

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Thursday, September 17, 2015 at 6:30 p.m.

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

PRESENT: President Stango, Commissioners Harvey, McEntee, Rodriguez, Sweeney, J. Van Stone, and T. Van Stone.

ABSENT: Commissioner Awwad, Brown, and Hernandez.

ALSO PRESENT: Superintendent Kathleen Ouellette, Chief Academic Officer Darren Schwartz, Chief Operating Officer & Chief of Staff Paul Guidone, Interim Chief Operating Officer & Chief of Staff Gary Miller, and Education Liaison Mary Ann Marold.

1. SILENT PRAYER

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

STANGO: In our silent prayer tonight I ask that you remember retired teacher Marie Ponzillo. Ms. Ponzillo passed away on September 6, 2015. Marie was a multifaceted dynamic teacher who worked with students where they were in a particular point in their life. She was a people centered person. Marie spent most of her career at Kennedy and Crosby. It was at Crosby where she created and taught in the Young Parents Program helping young mothers and their children. The program helped these teenagers remain in school and receive their high school diplomas. Ms. Ponzillo has presented this program before us many times in Workshop. We remember Marie Ponzillo and her family in our prayer tonight.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

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

3. ROLL CALL

CLERK: Commissioner Awwad (absent). Commissioner Brown (absent). Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hernandez (absent). Commissioner McEntee.

McENTEE: Present.

CLERK: Commissioner Rodriguez.

RODRIGUEZ: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner J. Van Stone.

J. VAN STONE: Present.

CLERK: Commissioner T. Van Stone.

T. VAN STONE: Present.

CLERK: President Stango.

STANGO: Here. For the record Commissioners Brown, Awwad, and Hernandez send their best. They all have conflicts with their obligation this evening.

4. COMMUNICATIONS

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

1. Copy of communication dated August 14, 2015 from Civil Service certifying Dana Wallace for the position of Supervising Vice Principal – Rotella.
2. Copy of communication dated September 1, 2015 from Civil Service certifying Janet Lewis for the position of School Secretary.
3. Copy of communication dated September 9, 2015 from Civil Service certifying Maria Jimenez for the position of Teaching Vice Principal – Regan.

STANGO: Motions been made and seconded. Any discussion? Seeing none - all in favor, opposed, 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 6:33 p.m.

STANGO: Motion made and seconded. All speakers are encouraged to submit prepared written statements to the Commissioners. Comments shall be limited to a maximum of five minutes. There will be no responses this evening to any questions or concerns raised; they will be referred to the Administration for review and response.

Lisa Lessard, 905 Pearl Lake Road, had the following comments: Good evening. The reason why I'm here tonight is on Smarter Balance, it was just in the newspaper. First I'll start with No Child Left Behind, NCLB, and the Connecticut Master Tests, CMT's, and then I'll go to SBAC, Smarter Balance. NCLB, CMT's, and Smarter Balance, actually if you think about it they're there for the scores of each and all of our children in district and out of district but if you think about it and you ask yourself this question, it's also up there for each and all teachers within the district and out of district to see what they're teaching each and all of our children at the times they're teaching it to see if the children are getting the knowledge the teachers are teaching them so they can pass these tests in the first place. So yes it's an assessment on teaching scores for each and all of our children but it's also an assessment of how well our teachers are doing within district, out of district, and all over the state and anybody that basically has Smarter Balance and Common Core. Okay, Waterbury does Smarter Balance, I'm gonna go down some facts that were in the newspaper and I'm going to start with the staples of education which is math and reading but I'm going to do math by school, level

