

**WATERBURY BOARD OF EDUCATION**

*MINUTES ~ REGULAR MEETING*

Thursday, August 3, 2017 at 6:30 p.m.

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

**PRESENT:** President Brown, Commissioners Harvey, Hernandez, Rodriguez, Stango, Sweeney, Theriault, and T. Van Stone.

**ABSENT:** Commissioners Awwad and J. Van Stone.

**ALSO PRESENT:** Superintendent Kathleen Ouellette and Chief Academic Officer Darren Schwartz.

**1. SILENT PRAYER**

President Brown called the meeting to order at 6:30 p.m. with a moment of silence.

BROWN: I'd like everybody to keep into their attentions the son of one of our teachers Vincent Cammarata who was only 17 years old and died in a tragic accident. Mr. Cammarata teaches at WAMS so please keep him and the family in your prayers.

**2. PLEDGE OF ALLEGIANCE TO THE FLAG**

Vice President Rodriguez led everyone in the Pledge of Allegiance to the Flag.

**3. ROLL CALL**

CLERK: Commissioner Awwad (absent). Commissioner Harvey.

HARVEY: Here.

CLERK: Commissioner Hernandez.

HERNANDEZ: Here.

CLERK: Vice President Rodriguez.

RODRIGUEZ: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Theriault.

THERIAULT: Here.

CLERK: Commissioner J. Van Stone (absent). Commissioner T. Van Stone.

T. VAN STONE: Present.

CLERK: President Brown.

BROWN: Present.

#### **4. COMMUNICATIONS**

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

1. Email communication received June 19, 2017 from Margaret Caiazzo regarding PreK decision.
2. Copy of communication from Charles Pagano regarding resignation as Board of Education Commissioner effective June 20, 2017.
3. Email communication from CABE dated June 23, 2017 regarding policy highlights.
4. Copy of communication from Civil Service dated June 29, 2017 certifying Anthony Krause for the position of Maintainer I.
5. Email communication dated July 3, 2017 from Robert Goodrich regarding Waterbury Campaign.
6. Copy of communication from Civil Service dated July 20, 2017 certifying Dwane Hodges for the position of Paraprofessional.
7. Copy of communication from Civil Service dated July 24, 2017 certifying Mark DiGiovancarlo for the position of Maintainer I.
8. Copy of communications from Civil Service dated July 24, 2017 certifying Janice Roach, Arellys Cruz Velzaquez, and Aisha Williams for the position of Lunch Aide.

BROWN: May I have a motion.

THERIAULT: I wanted to know why my email didn't go into the communications as requested.

BROWN: I will look into that and get back to you.

THERIAULT: I think it's in the packet.

CLERK: My error, I did not include it on the blurb you read. It's in there.

BROWN: So let me get it and I'll read it. Email communication from Commissioner John Theriault on July 29, 2017 concerning executive advisory position. Thank you. All in favor, opposed.

RODRIGUEZ: Can I ask a question. As Commissioners when we send emails are we now going to read them into record? I'm just curious because we share communication quite often amongst ourselves.

THERIAULT: Point of clarification.

BROWN: I'll just respond. I think if it's requested by a Commissioner, if it's something they want to be dealt with on the Board level as communication I think you can have it put in the record. Commissioner Theriault.

THERIAULT: Yea, I did that because I wanted it to become part of the record. I sent it to the Clerk of the Board because I did want to follow the chain of command and ask the Clerk of the Board to send it to the other Board members and it be included, part of the record so there's no misgivings about it later on if someone didn't read it.

RODRIGUEZ: Thank you.

BROWN: Any other questions? All in favor, opposed, abstain. Motion carries.

## **5. PUBLIC ADDRESSES THE BOARD**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:34 p.m.**

BROWN: Discussion. All in favor, opposed, abstain. Motion carries. All speakers are encouraged to submit prepared written statements to the Commissioners. Comments shall be limited to a maximum of five minutes. The Chairman will disallow a speaker from continuing to speak if slanderous or defamatory remarks are made. There will be no responses this evening to any questions or concerns raised; they will be referred to the Administration for review and response.

**Danielle Albert, 93 Kelsey Street, had the following comments:** I have been coming here for several years. Over the course of that time I've been following the SBAC test scores very closely. I've been watching as a parent to see where my girls fall in comparison against city and state scores. Every year after the results come out there seems to be a pattern, parents and the community are fed a line of excuses – it's the first year, there's nothing to compare it to. It's the second year; you need to give it some time. Well one, two percent does show some growth. Now here we are in year four. I read the article in the July 15<sup>th</sup> *Republican American*, preliminary numbers or not, I don't know how all of you can sit here and not be ashamed. Year after year nothing is done. The charts and graphs come out at the workshops with the red, yellow, and green men on the lines to make it seem like there's progress. But at the end of the day our children are scoring at the bottom of the barrel. No matter what anyone said, nothing can change those numbers. We're all smart enough to know that these SBAC numbers are never going to go anywhere. Numbers don't lie. Commissioner Theriault often talks in numbers so let's simplify this in some parent language. Simple math, out of the approximately 19,000 children in this district only 4,940 met English/Language Arts grade level expectations. Fourteen-thousand children failed to meet their grade level expectations. Out of 19,000 children in the district, only 3,344, approximately, met math grade level expectations. That means 15,600 children failed. Are we going to be told well, the State average is 54% so in the grand scheme 26.1 in ELA and 17.6 in math isn't really that bad? That may have worked the first year, the second year, maybe the third year, but not anymore. One percent here, a half of a percent there, I'm . . . that this has become the accepted norm by everyone at the helm. If Common Core is being taught so that the kids can be tested on Common Core Standards, this shows

