

WATERBURY BOARD OF EDUCATION

Monday, May 7, 2007 at 5:30 p.m.

(For the May 14, 2007 Board Meeting - MINUTES ATTACHED)

COMMITTEE MEETING

The Board of Education Committee meetings were held on Monday, May 7, 2007 at Wilson School, 235 Birch Street, Waterbury, Connecticut, starting at 5:45 p.m.

PRESENT: President Hayes, Commissioners Flaherty-Merritt, Harvey, Petteway (left at 7:23 p.m.), Stango, Sweeney, Theriault, Uriano, and White.

ABSENT: Commissioner Geremia.

ALSO PRESENT: Superintendent Snead, Assistant Superintendent Cullinan (left at 6:48 p.m.), Assistant Superintendent Sequeira, Chief Operating Officer Paul Guidone (left at 6:35 p.m.), Director of Personnel Ron Frost, School Business Administrator Paul Mazzaccaro, Attorney Maurice Mosley, and School Inspector Herbert Greengas.

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

ADJOURNMENT

The Committee meetings adjourned at 7:49 p.m.

Respectfully submitted,

Carrie A. Swain, Clerk
Board of Education

WATERBURY BOARD OF EDUCATION

MINUTES - REGULAR MEETING

Monday, May 14, 2007 at 6:30 p.m.

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

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

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

MEETING CALLED TO ORDER

President Hayes called the meeting to order at 6:45 p.m. with a moment of silence and a prayer and Superintendent Snead led everyone in the Pledge of Allegiance to the Flag.

STANGO: I just would like to make note of the passing of one of our teachers who was currently working in the profession – Mrs. Ellen Scarduzio, has been a second grade teacher at Sprague School for the last seven years. Ellen was a resident of Beacon Falls and entered into eternal rest on May 9. Beside from her love of teaching she was an accomplished artist who excelled in painting. She will be sorely missed by her colleagues, students, and friends at Sprague School. Let us remember her in our prayers this evening.

ROLL CALL

CLERK: Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: Present.

CLERK: Commissioner Geremia.

GEREMIA: Here.

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.

URIANO: Here.

CLERK: Commissioner White.

WHITE: Here.

CLERK: President Hayes.

HAYES: Here.

COMMUNICATIONS:

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

1. Copy of communications dated April 26, 2007 from Civil Service certifying Luis Gracia and William McEntee for the position of Maintainer II.
2. Copy of communication dated May 4, 2007 from Civil Service certifying Jason Canady for the position of Maintainer I.

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

APPROVAL OF MINUTES:

Upon a motion by Commissioner Petteway and duly seconded by Commissioner White, it was voted unanimously to approve the minutes of April 16, 2007 and April 30, 2007.

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

SUPERINTENDENT'S REPORT: Thank you. And good evening. It's good to see all the students and the parents out there in the audience. They look good, don't they? Give them a big hand. This is the best time of the year, right Robyn, all of the celebrations.

I did a presentation on the state of education in Waterbury and discussed some educational issues facing the community at Grace Baptist Church last Tuesday. Nancy Vaughan videotaped that for Channel 16 and it is being broadcast this week. Commissioner Harvey was there, would you care to comment?

HARVEY: Dr. Snead I thought that you gave a very good presentation, a very much needed presentation to the community. I'm hearing positive feedback regarding it and I think it's probably something we should consider doing on a yearly basis. The community at times there are some folks who perhaps do not receive the newspaper, may not have access to TV's, etc., and I think it was a real eye opener. I congratulate you on that presentation.

SUPERINTENDENT: Thank you. Sometimes you have to tell the truth even when it hurts. On Thursday and Friday last week I attended the annual CAPSS conference.

Today I was in Hartford along with Ann Marie Cullinan and some of her staff to speak to the Expert Advisory Panel in regards to the PJ Settlement. This was in collaboration with the State Department of Education. Actually we went to speak to them but we kind of got grilled. I thought we were on trial but we defended ourselves vigorously. It was real interesting. These folks on this expert advisory panel come from different parts of the country and they're all higher education types in the ivory tower and I just love trying to bring things back to reality. You know my personality. So needless to say we got in some vigorous debate from time to time. We'll survive it; we'll keep doing what's in the best interest of all students.

This morning and again this evening the Waterbury Prevention Policy Board conducted a well-attended workshop on developmental assets for community organizations. Several of our schools also sent representatives to receive training in these assets developed by the Search Institute.