one. Students not meeting achievement, worse in state, then it goes Crosby/83.3, High School Incorporation Hartford/85.1, . . . /85.5, Hillhouse, New Haven/87.1, Wilby High School/87.5, Bassick, Bridgeport/91.0, Harding High School Bridgeport/91.4, Buckley High School, Hartford/92/3, Unified Waterbury Academy School District II/97.1, Juvenile Training School. Walsh/87.4, level one, not meeting achievement level which represents the lowest elementary scores in the state. Let me repeat, Walsh/87.4, level one, not meeting achievement level which represents the lowest elementary scores in the State of Connecticut. So Walsh is a Turnaround School and Crosby is another Turnaround School, both scores were the lowest of the low and worse than before they took Eric Brown out of the building and put him in another school for all children. Now how did that work out for this Board of Education? Walsh Turnaround, Crosby Turnaround basically scores don't look good. Now, basically we had Walsh Math level one 86.4, level two 9.5, level three 2.7, level four, which is the best, 0.0. So the lowest of the low and under No Child Left Behind which we all remember, Connecticut was the worst in the nation, meaning all of the United States of America. Then we had Waterbury in Connecticut that was the worst in all of Connecticut. So we were the worst in Waterbury and all of Connecticut meaning we were the worst of the worst in the nation of all the US of A. Now we have the Smarter Balance scores and I do not want to hear from anyone that our children do not know or have computer skills because if you think about it you are spending the Alliance Grant money on what, computer classes, computer programming, and typing skills at the very youngest of age instead of putting 86% of the Alliance Grant money toward salaries for administrators and administrators alone then basically they could possibly do what they need to do if you think it's lack of computer skills. But I don't know about anybody here but if you ask a child basically starting in kindergarten to the 12th grade anything about a computer they can tell you what to do, how to do it, and basically how it needs to happen. They have computer skills better than most of us parents. So the Alliance Grant, I'd appreciate if you could maybe towards something else other than administrative costs and start putting it towards, as Mr. Van Stone as said many times, senior, in accordance to our children and the skills they need. If you don't think they have the right computer skills then maybe you should add computer skills, typing, and everything else within the classes and maybe they will do better next time around. Thank you and God bless.

Gladys Wright, for Angela Holmes, District Parent Advisory Council, had the following comments: Good evening. Trying to fill in for Angela Holmes, big shoes to fill in but she has a class and she asked me if I would do something very special on behalf of all parents in Waterbury Public Schools in honor of Paul Guidone. I can speak for Angela only because I met Paul when he first came to Waterbury when Dr. Snead was here and on his retirement he will truly be missed. Not only has he served the district and the Board and the Superintendents and the City of Waterbury, there's no other person like Paul and he will truly be missed but he helped all of us – the parents, community, educators, everyone. And Paul, you will truly be missed, with your cool self.

(applause)

GUIDONE: I remember when I came here Gladys and Dr. Snead was on one side saying we need buildings, we need buildings, we need classroom space and Linda Riddick Barron and you were on the other side saying we need to do something to get parents and the community involved in our school district and we just happened to have

at that time a little extra Title I monies and we were able to do a great deal at that time. And as time went on Angela, the entire staff, I know Mary Ann, have been working with our parents and I think from where we are today from where we were back then, it's night and day. And I think, probably as you all know, we've all said it to ourselves and to others, there's nothing more important in a child's education than their parents and parents' involvement and it's through your program, your efforts and the others that we've gotten, I was happy to be a small part of it.

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 6:41 p.m.

STANGO: Motions been made and seconded. All in favor, opposed, motion carries.

6. SUPERINTENDENT'S ANNOUNCEMENTS

Dr. Ouellette read and distributed the following announcements:

September 15th marked the beginning of Hispanic Heritage Month. It is celebrated from September 15th through October 15th. In observance of Hispanic Heritage Month, principals, teachers and students across the district have been invited to participate in our annual district-wide celebration. Each school will have the opportunity to showcase their work, and selected students will represent their school at a ceremony celebrating Hispanic Heritage, at a date to be announced shortly. Middle school and high school students will be writing essays on a Hispanic person of their choosing who has made a positive impact on our country or creating a research report on a country, highlighting its Hispanic culture. High school and middle school students may also choose to compete in a poster contest based on the National Hispanic Heritage Month Theme "Honoring our Heritage. Building our Future." Selected entries will be displayed, and two will be featured on next year's celebration program. Elementary students may write their version of a Hispanic folktale they read during their Literacy Block, create a poem in response to something read in accordance with Hispanic Heritage Month, or create a report/project about famous Hispanic people or Hispanic countries. Submissions may be from an individual, a small group or a whole class (such as a big book).

Let me begin with a reminder to parents: Our middle schools will be holding Open House next Wednesday, September 23rd, from 5:00 to 7:00 p.m. Our elementary schools and high schools will hold teacher collaboration time. All schools will dismiss early for these activities. The following week, Wednesday, September 30th, our elementary schools will hold Open House from 5:00 to 7:00 p.m. and our high schools will hold Open House from 7:00 to 9:00 p.m. Middle schools will hold teacher collaboration time. All schools will dismiss early.