they are not learning. And if they are not learning are they really passing their classes are just being prodded along? Ask yourselves are our children truly learning? How can they learn when schools don't have teachers? The resignations come weekly and our own Gilmartin has gone years without a consistent math teacher. Can you ignore the fact that the lack of teachers can be affecting these test scores? How can they learn when your teachers aren't receiving proper support? On May 11 at Duggan School, Kevin Egan made a statement that included the following – ELA teachers raised concerns over students' systematic decline in ELA programming quality. Sixty-five percent of middle and high school ELA teachers say that there is minimal to no effective support. Can you ignore the fact that ELA is not getting the support and that is a direct reflection on the point eight percent drop in test scores. How about the conditions of your schools? I've done some volunteer work up at Walsh this summer, I went into a classroom to set up art and science activities and do you know what I found, tables and chairs brown with dirt, dirty walls and rugs, things I cleaned myself. Millions of dollars spent in Turnaround money on Walsh and it wasn't even clean. Can you ignore this? Are our children expected to learn when the classrooms aren't clean? What about Common Core? How can parents help their children when we don't understand Common Core? Can you ignore the fact that parents need a better understanding of how to help our children. Either Common Core matters or it doesn't. You can't make it seem like the test scores are not a big deal just because they're horrendous and if they do matter, if Common Core is the learning of the future and isn't going anywhere then this district better start changing things. Is failure just the expected norm because we're Waterbury? Are children are showing you it's not working, the teachers can't be any more clear about what's not working, parents are telling you things are not working, and the test scores show it year after year. Are any of you comfortable continuing to make excuses telling parents and the community that these numbers aren't in any way acceptable. Do parents have to wait year after year with blind faith and pray that things just get better because if that's the case then what you're telling me, as a parent, is that maybe by the time my youngest is out of the system in nine years, maybe we'll hit 36% for ELA and 27% for math. We will still be at the bottom and that's inexcusable. Thank you.

**Margaret O'Brien, 22 Malone Drive, had the following comments:** When you hear a rumor once you tend to shrug it off as just that, a rumor. But when you hear the same rumor from different locations and sources it makes you stop, take a step back, and think it might be the truth. It has been brought to my attention via several parental sources that the co-taught kindergartens are being closed and that the special education children will be shipped off to Bucks Hill. I ask myself how can this be when the Annex is already overcrowded. Does this mean that our special education children who are entering kindergarten will be going to this one elementary school? In most cases not their local district elementary school. If so, you as the school system are violating a federal and Connecticut laws, the laws as stated at the bottom of this speech as copies were given to you by Carrie. This district could no longer afford to violate federal and state laws. It is hard enough to see the special ed teachers and much needed paraprofessionals who work with our students in and out of the regular ed classrooms are not being replaced. That your failure here to our parents and their children in being educated to the best of your ability just isn't happening. Because of mismanagement of budget funds, my own opinion and observation as a taxpayer and private advocate, you have gotten yourself into a pickle where the children once again suffer. Yet it is amazing how we find the monies throughout the last couple of years and

today even to give to administrators as raises all while you're cutting back on those positions that truly matter. Are our parents of these children, the students, being informed of this displacement out of their neighborhood school? If they are not being told the facts and their child, the student with an IEP, is not diagnosed as severe as the law states then they belong in their appropriate local district school with their regular educational peers. I will represent any parent who wants to fight you to keep their child in the local area, district school, as dictated by the law.

**Thomas Pelletier, 112 Concord Street, had the following comments:** First I wanted to start off by thanking Madam President Brown, Commissioner Theriault, the Superintendent of Schools and if I missed any other Commissioners that had been there, I haven't been here in a while, they came to the funeral of Maureen McCarthy, a very well-known teacher at Wendell Cross, so much so that students of hers now and past, the parents didn't make them go, the students told their parents they wanted to go which you know she took me in as an adopted son and you know to the family it was a real eye opener at how much we are lucky to have teachers such as Maureen McCarthy who made a difference in some of these children's lives. She stayed extra time to help the students, some students that might not have had a Christmas or any other holiday; she went out of her way to make sure that they weren't left out. You know these are teachers that we have in the City that go unrecognized every day by the general public that don't really know what's going on. Like the last speaker said they hear rumors and you can't believe everything you hear. As a person that works for the Waterbury School System, this City has done everything in its due diligence to make sure that our students come first. People on this Board, the Mayor have gone up consistently to Hartford, we've been unfunded for years in our ECS grant funding. I think we're starting to make some leeway in that. You know, I mean this Board, this City, we have about 60% of the parents in this City that come out, they go, they're interested in what goes on in their child's day, they talk to their teachers, they're in communication. And then we have the other 40% and you know nobody talks about it and that's fine but you have the other 40% out there that send their kids to school, don't ask their kids at the end of the day how their day went, don't even check to see if they've done their homework or if they understand their work. You know we could hire as many teachers, as many coaches, as many whatever, but if we can't get the full support of the parents out there, and there are parents that try, the parents that try we have initiatives that try to help the parents help their kids with their homework and everything. So this City has gone above and beyond and we keep hearing about the test scores and everything else and people like to say that Hartford and New Haven and everywhere else are higher than us but what they don't tell you is Hartford and New Haven and Bridgeport for that matter, they all have magnet schools, there are very few schools that the city is in control of and when you have a magnet school you get unlimited funding, you get unlimited everything and anything and you know yes maybe their test scores are a little bit up but they're not up by much if you really look at it. And if you see the work that our teachers and our staff due on an everyday basis they're working harder, maybe twice as harder as the surrounding cities are to try and teach these children. And lastly I just want to say to the Superintendent, I know that this is your last year, I was the first one I believe to get up to speak in support of your hiring. I know that you've had some tough challenges over the years and you've overcome them with trying to work with this Board, work with the citizens out there, I just wished at the time of your hiring that there would have been more support by the community out there but I want to thank you for the hard work and dedication that you've done and just the work that you've done, you know you came into