This Thursday we will once again be conducting the annual Olympics of the Mind competition for teams of third and fifth graders from our elementary schools. The event will be held at the Connecticut Grand Hotel from 9 a.m. to 1 p.m.

The retirement party for Butch Azzara will be held that same evening at 6:30 pm at the Villa Rosa.

On my way back from Hartford today I just had to stop by the City track championship, it's one of my favorite things to do to watch our kids in those kinds of competitions and when I left there Wilby's girls and boys were running neck to neck against Holy Cross for first place. So keep your fingers crossed.

PRESIDENT'S COMMENTS: Just a couple of things. Commissioner Harvey, I think we should probably start getting our Personnel Committee together to get Dr. Snead's evaluation underway.

HARVEY: It's on the agenda.

HAYES: Okay. And the other thing is again I was happy with the comments that Dr. Snead made, I wish there were more people there to hear it but that again is one of the problems we have in all parts of the City and I think that we need to make it clear, as we're honoring some of the kids here today who have been leaders, we don't have those attendance issues, we don't have the suspension issues, but those are issues that are a result of us simply following, our administrators simply following the discipline codes that we've applied here because we think it's important so that those kids who do show up and make every effort to be leaders and to do a good job don't have as much distraction. We're going to figure out a way to get this done within our guidelines but as Dr. Snead said unless we have parents step up to the plate and represent the kids and support their kids and let them know that coming to school everyday and taking part in instruction is something that's necessary for their future we may still have a lot of these suspensions and there's not much more we can do about it. I don't think anybody should draw from this that we're going to be backing off on any of the policies that we have in place simply because the kids don't want to follow them. That's part of our role here, in our leadership role to provide the type of policy and discipline codes that provide for a learning environment that allow for kids to excel. We know many of them do in spite of some of the disruptions that are part of their every day life in public schools and speaking as someone who has had three of my children graduate, one of my step-children and another one still in the process. We know what the problem is but by the same token there are so many benefits to being in the public school especially here in the City of Waterbury and the opportunity you have to integrate with so many kids and so many different backgrounds. And again the disruptions and the misbehavior again come from all different backgrounds. So I think it's just important for us to make sure that when we meet next week, Paul and his staff are working on getting the information I requested at our next workshop, we're going to look at the attendance and the truancy. We're also going to look at the suspensions just so we can see what the situation is. Again, we're gonna make sure that the Attendance Policy that we adopted this year is going to be enforced. And a message has to be sent out clearly to our students that the fun and games are over; school is a place for them to come and learn, it's a place for them to come everyday and again we're gonna make sure that that message continues to be sent out there because we can't back up on that at all. Again, I want to thank Randy as well for the story on West Side Middle School, the play that they have coming up and if anybody can get an opportunity to go see that, support them, I think we should do that. And also the story on Rotella. There are a lot of positive things happening and I really appreciate it when the newspaper gets an opportunity to cover those stories as well. I know they have to look for everything that we're addressing but it is good to get up in the morning once in a while when you pick up that newspaper and see the positive things because we all know they're going on all the time, everyday in our schools. And I don't think there's a better lead in now then for our CABE Student Leadership Award presentation.

SUPERINTENDENT: By the way Randy, you almost gave Commissioner Stango a heart attack with two positive articles.

HAYES: Next week is our week off so we'll have the Workshop in two weeks.

CABE Leadership Awards:

Robyn Apicella, Principal, Wilby High School, had the following comments:

I first of all would like to congratulate also the Crosby students here that have done such an excellent job with this reward and Dr. Snead was correct, this is a great time of the year for these students and for us. The first one I would like to bring up is Kenneth Reilly. Kenneth is an excellent student; he has been part of the ATOMS Program since enrolling in Wilby High School. He is in the top five percent of his class. His awards include the CAP Test Scholar, Who's Who in American High School Students, and the Honor Roll. Kenneth has an outgoing personality that is complimented by his enthusiasm for working with his classmates. He is much appreciated by the faculty and staff, well liked by his fellow students. Kenneth's extra-curricular activities include People to People, Ambassador Program, religious education at the Immaculate Conception Church, and a member of the Talented Gifted Program. His community service includes working with the neighborhood, tutor, babysitter, and providing assistance for the elderly. Kenneth was accepted into UConn Storrs and is planning on pursuing his studies in political science. So at this point I'd like to congratulate Kenneth and certainly his parents for a job well done.