We have been notified by the Connecticut State Department of Education (CSDE) and the State Education Resource Center (SERC) that Woodrow Wilson School has been accepted for participation in Connecticut's State Personnel Development Grant (SPDG). This project is designed to establish a multi-tiered system of academic and behavioral supports within approximately one hundred schools, PreK-12, across the state by 2018. Using Connecticut's SRBI Framework to improve outcomes for all learners, with specific attention to the achievement of students with disabilities, students of color, and students

acquiring English, is the mutual goal. Membership in Cohort 5 minimally involves a three-year commitment. The CSDE has approved use of Waterbury's Alliance District funds to cover the costs of Year 1 of participation (approximately \$43,000). Phase I of professional development will kick-off in September 2015 and focus on effectiveness of Tier 1 structures and practices. As all support will be provided directly on-site, the state will work with Jennifer Rosser, School Principal, regarding the scope and sequence of activities and scheduling upon confirmation of participation.

The 10th Anniversary of the Greater Waterbury Downtown Draw will be held after school, starting at 3:00 p.m. on Wednesday, September 30th, 2015, on the Waterbury Green. Organizers have been advised that we will be holding Open House that evening. The rain date is October 1st.

Applications for the Waterbury Arts Magnet School lottery for the 2016-2017 school year will be available online starting October 1st at 8:00 a.m. Completed applications must be submitted no later than Friday, October 30th, at 2:00 p.m. There will be two informational open houses and tours of the school for interested potential students and their parents. Those sessions will be held on Thursday, October 8th, from 6:30 p.m. to 8:00 p.m. and on Saturday, October 17th, from 10:00 a.m. to 11:30 a.m.

Members of the various School Governance Councils are invited to attend a Back to School Breakfast next Friday, September 25th, from 8:30 a.m. to 10:00 a.m. at the Waterbury Arts Magnet School. Participants will have an opportunity to share achievements and discuss strategic planning for this year.

West Side Middle School's Parent Resource Center has arranged to offer a series of workshops conducted by the Connecticut Money School, starting September 24th with a workshop on Budgeting for Life: How to Create and Maintain a Spending Plan. All workshops are from 6:00 to 8:00 p.m.

Our IT department has made Google Apps for Education accounts for all Waterbury Staff members. It is not currently required for staff to use them, but the Google Drive (including Google Docs Suite), Google Calendar, and Google Classroom apps may be valuable tools for teachers to utilize. Google mail will not be enabled on the accounts. Staff received instructions on how to sign into the accounts last week.

There will be a free residential electronics recycling event on Saturday, October 3rd, from 9:00 a.m. to 1:00 p.m. Waterbury residents may bring old computers, laptops, cell phones, computer games, small appliances and other items to the Sears Automotive lot to have them recycled. This event is sponsored by the City of Waterbury Litter Control and Beautification Commission.

SUPERINTENDENT: If I could continue tonight, if that would be appropriate, I'd also like to do a special recognition this evening. So let's hope Mr. Guidone I can get through this tonight. You know what, you're not going to sit through this one, you're gonna stand. As with Mrs. Cullinan, my last directive.

So Mr. Paul Guidone – professionalism, ethics, intelligence and wisdom – all attributes of Paul Guidone. Paul is the kind of rare individual whom one meets just once or twice in a career. It is for that reason that it is with great pleasure that I come before you this

evening to honor and celebrate Mr. Paul Guidone, Waterbury Public Schools' Chief Operating Officer, and Chief of Staff, as he retires from the Waterbury school district.

In 2002, Paul joined Waterbury Public Schools as the Chief Operating Officer; and in 2012 he took on additional duties as the Chief of Staff for the school district. In these roles, Paul administered the finance, operations and support functions of the Waterbury School District, and served as the school system's Senior Finance Official. His responsibilities were unending included oversight and management of all district finances, as well as supervision of pupil transportation; food service; school facility custodial, maintenance and construction activities; personnel; labor relations; legal services; information systems and other business functions of the school system.

In reflecting on what I wanted to share with you tonight about Paul, these things came to mind: on any given day, Mr. Guidone coordinated a daunting volume and range of responsibilities that required a wide variety of skills and talents. With a keen ability to manage and prioritize, he brought his skills and talents to bear to address or resolve complicated finance and operational challenges facing the district. Paul demonstrated exceptional analytical and strategic planning skills, managing others to desired outcomes, and guiding people so they could be successful at reaching their objectives.

Paul held himself and his staff to the highest standards of financial regulations and standards. He took extreme pride in his work and presented, and oversaw, an enormous and complex yearly budget with accuracy.

Paul fostered a strong and effective relationship with myself as the Superintendent of Schools. The trust that has flourished between us has contributed to the effectiveness of the central office leadership team in the years we have worked together.