an organization that had a lot of problems. We've worked on most of the problems, we still have some problems, but we can't say that the Superintendent hasn't tried. We need more parent support out there and I believe that's the end of my time. Thank you very much.

**Casandra Nazario had the following comments:** This is my first time being here and I realize that they want to double the classroom size. From someone who comes from a lot of struggles and a lot of different upbringings and has been in many different foster homes and struggles with reading and has a hard time, doubling the classroom sizes does not make that any better. So as the other speakers have said, you know it does come to a point where we do need more parent support but right now I am a student at Wilby High School and we're trying to double the classroom sizes but what is that going to do for students like myself? That's gonna cause more chaos, that's gonna cause more drop outs and it's not gonna be beneficial to all of us. So I just think that for the better of our next generation that we don't double the classroom sizes. If we do that's gonna be a total other section that we're all gonna have to deal with. So as well as taking teachers out, this is my second year at Wilby, I enjoy all my teachers. Half of my teachers got pulled out and transferred to different schools. I come from where I don't really get along with people I don't know and if I don't know you I'm not gonna give you 100%. But that's just me. Now imagine a classroom with 20 kids plus with different learning disabilities and different stuff that they have to deal with. How is that gonna affect them? That's not gonna affect them in a good way. If they don't have good teachers then nobody is gonna sit here and wanna be in class. I remember when I used to leave class because I couldn't read at my proper grade level but just working this past summer for 16 days, a full month, has made me improve so much better and I used to hate reading but now I've come around to enjoy it. So having special ed teachers double their classroom sizes as I said that's not a good idea and coming from somebody who has personal experience and has so many struggles and so many different stuff, I just feel that's not the best call. As well as our students are lacking in test scores and I remember when I took my SATs I failed horribly but then this past summer I sat here and I worked on various different things and I struggle with reading and I struggle with spelling but that has improved so if that one to one can help me how me how many one to ones can help other students? That's all I have to say. Thank you.

BROWN: Thank you very much Casandra. Are there any other members from the public who would like to speak?

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business at 6:52 p.m.**

BROWN: Discussion. All in favor, opposed, abstain. Motion carries.

## **6. SUPERINTENDENT'S ANNOUNCEMENTS**

Crosby High School will be conducting its third annual Walk for Success on Saturday, August 12 from 9:00 a.m. to 1:00 p.m. Families of incoming freshmen should expect a welcome visit from staff that day.

Orientation for New Teachers has been scheduled for Monday and Tuesday, August 21 and 22. We will also have three full days of Professional Development for Staff on Wednesday, Thursday, and Friday, August 23 through 25.

The annual Back to School Rally will be held on Wednesday, August 23, from noon to 3:00 p.m. in Library Park. Our first day of school for students is Monday, August 28. We will have a full week of school that week, Monday through Friday.

A few of our schools will be hosting Back to School picnics or ice cream socials in August or during the first few weeks of school. Wilson School, for example, is hosting an Ice Cream Social on Friday, August 25 from 2:00 p.m. to 3:00 p.m. Other schools will be announcing their activities as we get closer to the start of school year.

## **7. PRESIDENT'S COMMENTS**

BROWN: I have no comments this evening.

## **8. COMMITTEE ON SCHOOL PERSONNEL**

**8.1 Upon a motion by Commissioner Stango and duly seconded by Commissioner Harvey, it was voted, by roll call vote, to approve the appointment of Carey L. Edwards as High School Building Principal, Wilby High School, effective immediately.**

BROWN: Discussion. Dr. Ouellette.

SUPERINTENDENT: I'm so pleased tonight to support the appointment of Carey Edwards for the Wilby High School Principal position. Carey holds a teaching certification in math and his career in education dates back to 1999. Carey has solid administrative experience beginning in the Hartford Public Schools at Academy @ Sarah J. Rawson (Dean of Students), Windham Academy of Humanities & Arts in Willimantic, CT (Headmaster), Baystate Academy Charter Public School in Springfield, MA (Dean of Students) and finally at Waterbury Arts Magnet School where he currently serves as a vice principal. Before returning to the teaching profession Carey served as Director of Basketball Operations at University of Massachusetts, Amherst and Assistant Basketball Coach at the University of Albany. Carey also holds an endorsement in School Business Administration and is trained in therapeutic crisis intervention. He exhibits both a gentle understanding of different learning styles and adolescent behaviors and strong disciplinary expectations. Carey has earned the respect and admiration of the students and staff at WAMS and his collaborative nature and dedication to children will serve him well in his new role as principal of Wilby High School. It's my pleasure to nominate him this evening for this appointment.