Our second honoree is Rachel DiLonardo. Rachel is an excellent student who has shown great progress and potential in the academic work, social leadership skills. She has completed UConn's Upper Bound Program with great success. In the present she is co-editor and Chief of our Wilby High School newsletter The Emerald. Rachel is exceptional in her interaction with students, faculty, and staff. She is a hard working, motivated leader, respected and well-liked by her classmates. Rachel has been a member of the Drama Club, Italian Club, Peer Helpers, and is taking part in the chorus and school productions. She has volunteered at the Girls' Club, Oakcliff Convalescent Home, Palace Theater and "Eat Your Art Out" Activity. For the past year Rachel has been working as a teacher aide at the Joshua Treehouse. She was accepted at American International College and is planning to pursue studies of communication. Congratulations to Rachel and will her parents please stand.

Barbara Carrington-Lawlor, Principal, Crosby High School, had the following comments:

Good evening everybody, Commissioners, parents. As Ms. Apicella just presented her two students I have my two students as well that represent the best in Waterbury Public Schools. I'd like to start first with Carissa Mottillo. She is a member of Crosby ACE, she's an ACE class representative, she's vice-president of the junior class, she's the Downtown Waterbury Ambassador, she's a member of the Future Educator's Club, she's done over 80 hours of community service, she's worked in the Hands on Science after-school program at Driggs School. She's taken the following advance placement courses – World History, US History, Environmental Science, Calculus, English language, and English Literature – a total of six possible AP courses for a possible 18 college credits while she's been here at Crosby High School. She's the daughter of Lisa and Tony Mottillo and her sister is a member of the staff at Wilby

High School, she's an English teacher there. Carissa intends to major in secondary education and become an English teacher.

HAYES: Make sure you come to Waterbury looking for a job – please.

CARRINGTON-LAWLOR: The other recipient tonight is Sean Russo. Sean is also a member of the Crosby ACE Program; he's a four year member of the Principal's Student Advisory Council. He's captain of the Cross Country Team, he's co-captain of the Track Team. He's done over 80 hours of community service in the past four years. He currently is enrolled in our UConn co-op course for college credit. He was the recipient of the Superintendent's Award when he was a Freshman. He is the son of James and Tracy Russo. He's the third son of the Russo family to come to Crosby and graduate. This is the baby of the family; I'm embarrassing him, all through public education here in the City of Waterbury. He plans to pursue a career in nursing.

HAYES: Congratulations again to everyone from myself and the entire Board and also congratulations to the parents, as Dr. Snead alluded to and I eluded to earlier, we know that when you have parents supporting the students as you do that we can produce some great students here in Waterbury. But it starts at home and we appreciate the support you've given them. Now we get to our committee reports.

REPORTS

1. COMMITTEE ON GRANTS

Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously to approve items 1.1 through 1.7, as listed:

- 1.1 Approval to apply for the 2007-2008 Carl D. Perkins Grant.
- 1.2 Approval to apply for the 2007-2008 Community Development Block Grant for the Young Parent Program.
- 1.3 Approval to apply for the Leever Foundation Grant (Algebra I Project).
- 1.4 Approval to apply for the US Department of Education Enhanced Assessment Grant in partnership with the Connecticut State Department of Education.
- 1.5 Approval to apply for the US Department of Education, Office of Safe and Drug Free Schools, Mentoring Programs Grant.
- 1.6 Approval to apply for the CT Office of Policy and Management, Juvenile Just Advisory Committee, School Attendance Program Technical Assistance Grant and Program and Evaluation Grant.
- 1.7 Approval of a professional service agreement with Area Cooperative Educational Services (ACES) for the management of the School Readiness and Child Daycare Grant.

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

2. COMMITTEE ON SCHOOLHOUSES

2.1 Upon a motion by Commissioner Theriault and duly seconded by Commissioner Sweeney, it was voted unanimously to approve a contract with ThyssenKrupp Elevator Corporation to provide elevator maintenance, repair and replacement services at various schools.

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

3. COMMITTEE ON SCHOOL ACTIVITIES

3.1 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Uriano, 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, motion passes unanimously.

3.2 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.

3.3 Upon a motion by Commissioner Petteway and duly seconded by Commissioner Uriano, it was voted unanimously that the request of Berkeley Knights Drill Team for a waiver of custodial fees in the approximate amount of \$490.00 for their use of Wilby High School's gymnasium on July 21, 2007, be approved.

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

Upon a motion by Commissioner Petteway and duly seconded by Commissioner Harvey, it was voted unanimously to approve the following field trip requests:

3.4 Ms. Trocolla, KHS, and five chaperones to take 50 students to Boston, MA on May 22, 2007 to visit the Museum of Science.