Paul is also really highly regarded by this Board and I will certainly let the Board speak after me for themselves. He has demonstrated effectiveness in achieving goals and objectives, anything I have set forth for him with regards to reform. Paul is open and responsive always to the public.

While serving as Chief Operating Officer from 2002 to 2015, Paul managed the budgets and overall project implementation of an unprecedented number of school building and renovation projects, to provide Waterbury children and families with additional schools and school spaces that are highly conducive to learning, and to improved student achievement. During his tenure as Chief Operating Officer, Mr. Guidone facilitated the building, equipping, staffing, and opening of Carrington Elementary School, Duggan Elementary School, Reed Elementary School, and the Waterbury Career Academy.

He also facilitated large scale renovation projects including Enlightenment School Building and Renovations project, Kennedy High School Addition and Alterations, Kennedy High School Media Center Addition, Wallace Middle School Addition and Alterations, Wilby High School Classroom Addition, Wilby High School Science Room Renovations, Crosby High School Classroom Addition, Crosby High School Media Center Addition.

While these physical plants stand as visual reminders of some of Mr. Guidone's outstanding work over the past 14 years, incredibly they are but a few of the lasting

marks Paul will leave on the district and the community. Some of the other contributions Paul has made to the district are improved school facilities maintenance protocols; information systems, technology, and school security upgrades; and effective systems for the ongoing operations and management of the district's pupil transportation, food service, and school business office functions.

Mr. Guidone fits the model Chief Operating Officer / Chief of Staff job description to the optimal level. Yet as true and sincere as these statements are, it is just as significant that during his long tenure with the Waterbury Public Schools, Mr. Guidone has quietly, unpretentiously, but most assuredly, earned the admiration of everyone who has had the pleasure of working with him. Somehow in his confident, yet unassuming manner, Paul commanded the respect of everyone he met. Paul maintained his composure through the most difficult of circumstances, and I have to say through snow storms, blizzards, many hurricanes, and guided me through many of those calling off school, and led with clarity of purpose, managing the district financial matters, and the staff, with unmatched integrity.

Paul has worked tirelessly with teachers, administrators, parents, community and local leaders. Open and honest communication is a hallmark of his administrative style. Often faced with competing complex situations, Paul was always able to separate the urgent from the important, and to address both with equal precision. His ability to maximize limited financial resources allowed the school district to achieve many desired school reforms.

Paul is one of the most gifted colleagues I have met. He has shared his multiplicity of talents with our school district and its stakeholders without reservation. Paul has distinguished himself as an individual whose legacy will surely include his extensive efforts to meet the needs of all of our staff, students, and families, in every school in the district.

A devoted family man, and trustworthy colleague, a true gentleman; Paul is the definition of great character. He is a consummate professional, and a wonderful person. He is truly one of a kind! I will miss him, and the guidance that he has afforded to me as Superintendent of Schools. I know I speak for the entire district when I say that we extend to Paul our very best wishes for success and happiness in all that he does going forward!

Thank you Paul for your outstanding service to the Waterbury Public Schools, and congratulations on your retirement, you will be greatly missed.

(applause)

STANGO: Okay, I'll entertain a motion to adjourn now. Commissioner Tom Van Stone.

T. VAN STONE: Thank you Mr. President, through you. I'm not sure Paul how much you paid to have that speech read but it must of cost you a pretty penny.

GUIDONE: I usually draft most of them but not that one.

T. VAN STONE: It's been almost two years since I've been on this Board, I think after the first couple of months you probably said where did this guy come from but through my questions on return on investments, questioning people who were claiming we were making out on alternative energy, there were probably some questions you didn't expect to hear from Board members but you were always there to help me with those answers and when I questioned folks you in turn questioned them as well, so I always appreciated that. I think of all the topics I asked to have private conversations with you my time unfortunately didn't allow us to get through them all but when we did have time I learned a lot, I really did. I appreciate what you have done for this Board. Whoever permanently fills your shoes they're going to have a tough job ahead of them. I truly have learned a lot from you and I appreciate it. And on a personal note I will truly miss you so thank you.

STANGO: Commissioner Jason Van Stone.

