealing with the, I guess this would have to come from the Health Department because the Health Department came before this Board and gave some overview of what they plan to do with regards to lead poisoning, educating the public and our school system on that and I believe the community. Since then I have not heard anything from the Health Department. So if at all possible I would like a follow-up on what exactly they are doing in light of the fact of what has happened not only what is in the paper but on TV in regards to the recalls of toys, etc., I would like to know what the Health Department has done and is doing and plans to do.

WHITE: Tomorrow is the Interdepartmental Health Meeting and Mrs. Cullinan and I will bring it to forward to them.

HAYES: Good timing Commissioner Harvey. I was told at the back to school rally by Dr. Snead that the Health Department did have their mobile van across from the Intake Center.

SUPERINTENDENT: The Health Department did provide free immunization shots for all of our youngsters during the first week of enrollment. It was very, very helpful to us.

SWEENEY: I'm returning to the memo of August 2 from Corporation Counsel office and since they appear to want everything to be a vote of the Board, **I make a motion to ask them to clarify and justify their opinion that this Board needs a full vote to request a ruling or an opinion of Corporation Counsel.**

FLAHERTY-MERRITT: **Second.**

HAYES: Motion has been made and seconded. Discussion?

SWEENEY: I just want to clarify that I would like for Corporation Counsel to let us know what precedent or what law or what Charter provision requires us to take a vote to get a legal opinion from Corporation Counsel. Thank you.

HAYES: That's clarification of the motion.

STANGO: I just want to make a point that I take pride that this Board is non-political. This Board always works together, gets along together pretty much and comes up with the right conclusions and I would hate to see if this ever comes to a vote where we would like to see a certain item be reviewed by Corporation Counsel that we need a vote on it. I would certainly hope that if one or two of us want to see that go forward that the rest of us support it in that vote. I would hate to see it become political and break down to five yes's and four no's because it's a political item. I just wanted to make a point. Thank you.

HAYES: I'd just like to add something under that without getting involved in the debate I guess. I agree with what you had stated, the only concern I think I would have and I would hope everybody would have is if we wanted to keep sending it to Corporation Counsel then we have to wait to make a decision, that's where I have that concern. I don't know if we have to go to Corporation Counsel, I don't know if our Attorney, maybe not giving us a ruling but some advisement and we can then determine whether we want to move forward or not. Because that's a concern that I had from the beginning, that's the reason why we have an attorney because most of the time in the past, historically if a question came up and it had to go to Corporation Counsel, on that priority list of there's we're right there, right at the bottom. And that's something we have to start dealing with if we keep looking for opinions from Corporation Counsel. We might not get them in time for us to make some important decisions. At this point we're talking about old decisions that could affect us going forward but I don't think there's any time limit to it. That would be the only concern I might have, discuss it amongst ourselves with advice from our Attorney and then I'll proceed along those lines. I just don't want our business to be slowed down waiting for opinions all the time.

PETTEWAY: If we need a motion to get an opinion from Corporation Counsel our lawyer and Corporation Counsel follow the law so what is the difference in using our own Attorney, they both follow the law. Does Corporation Counsel have a different type of law than our Attorney? I'm just saying that it doesn't make sense to me so I would hope we could utilize the Attorney that we have. I don't know, maybe it depends on certain circumstances, problems, I just don't understand that why we have to, maybe

somebody can get back to us and give us a full understanding of what Corporation Counsel means asking us.

HAYES: I think that's the root of this motion.

PETTEWAY: I just wanted to bring that point out – they both follow the law.

WHITE: It may be that THE Corporation Counsel, not one of the Assistant Corporation Counsels. Maybe it has to come from THE Corporation Counsel, head Corporation Counsel. We have a lawyer but we do not have the Corporation Counsel, he's an Assistant to the Corporation Counsel. So I believe that what happens is in the matter of making a decision you have to have the head person do it just as we would defer to Dr. Sned . . . you have to defer to the Corporation Counsel not one of the assistant Corporation Counsels.

PETTEWAY: Is that a fact or are you assuming that?

HAYES: The thing is in this case it was requested of Corporation Counsel to have this decision.

WHITE: I'm just stating why it

HAYES: I think though the part of the rationale is they don't want all 10 of us firing off requests for them to take time to investigate opinion type of things. I . . . as a question . . . sent it along, my only concern is that we send it along and it takes six months because ...

WHITE: I think we should just get an answer in a timely fashion. Is that what you're stating?

HAYES: Does anybody want to move the question? All in favor, opposed. My understanding is Commissioner Sweeney's motion; the intent of her motion is why do we have to go to the Corporation Counsel to get an opinion.

THERIAULT: Why do we have to have a vote?

HAYES: Anything else under Old Business? Motion to adjourn is in order.

ADJOURNMENT

Upon a motion by Commissioner Petteway, and duly seconded by Commissioner Harvey, it was voted unanimously to adjourn at 8:02 p.m.

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

Resolutions signed by Mayor Michael J. Jarjura on