- 3.5 J. Reed, CHS, to take seven students to New York, NY to visit Central Park, Central Park Zoo and the Wax Museum.
- 3.6 G. Tibbals, KHS, and four chaperones to take 50 students to Boston, MA on May 30, 2007 to visit the Museum of Science.
- 3.7 S. Danner, WMS, and four chaperones to take 20 students to Foxboro, MA on May 26, 2007 to visit the Gillette Stadium.

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

4. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Geremia and duly seconded by Commissioner White, it was voted unanimously to receive and place on file items 4.1 through 4.6, as listed:

- 4.1 Athletic appointments effective immediately:
Delaney, Robert – KHS Assistant Track Coach.
- 4.2 Extra-curricular appointments effective immediately:
Wong, Corinne – Enlightenment School Middle School Play Director.
- 4.3 Teacher transfers:

Teacher	From	To	Effective
Battisti, David	NEMS Numeracy	WAMS 8 Math	8/27/07
Caiazzo, Kristen	Rotella 2	Kingsbury K	8/27/07
Capowich, Dana	WMS Literacy	WMS 7 Reading	8/27/07
Carlone, Kimberley	WSMS 6 Math (temp)	WSMS 6 Math (perm)	4/23/07
Conley, Christine	WMS 6 Math (temp)	WMS 6 Math (perm)	4/23/07
Corden, Carla	CHS Math	KHS Math	8/27/07
D'Agostino, Elisa	NEMS 6 LA	WAMS 8 Reading	8/27/07
Daly, Terri	Wilson Pre-K Reg. Ed	Maloney Pre-K Reg. Ed	8/27/07
DiPietro, Aline	Wilby PE/Health	WSMS PE/Health	8/27/07
Driscoll, Timothy	Bucks Hill PE	CHS PE	8/27/07
Dunn, Jennifer	Maloney 3	Maloney 2	8/27/07
Evans, Blythe	Bunker Hill Social Worker	Bucks Hill Pre –K Social Worker	8/27/07
Federico, Lindsey	Hopeville 1	Bucks Hill 1	8/27/07
Fidanza, Carla	Chase 2	Brooklyn 4	8/27/07
Foy, Talisha	Walsh 4 (temp)	Walsh 4 (perm)	4/23/07
Gomulinski, Jessica	WSMS Inclusion 6 & 7	KHS Special Ed	8/27/07
Grosso, Kristen	NEMS Speech (temp)	NEMS Speech (perm)	4/23/07
Hammond, Cynthia	WMS 7 Reading	WMS 7 LA	8/27/07
Hanas, Karen	Bucks Hill Annex Pre-K Reg. Ed	Sprague Pre-K Reg. Ed	8/27/07
Knightly, Kari	Kingsbury 4 (temp)	Kingsbury 4 (perm)	4/23/07

LaChapelle, Sarah	Leave	Kingsbury Special Ed	8/27/07
McGrath, Elizabeth	Walsh 5	Walsh 3	8/27/07
McManus, Christine	NEMS Scope	NEMS Special Ed/RR	8/27/07
Mendez, Molly	Wilson Special Ed (temp)	Wilson Special Ed (perm)	4/23/07
Mestek, Brian	CHS Science	NEMS 8 Science	8/27/07
Napolitano, Kathleen	Walsh 1	Walsh 2	8/27/07
Omer, Patricia	Chase Special Ed (temp)	Chase Special Ed (perm)	4/23/07
Pecukonis-Rinaldi, Lori	WSMS Scope/RR	CHS Special Ed	8/27/07
Proulx, Sarah	WSMS 8 Rdg./LA	Sprague 5	8/27/07
Rodriguez, Dolores	Walsh 4	Walsh 2	8/27/07
Rubin, Pauline	WAMS Special Ed	WSMS Special Ed	8/27/07
Sarlo, Jodi	NEMS 6 LA	Kingsbury 2	8/27/07
Smith, Holly	Chase 1	Maloney 2	8/27/07
Stolfi, Maribeth	Gilmartin Special Ed K-4	WSMS Special Ed	8/27/07
Strileckis, Branden	Chase 5	Brooklyn 4	8/27/07
Taylor, Brenda	WMS Special Ed 7	WAMS Inclusion Special Ed	8/27/07

4.4 **Resignations:**

DeLeon, Ines – Crosby High School Spanish, effective 5/4/07.