J. VAN STONE: Thank you Mr. President, through you. Five years ago when I first came to this Board I was greeted with congratulations and condolences depending on who I was talking to and everyone would give me advice whether it would be this or that or the other thing but the one thing every person I spoke to agreed upon was talk to Paul Guidone. And that was the first thing I did. I sat down, you walked me through at least a cliffs notes version of what this budget looked like, how things were paid, and as my ears were bleeding from not understanding this, you patiently took me by the hand and walked me through it and it's those basic building blocks from those days that helped me to have a little bit of an understanding that you have. In those initial days and weeks every time a brand new Commissioner, like I was, had a question, I have a question on school lunches – see Paul Guidone. I got a question on class schedules – go see Paul Guidone. I got a question on a boiler – go see Paul Guidone. Every answer was go see Paul Guidone and you had the answer for every one of those questions and I always found that fascinating. You sir are the epitome of professionalism, you are what every public servant should aspire to. I general live by the axiom that no one is irreplaceable but I believe you might be the exception to that rule. Thank you for all you've done for the children and the people here in Waterbury, you will be sorely missed.

STANGO: Commissioner Rodriguez.

RODRIGUEZ: Thank you President Stango. Wow Paul, I dreaded this day, I really did. I remember watching before coming a Commissioner with my wife, watching the Board of Ed meetings and always watching you having the answers and I didn't know you at the time but I knew that you were the face of the Board of Education, of the Department of Education here in the City of Waterbury and when I was elected to the Board, appointed and then elected, and got to work closely with you I realized how much institutional knowledge you have and like Commissioner Van Stone has said, your shoes are going to be very difficult to fill, very difficult, class act, hall of fame human being. And I really feel that I'm a better Commissioner by knowing you, by working with you, and just the information you've shared, you were always accessible, returned phone calls. I'm personally going to deeply miss you. So thank you for what you do but enjoy your journey my friend. Just one last thing, I remember we did the walkthrough at the Waterbury Career Academy before it evened opened and you were walking and there was a really nice backdrop of the sun as you're walking and I took a photo of you

without your approval because I heard you don't like a lot of photos, and I used a quote from Victor Hugo which was "he who opens a school door closes a prison". And so thank you for opening up many school doors, we greatly appreciate it and you'll be sorely missed.

GUIDONE: Thank you and I remember it and you're a great photographer.

STANGO: Commissioner McEntee.

McENTEE: Thank you Mr. President. Paul, I sat here for two years and tried to stump you and I've watched these others try to stump you, and nobody's ever seem to could. You always seem to have the right answer at the right time and some people think they know it all but I think you might really know it all. Someone else is going to have to do your job someday but it's gonna be extremely hard for them to do it as well as you have. Your contributions were greatly appreciated and your presence is gonna be greatly missed. Good luck and Godspeed.

STANGO: Commissioner Sweeney.

SWEENEY: Paul, my first interactions with you were not as a Commissioner on this Board but as a grandparent in the community, grandchildren in the schools. And as many times I sent you over requests for information . . . you responded each and every time, you took my calls, you answered my faxes, and every question that I had you answered and that's pretty phenomenal coming from education people, coming from City people, and it leaves a lasting, very soulful imprint on a person and I can't thank you enough for just recognizing the fact that people ask questions and they want answers. And when I came to this Board and I started to look around and speak to principals and teachers in the schools and one of things I often asked do you have everything you need and most of the time the answer was Central Office and Paul Guidone are just wonderful. He doesn't always say yes but he always hears what I ask for and he always gives an answer even when that answer is hard and that answer is no. Paul, the way you approach people, the respect you give to people, there's no measure for that, no measure for that, and I only hope that we are near lucky to be able to replace that piece of you because the students, the parents, the staff in this district deserve that kind of treatment on a daily basis and I hope we're lucky enough to find someone who at least does that much for us. So I will miss you deeply and I wish you well, I just wish you well.

STANGO: Vice President Harvey.

HARVEY: Paul, you know, I'm just gonna come out and say it, I don't think that we can fill your shoes, I don't see that as possible. I think anyone that fills this position is gonna have to create their own path but it will not be one you have walked in because I don't think there's anyone that could fill your shoes. I joined this Board, when I joined in, what motivated me to run for the Board was the issue of grants, there was a big issue, question around grants, and when you arrived you helped clean that up and thereafter, each year thereafter. So I was very impressed with that. I was also impressed, I spoke to Dr. Snead and he explained the reason why he fought so hard to get you here and I could see why, he said we got to get Paul here from New Haven and I could understand why he did that. What fascinates me is that you are a man of few words but you get so