BROWN: Commissioner Harvey.

HARVEY: I just want to say quickly Mr. Edwards, it was a pleasure, first of all when we brought you into the district, when you became Vice Principal at WAMS, it was indeed a pleasure sitting in for the interview for Wilby. Now you heard your student, one of your students, Cassandra, and what we're looking at and I'm very excited to just look at the way that you are going to you know restore and bring out that pride again at Wilby. Not

saying there is not pride there but when I think back to Wilby it's a beautiful campus and during your interview I just was really excited about your plans of what you want to do there and I look forward to you doing that and I look forward to whatever you do to restore and to bring that pride back. Understand that Wilby is, goes back, way back – Wilby, Crosby, Kennedy, and there's a lot of history there. And so I look forward to working with you, anything I could do to assist you please do not hesitate to call me. But I'm very, very excited with what you're going to do at Wilby. Thank you.

BROWN: Commissioner Theriault.

THERIAULT: The current principal of Wilby, Mr. Williams, will remain there as a mentor for approximately how long?

SUPERINTENDENT: I'm not quite sure on that Commissioner. In a month or two we'll be able to gage that with the advice of the Instructional Leadership Director.

THERIAULT: Thank you very much.

BROWN: All in favor. Roll call vote.

**ROLL CALL VOTE ON ITEM #8.1:**

Yeas: Harvey, Hernandez, Rodriguez, Stango, Sweeney, Theriault,  
T. Van Stone, and President Brown – 8

CAREY: I'm gonna keep this short. First of all Ms. Elias told me to tell you my middle name "I" is for Lauren. Really, I just want to thank the Superintendent and the Board for giving me this great opportunity. Thank you.

**Upon a motion by Commissioner Harvey and duly seconded by Commissioner Theriault, it was voted unanimously to remove Item #9.4, contract with Amplify, from the Agenda.**

BROWN: Discussion? All in favor, opposed, abstain. Motion carries.

THERIAULT: I'd like to remove Item #9.14 from the Consent Calendar.

BROWN: Any others?

*President Brown proceeded to read the Consent Calendar, Items 9.1 through 9.3, items 9.5 through 9.13, and items 9.15 and 9.16.*

**9. CONSENT CALENDAR**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Rodriguez, it was voted unanimously to approve the Consent Calendar, items 9.1 through 9.3; items 9.5 through 9.13; and items 9.15 and 9.16, as listed:**

- 9.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of a College Facility Request/Reservation Agreement with Naugatuck Valley Community College, at no cost, for the Transition Learning Center Program.



- 9.2 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of a Professional Services Agreement with Delta-T Group Hartford, Inc., for a three year period, to provide school psychological and related services to Waterbury School District students.
- 9.3 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of a Music Mentoring Services Agreement with Waterbury Symphony Orchestra, Inc. to provide Music Mentoring Services to the Waterbury Arts Magnet School.
- 9.5 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of an Agreement with The Hispanic Coalition of Greater Waterbury, Inc., at no cost, to provide transition services for students with disabilities.
- 9.6 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of an Agreement with Children's Community School, Inc., at no cost, to provide transition services for students with disabilities.
- 9.7 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of an Agreement with Brass City Charter School, Inc., at no cost, to provide transition services for students with disabilities.
- 9.8 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of an Agreement with Belle Academy of Cosmetology, LLC, at no cost, to provide transition services for students with disabilities.
- 9.9 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of an Agreement with Abbott Terrace Health Center, Inc., at no cost, to provide transition services for students with disabilities.
- 9.10 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of the revised Kindergarten Report, as attached, beginning with the 2017/18 school year.
- 9.11 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the job specifications for the position of Secondary Title I Literacy Interventionist (replacing the former position of Literacy Numeracy Teacher), as attached.
- 9.12 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the job specifications for, and new position of, Special Education Team Leader, as attached.
- 9.13 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of a Memorandum of Understanding with Relay Graduate School of Education for Relay Teaching Residency Alternate Route to Certification.

- 9.15 With the approval of the Committee on School Facilities and Grounds, the Superintendent of Schools recommends approval of the use of school facilities, at no charge, by the following school organizations and/or City departments:

<b>GROUP</b>	<b>FACILITIES AND DATES/TIMES</b>
M. Rocco	Career Academy cafe: Aug. thru April, one Tuesday each month 5:30-7:00 p.m. (Family Engagement Nights)
M.A. Marold	Wallace lib. & café: Wed., Oct. 25, 5:30 - 7:30 pm (Parents' Workshop) Kennedy lib. & café: Thurs., Oct. 26, 3:30 - 5:30 pm (Parents' Workshop) Reed lib. & café: Wed., Oct. 18, 5:30 - 7:30 pm (Parents' Workshop)
G. Wright	WAMS café, gym: Wed., Oct. 4, 4:00 - 8:00 pm (Title I annual meeting)
N. Smith	WAMS apron stage/studio: 8/29-10/28, 2:15 - 8:00 pm (rehearsals) WAMS apron stage: 10/2-1/21, 2:15 - 8:00 pm (rehearsals-performances) WAMS apron stage: 12/4-12/8, 2:15 - 8:00 pm (rehearsals-performances) WAMS drama studio: 1/2/18-1/5/18, 2:15 - 8:00 pm (rehearsals-performance) WAMS drama studio: 5/15-5/24, 2:15 - 8:00 pm (rehearsals-performance) WAMS drama studio: 5/28-6/2, 2:15 - 8:00 pm (rehearsals-performance) WAMS apron stage: 5/1-5/19, 2:15 - 8:00 pm (rehearsals-performances) WAMS apron stage/studio, 1/28-3/31, 2:15 - 8:00 pm (rehearsals-performances)
N. Hutchinson	WAMS lib.: Sept.-June, one Tuesday each month, 6 – 8 pm (PTSO meetings)
D. Lopez	WAMS apron stage: Fri. Oct. 13, 5:00 - 9:00 pm (Mr. WAMS)
K. Effes	WAMS atrium/library: Oct.-May, 6:00 - 8:30 pm, one Tues. each month (Literacy Book Club)
R. Arroyo	Enlightenment café: 2017-18 SY, Monday thru Thursday, 1:30 - 5:30 pm (after school program)
*N. Jones	Reed café: Friday, Aug. 18, 10:00-11:30 a.m. (crossing guards meeting)

- 9.16 With the approval of the Committee on School Facilities and Grounds, the Superintendent of Schools recommends approval of the use of school facilities, at no charge, by the following school organizations and/or City departments:

<b>GROUP</b>	<b>FACILITIES AND DATES/TIMES</b>
Sacred Heart H.S. M. Madden	Kennedy pool: Mon. thru Fri., 4:30-6:30 pm and Saturdays, 8 - 10 am (girls and boys swim programs)
Holy Cross H.S. J. Ciarleglio, A.D.	WSMS pool: Mon. thru Fri., 4:30-6:30 pm and Saturdays, 8-10 am (girls and boys swim programs)

**REQUESTING WAIVERS:**

Grandville Academy: Maurice Mosley	Career Academy café, gym, 5 rms., field: Sat., Aug. 12, 9 am – 4 pm (college day/picnic) (\$1,008.)
Town Plot Sports	Duggan gym: 11/4 to 3/26, Sat. & Sun., 9 am – 5 pm (\$15,120.)
D. Cronin	WSMS gym: 9/9 to 10/28, Saturdays, 9 am – 3 pm (\$2,352.) (basketball program)

**GROUPS NOT SUBJECT TO FEES OR WAIVER DUE TO TIME OF USE OR PREVIOUS WAIVER:**

YMCA Jim O'Rourke	Chase, Generali, Gilmartin & Tinker café, gym, library: 2017-18 Sch. Yr. 2:30-6:00 pm, (after-school programs)
Rivera Memorial Matthew Ocasio	Duggan gym: July, 2017 – June, 2018, Mon., Wed., Fri., 4:00-9:00 pm (basketball sports program)
Wtby. Tax Assessors David Dietsch	Kennedy classroom: Sept.-Oct., 2 nights per wk. 6:00-9:00 pm (Assessor's certification class)
Town Plot Sports	Duggan gym: 11/2/17-3/29/18, Tues. & Thurs., 6 - 9 pm

D. Cronin	(basketball program)
Hoops 4 Life	WSMS gym: weekdays, 9/5-11/15/17, 4:30-9:00 pm (basketball program)
D. Fryer	Reed gym: weekdays, 9/5-11/15/17, 4:30-9:00 pm (basketball program)
*Wtby. Wizards	Gilmartin gym: 8/2/17-9/27/17, Mon. & Wed., 5:30 - 7:30 pm
M. Maisto	(basketball practice)
*Wtby. Knights	Driggs gym: 8/21-12/5/17, Mon. thru Fri., 5:45 - 8:00 pm, cheerleading
S. Clements	Kingsbury gym: 8/21-12/5/17, Mon. thru Fri., 5:45-8:00 pm,
Senator Chris Murphy	Chase gym: Tues., Aug. 15, 2017, Town Hall Meeting, 6 – 8:00 p.m.

BROWN: Discussion. All in favor, opposed, abstain. Motion carries.

## **10. ITEMS REMOVED FROM CONSENT**

### **Committee on School Facilities and Grounds**

#### **Item #9.14**

THERIAULT: Ladies and gentlemen, with the approval of the Committee on School Facilities and Grounds, the Superintendent of Schools recommends the approval of the 2017/18 Rental of School Facilities Fees and Schedule, as attached, **SO MOVED.**

SWEENEY: **Second.**

BROWN: Discussion.

THERIAULT: At the Workshop I spoke to Mr. Brenker about this and I think it was just an oversight, he said we increased it automatically by one dollar. I don't necessarily think that is appropriate without going to Committee and having the Committee discuss it and seeing whether or not that one dollar is appropriate. We have to pay our custodians more money, we have to pay overtime and all kinds of increases in utilities and so forth, so I think the Committee should review this and then come back to the Board with a recommendation of a reasonable amount. I'm not saying it might not be the one dollar but it might be more.

BROWN: Commissioner Van Stone.

T. VAN STONE: Madam President, thank you. Is that a motion to remove it or is that just commentary?

THERIAULT: I'll make it as a motion to remove it and refer to Committee.

SWEENEY: He made the original motion, he can't make the motion to amend. **Motion to amend to return Item #9.14 to the Committee on School Facilities on Grounds.**

THERIAULT: **Second.**

BROWN: Discussion.