Jerrild, Michele – West Side Middle School Remedial Reading/Language Arts, effective 4/12/07.

Hill, Anna (Anita) – Office Manager, Grants Office, effective 5/3/07.

4.5 **Soar to Success Summer School Appointments:**

Auger, Michelle	Giuffre, Maureen	Petteway, Crystal
Aviles, Zuhell	Greene, David	Portanova-Belanger, Andrea
Bechard, Lori Ann	Halloran, Grace	Quinlan, Stacey
Brown, Susan	Hartery, Karen	Quinones, Leocadia
Brunnock, Erin	Hernandez, Jennifer	Raidhi, Ariola
Buonocore, Nicola	Jones, Jocelynne	Ramlal, Rohinie
Calabrese, Matthew	Kaminsky, Helen	Rek, Lori
Capaldo, Christine	Kijak, Kristine	Rhinesmith, Wendy
Capobianco, Patricia	Kizis, Jennifer	Riggi, Lori
Cavanaugh, Brenda	Kukanskis, Sarah	Rinaldi, Christine
Chieppo, Christopher	Lombardo, Alyssa	Rinaldi, Jessica
Ciccione, Melissa	Lyons, Jean	Rock, Stephanie
Cipriano, Mary	Madera, Marlene	Sagendorf, Janet
Colon, Josephine	Mantilla, Maria	Salvador, Vanessa
Corbo, Cherie	McNamara, Kimberly	Scott, Deanna
Cruess, Steven	Meaney, Tricia	Sheehy, Elizabeth
Cugliari, Tricia	Moffo, Laurie	Skubisz, Annette
Dean, Nicole	Montano, Dori	Stockwell, Christine
Feeney, Eric	More, Kimberly	Strileckis, Branden
Fleming, Sonya	Napomiceno, Norma	Sullivan, Kacey
Gagain, Lenore	O'Hearn, Kristin	Sweeney, Betsey
Galanti, Laura	Ouellette, Francene	Wallace, Dianne
Gaudiosi-Angurio, Karen	Pearson, Jennifer	Washington, Janeen
Gedraitis, Elizabeth	Perez, Steven	Zurlo, Domenica

4.6 High School Summer School Appointments:

Goggin, Brian – Administrator	
Guerrera, Maureen – Secretary	
Albini, Nick - English	Maley, Robert – English
Bergin, Ronald Math	McCasland, Peter – History
Beshi, Medali Math	Murphy, Chris – English
Ciarleglio, Adam – Math	Perugini, Christine – Science
Gonillo, Mark – Physical Education	Piccolo, Alan – Science
Corden, Carla – Math	Purcaro, Frank – History
Destefano, Carmella – Spanish	Reid, Thomas – Substitute
Drewry, Paul – English	Rossi, Steve – English
Fazzino, Francesca – Physical Education	Sarlo, Chris – History
Franks-Blanchard, Lauren – English	Shaboo, Joseph – Math
George, Ann Marie – Science	Sidella, David – Physical Education
Iverson, Cazzie – History	Szwaba, Bridget – Math
Mackay, Bryan – Biology	Walton, William James – History

HAYES: Motion made and seconded – any discussion? All in favor, opposed. Anything under Unfinished Business? Anything under New Business?

SWEENEY: I just have two items. First of all in regards to the suspension data, I would like to ask for a list of the in-house suspensions which is separate than the out-of-school suspensions that we currently have a listing for. And my impetus here is to track the students who've done in-house and then gone on to out-of-school suspensions and to just take a look at whether in-house is working as a deterrent to that. I also would like to see what we could do in regards to the fact that the State is now going to clamp down on just exactly what we could, what infractions we could use to suspend a child out of school. I think we're going to find ourselves with some pretty tough decisions to make in order to stay in line with the state statutes and I think we should be looking at that now as opposed to trying to jump on it in September and trying to comply. We're gonna need some alternatives here; in particular in the in-house suspension in the middle schools I believe they're only allowed to use in-houses once a quarter. We may have to look at expanding that and allowing the in-house to be used more often which is of course going to create a space crunch because now we're going to have more kids in the in-house. We also might look at teaming up with some of the juvenile facilities and some of the repeat offenders maybe serving their in-house in a juvenile facility for the day just to see what that's like and where they're going. I don't know that that's a possibility of something we can do but it certainly, in light of what we have to work with, it's something to look at.