much done. You don't have to say a lot but you just get things done and I was pleased to hear from Gladys Wright that you're cool as well because I was going to say that but she said it for me. But you are cool. What, there are two events that really; out of all the years I've been on the Board that really impressed me. One was when we were met with the possibility that there were 75 kids; there would be 75 kids from the WOW area that may be out in the street for the summer because supposedly we didn't have funding for them for summer school. When that was brought to your attention I think within a matter of days you were able to find that money and that problem was averted. Also there was a lawsuit that was pending if we didn't act on it, I was brought in on it because I work in the community and it just so happened that this lawyer mentioned it to me, but when I called you it took you 30 minutes to kind of weed out what was going on and just kind of over it and that just impressed me. But I think what mostly impresses me is we don't talk about what you did in New Haven. I mean if someone looks back and just kind of does some research to see, check on the number of schools that you have been involved with in this State that you have worked on and also Waterbury, I think they would be really, really impressed and I think that's your legacy right there, the builder of schools. So I want to thank you and I don't want to end without thanking you first for keeping a stash of chocolate in your office. I mean that's just, when I was stressed out and I need chocolate I knew exactly where to go.

GUIDONE: That's my real legacy.

HARVEY: But thank you, thank you for that. I seriously want to thank you for the service to our students, to this district, to the parents, to the community. When I explained to you, when there was an issue and I explained to you you got to do this, you have to understand you know who I'm dealing with, you understood that, I mean you understood, I mean in the community you understood when I came to you and said Paul, we have to take care of this, if we don't take care of this this is going to explode. You understood what I meant by that and you would just calmly just resolve it. So I really appreciate all that you have done. I don't think we can thank you enough but just know that I appreciate it, I appreciate the times that I would call and you would return my calls quickly. So I just want to thank you and I wish you the best of luck and just know we can't fill your shoes, at all, but thank you again.

STANGO: Okay, I guess I'm going last, probably because I'm in the state of denial for a couple of months. It's one of those things that eventually I knew was going to happen Paul but when it did I was really not prepared for it. Since your announcement I've noted more closely what you do day to day and the question is now what don't you do day to day. You have been the one constant in this district for 13 years. Employees come and go, Board members come and go. Some people go and then come back again. Through it all you have been here to explain the ramifications and explain how to sort all that out. During the time you have been here you have the history of the district. Speaking as a Board member you have guided us through that history. You have kept this Board on track, in line with information and knowledge, and for the most part kept us proper and out of trouble. Paul you always see the big picture. But also maybe more importantly the little picture, the little snapshots of moving an agenda item along for example. How to line up the ducks in a row before someone shoots them out of the water. I always thought you could see the future when you give us little warnings in the sense of if you do this or that then this or that could happen and then you would have to live with it. And some of those were mighty hard things to live with if we were not

forewarned. You have guided this district through an intensive period of school construction, five new schools, and major rehabs of countless others all the while keeping the Board in the loop and on track about . . . timelines, and state cutoff dates. You have seen the retirement of one superintendent and the subsequent hiring of another. Again, monitoring that very important process and working with us through that process. As a Board member I always felt confident when you attended all our meetings, rarely missing, rarely sitting down during a meeting I might add, I figured you could answer any question posed and do it all without ever losing your patience. Just a calm and steady pace. You have relished bringing a team together to solve particular problems or to launch a new initiative. You always knew who should have a seat at the table and who should probably not for various reasons not have a seat at the table. You came into this district 13 years ago in a firestorm of the State Oversight Board, into a district in a state of confusion and now you are leaving, not in a blaze of glory but in a state of calmness. You left the district in a state of calmness. There's so much to list, so much I'm sure I left out, however we need to stop somewhere and now the denial must also end. I'm thanking you and wishing you the best. I need you to keep an eye on us and speaking for myself, I will certainly need it. But thank you very much for our service.

SUPERINTENDENT: I just, Chief Academic Officer Schwartz, I know you're sitting there very patiently and quietly but I know you have a few remarks that you would just love to share.

SCHWARTZ: So Paul, the last two months have been enlightening and I over the past few days I almost apologize every time I go to him because it's, I know it's in this wake of you leaving that it's tough, it's tough for the Superintendent, she's brought me in a few times, shaking her head wondering what we're going to do and all I can say is that I look up to you, not just as an educator but as a leader. I have had the tremendous fortune to have great leaders over my career to look up to and you're one of those, you're everything the Board has said tonight encapsulated what vast majority people in Waterbury see and I would agree with Commissioner Harvey about the candy, so much so that if you've noticed in my office I have added a candy jar in the middle to in some small way remind myself to be the leader that you are. I know I am not that yet but in a small way that's my reminder to try to be a little bit of Paul Guidone every day when I come in so thank you.

GUIDONE: Thanks Darren.

President Stango and Dr. Ouellette presented Mr. Guidone with a gift in honor of his retirement.