HARVEY: This is the amendment to the original motion.

SWEENEY: This is the motion to amend, is the first vote, then you vote on the amended motion.

HARVEY: Okay, just so everyone understands.

BROWN: Discussion? Commissioner Van Stone.

T. VAN STONE: This is certainly an area that over the years that has been of certain interest to mine and I would absolutely agree that the Committee should make the decision and not just something come before us. So thank you John for that motion and I think we should move forward with it. Thank you.

BROWN: Any other discussion? Roll call vote please.

**ROLL CALL VOTE TO AMEND ITEM #9.14:**

Yeas: Commissioners Harvey, Hernandez, Rodriguez, Stango, Sweeney, Theriault, T. Van Stone, and President Brown – 8

BROWN: Motion carries. Now if you would make your motion again.

THERIAULT: Make the motion that this increase in school facilities and grounds go back to Committee, the School Facilities and Grounds Committee, for further discussion.

BROWN: Discussion. All in favor, opposed, abstain. Motion carries.

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

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file items 11.1 through 11.11, as listed:**

11.1 Appointments:

Williams, Charles – Interim Administrator, WHS, effective 07/17/17.

11.2 Grant funded appointments:

Whitaker, Lenora – Secretary 3, Grant Supervisor Department, salary and benefits according to the UPSEU Agreement, effective immediately.

11.3. Crosby High School's STEAM Summer Beautification Project appointments, 12 days, salary according to individual's contract:

Mary Delarosa                      Paul Gwiazdoski  
Rachel Spagnoletti                Eileen Stow

11.4 High School Summer School Teacher appointments contingent upon enrollment:

<u>Name</u>		<u>Position</u>
Washington	Brenda	Science
Seucey	David	(did not work)

11.5 21<sup>st</sup> Century Summer Program appointments, July 10 – August 4, 2017, at \$32.00 p/hour:

Maloney Magnet School (22.5 hrs. per week + field trips)

Traci Cianfagna	Steven Cruess	Jaimie Donahue
Talisha Foy	Benjamin Germain	Peter McCann
Betzaida Vega		

North End Middle School (25 hrs. per week + field trips)

Justin Froese	Debra Gluz	Wesley Katrenya
Marcy Pogodzienski	Dennis Poulter	Kara Poulter
David Sidella	Lucille Spinelli	Timothy Terenzi
Nicole Tittley	Carrin Zareck	

11.6 Extended School Year (ESY) appointments, salary according to contract, subject to enrollment:

Arroyo, Maria	Paraprofessional
Belancik, Benjamin	Sp Ed Teacher Sub
Boll, Deana	Sp Ed Teacher
Clark Arthur, Deyanira	Paraprofessional Sub
Colangelo, Sharon	Paraprofessional Sub
DeGeorge, Shanna	Paraprofessional (did not work)
Faber, Cheryl	Sp Ed Teacher (external)
Marchetti, Michelle	Paraprofessional
Motowidlo, Diane	Sp Ed Teacher
Padua, Maria	Paraprofessional
Pizarro, Diana	Paraprofessional (did not work)
Robillard, Leigh	Speech/Language Pathologist
Santiago, Genevieve	Paraprofessional
Ward-Watson, Sarah	Paraprofessional (did not work)

11.7 SOAR Summer School Program appointments, salary according to contract, subject to enrollment:

Avxhiu, Bjanka	Teacher
Conway, Jaimie	Carrington Secretary
Ferrara, Chelsea	Teacher
Fitzgerald, Kristin	District Secretary
Gauvin, Anna	Teacher
Hubany, Carolyn	Teacher
Kuskowski, Diane	Duggan Secretary
Lucian, David	Teacher
<del>Morotto, Christine</del>	(did not work)
<del>Rizzo, Lisa</del>	(did not work)
Robinson, Debra	Teacher
Rose, Mary	Gilmartin Secretary
Wehry, Nina	Reed Secretary

11.8 Teacher new hires:

<b>Name</b>		<b>Assignment</b>		<b>Effective</b>
Arroyo	Alyssa	WSMS	Science	8/23/17
Serafine	Dana	Gilmartin	Math	8/23/17

11.9 Retirements:

Moore, Patricia – Assistant Principal, WAMS, effective 12/31/17.  
Ouellette, Kathleen M. – Superintendent of Schools, effective 07/01/18.

11.10 Resignations:

Alessandro, Joseph – KHS Math, effective 07/31/17.  
Brocksmith, Jennifer – WMS, School Counselor, effective 07/31/17.  
Carlo, Dana – Carrington Literacy Facilitator, effective 07/17/17.  
DiVergilio, Kimberly – School Psychologist, effective 08/18/17.  
Goold, Emilyn – Tinker Kindergarten, effective 08/01/17.  
Krisavage, Nicole – Chase Grade 1, effective 07/17/17.  
LaCombe, Brianne – Gilmartin Grade 5, effective 06/21/17.  
Latronica, Eric – CHS Science, effective 06/23/17.  
Lawrence, Caley – WMS Grad 7 ELA, effective 07/11/17.  
Liebman, Jennifer – Chase Library/Media, effective 06/23/17.  
Modenese, Michelle – WHS Math, effective 07/25/17.  
Montano, Dori – Bunker Hill Grade 4, effective 07/17/17.  
Nolisa, Ifunanya – Bunker Hill Grade 2, effective 07/12/17.  
Palmieri, Courtney – Chase Grade 1, effective 07/09/17.  
Russell, Blair – Regan Grade 1, effective 08/04/17.  
Russo, Stephanie – WHS Special Education, effective 07/16/17.  
Smith, William – Sprague Grade 5, effective 07/28/17.  
Stone, Jennifer – WAMS Physical Education, effective 07/27/17.