The second issue that I have is the relocation, the reconstruction of Route 8, 84 and its potential impact on Maloney. I'll state at this time that under the desegregation order that we comply with the Justice Department, the location of Maloney specifically, we're not even allowed to move that school, that would put us in violation of that court order. I don't believe that's something the DOT is aware of; I believe it's something we need to make them aware of. But I think that it, in all three conditions that they are currently

looking at that there may even without the extreme of taking Maloney that there could be some impact in that area that could impact that school and the traffic flow in and out of that area. The City Clerk has provided to the Board of Aldermen a copy of that 88 page report and I would ask that that be provided to this Board so we can take a look at the impact on education those possible suggestions for the relocation of that Route 8/84, mix-master, would have. So I ask we get a copy of, a few copies of that report so this Board can take a look at that. Thank you.

HAYES: I don't know, Commissioner Stango, you as our CAFE representative, if you can find out what CAFE is hearing about this in-house suspension, things we may be compelled to do and with regard to the others, I wonder if we should get it through the Board of Aldermen or straight from the DOT or whoever is doing this process.

PETTEWAY: Yes, if I may, I want to make a comment regarding the suspension and the other various comments regarding suspension. We all know that suspension is a big problem in most school districts and specifically in urban areas. I would like to see you ladies and gentlemen move forward with thoughts and ideas on how we can come up with an intervention method so that we will not have to suspend these children. My thing here on the Board is still whether or not the children are getting their academics, if whether are not they're being educated. And truly we all know that they can't be if they're being suspended. But I don't hear anybody talking about what are the ways we can come up without having to suspend the children. Certainly children get bored in school if they're not being excited about their education, they're going to get bored and sometimes they may be suspended. There's a big elephant in this room that probably nobody wants to say or talk about but I think the most important thing is how can we intervene with our children, what different type of approaches could be used on the administrative level and the school level period with our children so that we don't have to suspend these children. Truly we are in a competitive society and we're talking no child left behind, if these suspensions keep mounting up our children will definitely be left behind. So I would like to see us ladies and gentlemen move forward and come up with some type of prevention method to prevent so many suspensions. The most important thing about us governing the school district is certainly not truancy and suspensions; the most important component is educating the children. So if we could just keep that in mind. Thank you.

WHITE: In defense of the school system I must say suspension is the last resort. Whether it be in-house or out-of-school suspension. There are many, many interventions that are used; if I'm not mistaken there is a list that the Board can see. People do not suspend just to get rid of a child; it's supposed to be taking responsibility for your actions. It's supposed to teach the child to take responsibility for his actions. Nobody wants to suspend a child and we do have that list. And you can ask Mrs. Cullinan.

THERIAULT: President Hayes and Dr. Snead and Central Office Staff and fellow Board members, once again the State Legislature is in the process of gerrymandering and micromanaging the school system. They're going to tell us what we're going to do, just like they told us, all these gurus and these geniuses what we're going to do with regard to No Child Left Behind. There are some very good aspects of No Child Left Behind. Also with tremendous unfunded liability. But it is making us try harder with regard to our minority population and offering them all along without even being told. So it's very

important that we be cognizant of what the State is doing here. So if they're going to tell us we have to have more in-house suspension, naturally its going to go from the high school to the middle school, to the elementary school and whose going to fund those elementary schools and where are we going to find the space when we have speech teachers and special ed teachers working in closets? Where are we going to find a place for an in-house suspension? You know it really irks me that these, and many of them are very good, well-meaning people, it's just that they, as Dr. Snead said, they don't come down from their ivory towers and come and work in the trenches like the people in the inner-city schools do. And it's not just the inner-cities anymore folks, it's all around us, it's really all around us. We have students that are out of control that need discipline so we say to them listen, you're out of control, you need discipline, we're going to offer you an in-house suspension program, "I don't want to do that, I don't want to do it during school, I don't want to do it after school, I just don't want to do it". So what do we say now? The legislature is going to say you can't suspend any student unless they're threatening someone else, themselves, or doing dangerous actions. So if the kid says curse words in the classroom you can't suspend them, if he's out of control in the classroom you can't suspend him, if he steals something you can't suspend him, if he plagiarizes and he doesn't want to do in-house, you can't suspend him. So it's a very minute area that you can suspend a child now that they are trying to legislate. And I think they should leave the business of education to the educators, to the principals and the teachers and the boards of education that develop their own rules and regulations. But now all of a sudden they're looking for a panacea, they're looking for a pill that they can swallow to cure all the ills in education. And if they think they're gonna cut back on the attendance rate or cut back on the absentee rate, they're probably not.