(applause)

GUIDONE: Wow, my last official Board meeting and I so look forward to them. The first thing I do every month is get together with Carrie and find out when are the Board meetings so I could mark them down and make sure I don't miss them. It dawned on me not too long ago, even perhaps before I decided I needed to move on, that 13 years had gone by and, relatively short period of time, but the entire Board that's here now was not here when I was hired. People move along, but I've had the wonderful privilege of working with dedicated people like yourselves now, nobody will ever quite understand

the time, attention, and energy you put into your work and how important it's been to me to do my work to have people like you. The most senior I've had the chance to be with is certainly Charles, Karen, Anne, most recent Bryan and Tom with Jason and Felix thrown in between. But that spanned a number of years now. I remember my first meeting or two of the Board back then and something bothered or disturbed me. I heard a couple of Board members, not these Board members, speaking to each other and referring to us Central Office folks as "them" and I said that's not how I feel, that's not how I operate. It should be "us". And I can tell you today, luckily those members are gone, that as exactly the way I feel that we all accomplish things together. There is an "us", there has been and "us", and there will continue to be. All the things that you guys cited, great accomplishments, school buildings, but getting the district through a very hard financial times by avoiding what most other districts went through in many cases, devastation. We did all that together and I enjoyed the time with each and every one of you. You're right, I communicate with all of you individually by phone, by email, you're all a little bit different but all your questions, all your issues, were trying to get something accomplished and I'm happy to be or was to be that conduit.

In a prior job and actually before my New Haven school times I worked at a statewide agency and had an opportunity really to work in and out of most every city in the State, most every town in the State, including Waterbury. It might have been late 80's or through the 90's and I just love this town, every time I, whoever I met, whoever I dealt with, it was just a feeling, it's hard to describe, but I'd tell anybody, anybody I asked I would tell them and it was true. And as time has gone on now here I really feel this is my second home. I've spent enough time, have done enough things, enough with everybody in this town from the Board to City officials to community members that it truly feels like a second home to me and I refer to it that way to many people. I really enjoy the privilege with working with Dr. Snead and his team but more important with Kathy Ouellette, Anne Marie, Paul Sequeira, and really the entire staff of the district they are an extraordinary group. There are some good days, some bad days, we've all had those, we've had them together, we've shared them together, some awful days, but we've gotten through them and I was privileged to be a part of it.

Superintendent, who've I had a wonderful relationship with, you'd never know, I got to break in a new Superintendent. She had called me while she was still in Manchester in the process of transitioning and we were working out some contractual issues, getting settled for her to come here, and she said Paul, I've heard some good things about you and said when I get to Waterbury I'm gonna take care of you. And I said I do the taking care of around here. And I try to do the best I can at that.

Good luck to you, your progress has been enormous, I think we all see it, we all know it, it's all been spoken to in many cases. And I know, because I'm on the inside, there's much more to come. You've got a new team now; it's about time to turn things over to the youngin'. Wonderful choice for that position and I'm sure as you can see the team forming, once again, that needs to happen, you need some young blood, you need some new ideas, new direction, I think the district is poised for it.

I have a couple of special places in my home, one is a mantel on my fireplace where that's gonna go and another is my bar. And on my bar is a newly given martini glass and it says "one martini, two martini", because after many a night like this, not like this, but some contentious Board meeting nights, the next morning I would get an email from

Ann Sweeney saying did you have a martini? I said no, two. And sometimes three. So that will rest in a very special place and is my martini glass recently given in my other special place.

Speaking about special, you're all special to me, my Margaret. Okay. Probably the one thing I do regret, the only thing I regret, is I will no longer have the one bit of most important information to the school district and I explained this to the Superintendent, I know Jason knows it, I explained this to the Superintendent on several occasions. No matter how big the issues are, curriculum, test scores, the most important thing, the most important bit of information in a school district is are we having school, are we having early dismissal, or having a late arrival? Those calls start coming in three days before a storm occurs. And Superintendent mentioned it, yes, many early mornings, but possessing that one bit of information I guess I'll miss. But I'll miss all of you. I'll miss you Superintendent. Margaret, I'll miss you, she's manning my phone for an emergency phone call coming in. She never stops, you all know her, you know what we've done together. We've been a team. I'll cherish my time in Waterbury. Thank you all.