11.11 Leave of Absence requests:

Coussens-Chapman, Maria – Hopeville Literacy Facilitator, requesting an unpaid childrearing leave of absence for the 2017/2018 school year.

BROWN: Discussion. All in favor, opposed, abstain. Motion carries. Number 12 – Unfinished Business of Preceding Meeting Only. Commissioner Van Stone.

T. VAN STONE: Thank you Madam President. We kept on the Consent Calendar, I first thought about taking it off so we could talk about it but I didn't think it was necessary. Item 9.13 tonight we agreed upon a Memorandum of Understanding in order to promote and qualify teachers or at least potential teachers to be certified to teach in our schools. It's been a difficult week for some of those folks that are nominees for this. We are not just under state obligation to keep and retain our teachers or to promote and retain our teachers, it's our obligation. These folks that are going through this program have worked very hard and although I really don't want to give any credence to social media, social media has not been very kind to these people. It's unfortunate. I know from experience, I started on a shop floor in a major company, they saw what I was doing, plucked me off of the shop floor, gave me training, gave me education, and now instead of riveting and putting in electrical wires in helicopters I'm now negotiating tens of millions of dollars' worth of contracts. This is a very important program and I'm so glad that we passed this tonight, well basically unanimously because we kept it under consent. Many of you know that I'm a very big proponent of Adult Education, it's a little difficult to talk about, I'm so glad and I thank my fellow Commissioners for making sure this MOA went through, so thank you.

BROWN: Any other comments? Commissioner Harvey.

HARVEY: Yes, I'd just like to echo pretty much what Commissioner Van Stone had stated. I started to pull this out Commissioner and I said no, let's just let it kind of ride under the radar. But I must express my disappointment with the story that appeared in the paper because with any program you're gonna have some glitches here and there and there are many, many success stories associated with Relay and to focus in on the issues there in the story I have full sympathy with what the candidate went through but . . . very disappointing when we're looking at this day and age the alternate routes to take for teachers. And so I too am a proponent of Relay and I look forward to this being, this program going forward. As Chairperson of the Advisory Committee for the CHRO recommendations, this is one of the alternative programs that we look at. So, again, I was really very disappointed at that article that I read but nonetheless I'm glad that we voted on this and let's move forward.

BROWN: Thank you. Any other comments? Number 13 – Other Unfinished, New, and Miscellaneous Business. Commissioner Theriault.

RODRIGUEZ: Thank you Commissioner Theriault. I just wanted to acknowledge the young lady and I think going forward, if it's a student, we can't tell, we'd prefer they don't give their addresses when they talk. Cassandra you did a phenomenal job and I just commend you because the way you spoke so eloquently and passionately about the things that impacted you, not only you but your fellow students, was just extremely impressive and you could of, you know I was fooled by when you said you struggled because you seemed so very well equipped and I'm glad to see how far you've grown and the courage that you have to stand up there and talk to the fellow Commissioners here. So keep up the fabulous work, I think you have a bright future ahead of you. I'm extremely proud of you and where you've come from and what you're doing with your life and so keep it up. I wanted to acknowledge that.

To the new Wilby Principal, I think he already left, but my only recommendation as a Wilby grad is that the first day he reports that he wears a green tie. I was surprised he had pink on today. He should take that Wilby green and run with it. So congratulations to him.

SUPERINTENDENT: Inaudible.

RODRIGUEZ: He didn't want to be jinxed.

BROWN: Commissioner Theriault.

THERIAULT: With regard to the Smarter Balance test results, the CMT Science, the SAT scores for ELA and Math, first of all I'd like to thank Mr. Schwartz and Tara Battistoni for checking these figures, I think we did send these reports to the individual Board members, I had hoped to have a hard copy for you tonight to look at but I'll make sure that we get one next week. Currently on the Smarter Balance test we have the score of the school, the individual school, then we have a score of the state. The score of the state would be the average score and that would be sort of like the target objective that we would like to see within our schools. I'm sad to say that not one school in the City of Waterbury met the State averages in the Smarter Balance Test.