Now I want to talk a little bit about the students in the classroom that are left if these students are allowed to continue within that classroom and not be suspended for outrageous behavior, what happens to their learning, what happens to their opportunity to excel, what happens to them? How would you feel as a parent if you had a student or two students within the classroom that were out of control depriving your son or daughter of an education, you would be outraged. I think it's outrageous that the State's Legislature thinks that they can cure the problems. Let them do a study of the problems; let them come through with some ideas. I didn't see anyone in the State Legislature address the problem on truancy or absenteeism or drop-out rate but the City of Waterbury, Board of Education, we took the initiative, we looked into it and so far we have dropped our absentee rate by 15% hopefully in two years, that's significant. You know they have all the answers but they really haven't looked into the real, real problem. The real problem as Dr. Snead said begins in the home, that's where it begins. It also begins with us as educators, Board of Education members, teachers, and principals. But before these legislators just go off and start shooting at the stars for this panacea to solve this educational problem, let them come down to the trenches and talk to the people that work and live in the trenches and they'll tell them about the problems, let them come down and see the problems that we have to face on a daily basis. If a student is in the hallway speaking and disrespectful and not willing to apologize then you sit down with the student and you have a talk with them. Usually after a period of time they're willing to apologize. But sometimes it just escalates and escalates and escalates. I could go on and on about this but in summation I think that the State Legislature is way off base in mandating any type of discipline within our schools unless they come and walk a mile in our moccasins. Thank you.

HAYES: Is there anyone else? I'd just like to add something again for clarity. Again it was mentioned that somehow we're not doing enough to educate students. If there's anyone here on this Board that has a better idea I'm more than willing to answer it. I believe with Dr. Snead, Dr. Sequeira, Central Office staff that we have, the administrators we have, as Commissioner White said they do everything that they can to intervene. As Commissioner Theriault mentioned what about the kids that are there everyday to get their education? We're told we're now supposed to make it a nice, happy environment - some of these kids come from horrible environments, we understand that. Again, we have them for six and a half hours a day, maybe 180 days a year, but in most cases probably more like 160 days a year. Some of those kids didn't get suspended as well so they're not giving themselves an opportunity to get that education. There's only so much we can do. Again, if there's somebody out there that has an answer to this I'd be more than willing to listen to it. But in my own opinion, unless someone else wants to do something different about it, backing off and not enforcing the rules that we have is something that's part of their education is that they have to learn that there is a structure in life, there are rules that you follow, there are procedures to follow, there are goals that you set for yourselves and we can't simply make it a happy time for six and a half hours, 180 days a year, and let kids who don't follow the rules get extra attention for that. Because in most cases that's what they're looking for is extra attention. We have many opportunities, much intervention on behalf of a lot of these students. It really comes down to, as we've all said, well most of us have said, that the parents have to instill in their kids, I don't know what clearer picture you could have then what was provided by us by the principal at Wilson School last week. When a student was suspended, a parent came and picked up that child and dropped them off at a playground. What message is that? Parents aren't getting it, that's our problem. We're going to provide the opportunity, the curriculum, we've fixed up the buildings, we've got three new schools coming online. It's time for the parents in this community to understand their obligation to their kids. Dr. Snead said it last week, I don't know what elephant is sitting in the room but the fact of the matter is the message needs to be heard by everyone. We have this problem throughout economical and social strata not only in the City but in the suburbs we hear about this from teachers who live in the suburbs as well that somehow the students think they're just suppose to come there to have a good time and sometimes learning gets in the way and then they disrupt the learning of those others. So, again, I'm willing to look at this, we're gonna look at the numbers and if somebody has a better idea we're always willing to listen.

SUPERINTENDENT: I just want to assure everyone that we are looking at every possible way to try to be proactive and to prevent having to suspend youngsters out of school. There are some things that we won't tolerate in this system but there are some other things we think that we can replicate across the district that will help. For example we've got at, there's a young lady over there who instituted a whole-school behavior modification program at Bucks Hill elementary school and it's working well. She has the statistics to prove it. And I had her discuss it at one of our principal's meetings. Last week I had a principal, Kathy Stamp, at Generali, discuss her whole school behavior modification model that's beginning to work to reduce significantly the number of suspensions there. We're working to continue the funding for those behavior modification specialists that we have at the middle schools with some general funds because some of the federal entitlement money is running out but we've been able to supplement it with some of our general fund money and keep those folks in place. And

we're, at the Cabinet level discussing, just beginning to discuss how we can possibly bring back after-school detention with minimal extra funding. We're looking at whether or not we can shift some of the time requirements for some of the employees that we have in certain positions. And instead of having them come in first period of the day, for example, come in the second period and that way they would work after school and help us to implement an after-school detention program so that we don't have to go straight to out-of-school suspension. So we are taking seriously your concerns, all of your concerns and again, we don't just want to throw kids out, we want to keep kids in but it takes everybody and what I focused on in that community meeting was you just can't depend on the school system alone to do it, the community itself has to help too. And I called to task some of the folks in the community who are not really helping us and helping the children. There are a lot of folks out there that are complaining that call my office everyday, cuss me out, but when I ask what are they doing to assist, it's nothing. It takes everybody in this community to help these children, everybody in this community. But again, I hear you; we do need to continue to find alternatives to out-of-school suspension and intervention, that's a point well taken. And I will take that, I do take that seriously. But again, I appreciate the Board backing me up because there are some things I'm not going to tolerate and some things I will continue to suspend kids out of school and exclude them if necessary. We are going to have a safe, clean, healthy environment for student learning at all cost. But I hear all of you, I hear all of you, and I take seriously all of your comments.

HAYES: Thank you Dr. Snead. I don't think that everybody that sits on this Board knew when they got suspended it wasn't about getting in trouble in school, it was about getting in trouble when you got home and that's what's not happening, they're not getting in trouble when they get home. When the parent is dropping a kid off at the playground after they just got suspended for behavior that's worthy of suspension from school, we've got a problem that we can't address. There's not much more we can do than to let them know there's rules, there's structures, and they need to follow those. Dr. Snead, you have our full support, like you said, we're always looking to find out better ways but again as long as it doesn't infringe on those students who are coming to school everyday and have them be distracted while we're trying to figure out a way to deal with other kids when in fact we only have them six and a half hours a day. The whole other world is shaping them, outside world, whether they have a family structure, the community structure. I'm sure there's a lot that still have to answer when they go to church on Sunday to their pastors or priests or whatever but not enough are in that position. Like I said, we can do the best we can, I have full confidence that our school system under your leadership is doing all they can to provide the intervention but at the same time as you say our goal is for a safe, healthy environment for learning and part of that is following the rules that we have.

THERIAULT: At the expense of extending the debate, I certainly don't want to see a teacher come in a period late, stay a period more, to discipline. I think our staff, our certified educated people, we need to have them teaching as much as they can possibly be, not doing discipline for an additional period.

SUPERINTENDENT: Commissioner Theriault, I'm talking about the support staff – conflict mediation specialists, attendance officers, what have you, those are the kind of people I'm talking about.

THERIAULT: Okay, not certified math, science, and so forth.

SUPERINTENDENT: But then again, I was informed by one of our teachers the other day that we did have an excellent volunteer program doing just that a few years back at Wallace where teachers did volunteer on a rotating basis to conduct an after-school program.

THERIAULT: I don't think it's a bad idea Dr. Snead but I just think it's fraught with problems especially because we have so many students bused, on bussing schedules and so forth and if we're going to keep a student before school they going to have to get their by their own transportation means and if we keep them after-school, we're assuming that the parents are going to provide transportation and most of the time that's not gonna happen. So who's going to end up taking the student home is the principal or another staff member and that's also going to lead to problems. So I think the days, actually we stopped keeping students after school because of the bussing. We used to keep students after school and keep them, you're staying after-school for a half an hour, you get 10 minutes and then you get 10 minutes for every check and some of those students would have ten checks on the board so it would take them two days to eat up all the time in the checks but those days of neighborhood schools are gone and I think we are fraught with problems in terms of getting those students home, in terms of transportation. Thank you.

SUPERINTENDENT: You're correct Commissioner Theriault but that's one of the reasons why we think we should do some after-school detention, to force the parent to come up there and pick up the child and take the child home. We think we need to force parents sometimes to be responsible instead of the principal or one of the staff members taking the child home, a parent will have to come and pick the child up him or herself and force some responsibility and cooperation there. Sometimes you have to do what people don't like you to do.

HAYES: We'll have further discussion on it at our next workshop. I'll entertain a motion to adjourn.

ADJOURNMENT

Upon a motion by Commissioner Harvey, and duly seconded by Commissioner Geremia, it was voted unanimously to adjourn at 7:35 p.m.

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