On the SAT test not one school in the City of Waterbury met the State averages on the SATs. In fact, I'm gonna read you a couple of scores that as an educator they kind of just knocked me off my seat. The math scores for Crosby – 8.9; 91% of the kids at Crosby failed math. Wilby – 4.7; 95% of the kids at Wilby failed to reach the objective. Kennedy – 7.4. I mean, I know that the tests are not the end-all/know-all of what we teach and what we do in our schools but it certainly is a part of it and it certainly is a big part of it. What do we do with these kids when they go out and they have failed math, they have failed English/language arts. I mean I don't see, the green scores, that any school would have achieved the statewide average. There is not one green score for Smarter Balance, CMTs, or SATs. The CMTs only had to do with math and that was last year. Not one school in the City of Waterbury achieved the average objective for the State in math, not one. So to me one, two, three; three strikes and you're out. You know I had said that we had achieved some degree, some degree of measure in terms of progress but I'm sad to say that all we do is make excuses from year to year. I have the scores from 2015/16, 16/17, and I urge the Board of Education Commissioners to look at those scores and take a look at the current scores and to really, really get into them and comprehend just where we are. I mean we are so dismally low. I mean before we used to say you know it's okay, our scores are low but . . . of the large cities in Connecticut we're at the top of the heap. That's no longer true. We're at the very bottom of the heap and there really are no excuses and there's no way we can say okay, we're just getting our feet wet on this. This is our third year of the Smarter Balance test and many, many years of the CMTs and now we're doing the SATs for the high schools and we see the second year of these test results which are dismal and abominable. We have spent hundreds and thousands of dollars on ILDs and we were assured that these ILDs were going to help increase the scores but that is not the case. I'm not saying the ILDs have not worked hard, they probably have. But I really want to know what were the kids doing during math class? Were they in math class? Were they paying attention? I mean to have these, almost 96% of the kids failing math what in the heck was going on during math class? We're talking about math class, we're talking about general math, we're talking about algebra, we're talking about trigonometry, calculus – what was going on? Obviously not much. But I urge my fellow Board members to look at these scores. They're actually categorized in green, red, and black. Black would be anything lower than 10%, red would be anything that doesn't meet the State average, and green, of which there are none, none, not one school. This is terrible, this is abominable. I as a Board member am ashamed and I'm sure the other Board members here are also ashamed. And we need to do something and we need to have a plan, we need to look at this. I like the idea of some of this you know mentoring before you take the test, an opportunity to look at other tests. We're talking about increasing the class size and unfortunately in some case we need to increase the class sizes because some of the class sizes were so small in the high school it wasn't really cost effective. We have a contract with regard to our class size. We know what we have to do in terms of meet the measure of effectiveness within the classes with regard to class size. So I'll kind of leave that to the contract. But to say I'm disappointed is an understatement. I have another item when you're done.

BROWN: Commissioner Van Stone.

T. VAN STONE: Thank you Commissioner Theriault. To piggyback that I did send an email to the Board and Central Office after I saw the SAT scores and not only was I extremely disappointed, and I use that word in my email, and I also requested some



information which I have not received. It also is amazing that the building we're in is a theater academy and they couldn't achieve those scores in English. We have a Career Academy, technical based, could not achieve those scores in mathematics. So I was, and I sent an email, we also have had a program in for years that allows our students free of cost to take the SAT as many times as they would like and I asked if those were taken into consideration in our scores. I haven't heard back yet. So I do agree with you Commissioner Theriault and I have made that email available to everyone. We obviously need something to change. Thank you.

BROWN: Commissioner Theriault.

THERIAULT: On a new topic. Certainly the remarks I'm going to make are not disparaging in any way to Mr. Chuck Pagano, former Commissioner on the Board of Ed who has been an outstanding Commissioner, outstanding professional, community member, volunteer for PAL, and different community projects. I don't wish to impugn him in any way. However, something has come to my attention that I would like the Board to look at. In regard to Mr. Pagano's volunteer position as an unpaid executive advisory in Central Office, I wish to express my concern regarding this job, voluntary or paid, as being a possible violation of the Rules and Regulations of the Board of Education, the Board of Aldermen, and the ordinances of the City of Waterbury, Article 30.50 and the Civil Service System. The fact that Mr. Pagano is volunteering to be an unpaid executive advisory does not change the fact that he will be working for the City in some capacity though not a formal employee. What is the liability of an unpaid executive advisor doing City of Waterbury business? What authority does he have over the staff in this position? How long will he have this unpaid position? Can he use his experience later to apply for a Central Office Position? Can anyone else volunteer for this position or any position that becomes available in the future? Certainly Mr. Pagano is a well-respected member of the professional community and did a good job as a Board of Ed member for two years but this voluntary position may set a bad precedent for the future. It is great to get free help but every appointment or voluntary position needs to be properly vetted to avoid political favoritism, nepotism, or cronyism. That is why we have a Civil Service Commission and City Ordinances. Will we use this position in the future for other positions, voluntary or appointed, or use political patronage as a way to have individuals with political connections appointed to various jobs and positions. I would respectfully request that this matter be taken up for consideration by the Board of Ed and the Board of Ed request an opinion from the Corporation Counsel regarding the legality of this voluntary executive advisory position and other possible violations of ordinances or conflicts with regard to the rules and regulations of the City and the Board of Ed. Thank you for your consideration.

So I would request after discussion in terms of making a motion that this matter be referred to the Corporation Counsel for a legal opinion.

BROWN: Commissioner Theriault. When you did send this email to me as the President of the Board I thought you raised some really good questions and I can assure the Board after speaking with Corporation Counsel that all of these issues were addressed and vetted and there is no conflict of interest with any current policies or Civil Service or City Ordinances. So I really thank you for raising these issues, important issues, but they were vetted before this appointment was made to this voluntary position. So Corporation Counsel has vetted this.


THERIAULT: Could we get that opinion in writing?

BROWN: Sure. There's no Executive Session this evening.

***ADJOURNMENT***

**Upon a motion by Commissioner Hernandez and duly seconded by Commissioner Harvey, it was voted unanimously to adjourn at 7:26 p.m.**

ATTEST

  
Carrie A. Swain, Clerk  
Board of Education