(applause)

7. PRESIDENT'S COMMENTS

STANGO: We all know that this Board takes on difficult challenges. We wrestle with what is best for the district, what is best for our students, what is best for our teachers, what is needed and what is not needed. We have to make these debates and these decisions on an ongoing basis. One such decision we as a Board considered and debated last year was the dress code revision. We all knew something had to be done. Reports of infractions and time consuming attempts to address those infractions on a daily basis was crippling the progress of our district. Some principals, teachers, parents, and the Board members had their doubts thinking that the new policy was considered too restrictive and would not work. I would like to comment that in my travels in the last couple of weeks I have been stopped by teachers, by principals, and parents to tell me how great the revisions are working. One teacher told me she never believed it would work and dreaded the return of this school year. Now she reports that she loves it, she asked me to thank the Board for taking the chance and moving forward what we as a Board thought best at that time. I say this now because it becomes more and more clear to me that sometimes we need to take unpopular stands when we are convinced that it is in the best interest of the district even when some public opinion is to the contrary. Education is changing and Waterbury must change with it. We must progress and we reform. We have begun that, we have to change the way we are used to. A few weeks ago the Board received a report and a presentation on a new revised language arts curriculum pretty much down to the last member we were impressed with the energy and the depth and the accountability of the presenters. We need to see more of that some of us said at that time, we loved it, let's have it continue. We must continue to be proactive and continue with these types of initiatives. Much like we saw a need for dress code revisions and moved on, we must move on to other matters because there is a need to do it. We must keep this train of change moving forward. Hopefully for the betterment of education in our district we will do so.

8. COMMITTEE ON SCHOOL PERSONNEL

- 8.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the lateral transfer request of Janet Phillips from Supervising Vice Principal, Gilmartin to Supervising Vice Principal, Maloney Magnet School, effective immediately.**

STANGO: Motions been made and seconded. Any discussion? Seeing none – all in favor, opposed, motion carries.

- 8.2 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the revised job specifications for the position of Supervisor of Math PreK – 12, funded by the Alliance Grant, as attached.**

STANGO: Motions been made and seconded. Any discussion? Commissioner Tom Van Stone.

TOM VAN STONE: I just want to make it known as someone who talks about our math scores in this City all the time especially at the secondary level, we are in need of someone to really supervise this math program. Or scores are getting better but still not to all of our satisfaction. It's very important that, especially at the secondary level, stabilize our math program. I think it's very important that we get the right person for this job. It's key to our development and it's key to moving math forward and improve what everyone knows needs to be approved. So I'm looking forward to whoever this person may be to take over this position and just keep us moving in the right direction. Thank you.

STANGO: Any further discussion? Seeing none – all in favor, opposed, motion carries.

- 8.3 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve of the new position of Director of Teaching and Learning, funded by the Alliance Grant, as attached.**

STANGO: Motion has been made and seconded. Any discussion? Commissioner Tom Van Stone.

TOM VAN STONE: Thank you Mr. President, through you. Again, we don't really like creating new positions especially in this case where it's Alliance money. However, curriculum is somewhere, again like math, that we need to move forward. I certainly am usually a proponent of utilizing Alliance dollars more directly to the classroom but in some ways director, especially of curriculum, is not more direct to the classroom. It's very hard to spend the money on another director's position but in this case I am in favor. However, with that being said, I think we also need to consider the fact that with this new position we should stabilize at the three ILD's and not backfill that position. So I'm saying that I'm really going to vote yes to this tonight but it is with the stipulation that I will fight very hard to stay at three ILD's so thank you.

STANGO: Thank you. Vice President Harvey.

HARVEY: I'd just like to add that I did have a chance to look at the responsibilities of the Chief Academic Officer versus this position and I can understand the separation. But I hope whoever is put in this position realizes that we expect them to hit the ground running. I would hope that we would receive an update on the progress of our curriculum. This position really should have been filled a while ago so I'm just hoping that we, again the person that is selected, will be able to hit the ground running so that we can get, update our curriculum as needed. Thank you.

STANGO: Anyone else? Seeing none, roll call vote please.

ROLL CALL VOTE ON ITEM #8.3:

Yeas: Commissioners Harvey, McEntee, Rodriguez, Sweeney, T. Van Stone,
and President Stango – 6

Nays: Commissioner Jason Van Stone – 1

STANGO: Motion carries six/one. Now moving on to the Consent Calendar. Does anyone wish to remove an item from Consent?

President Stango proceeded to read the Consent Calendar, Items 9.1 through 9.8.

9. CONSENT CALENDAR

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to approve the Consent Calendar, Items 9.1 through 9.8, as listed:

- 9.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the Connecticut State Department of Education "2015-2016 Consolidated Alliance and Priority School District Application", as attached.
- 9.2 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval to participate in the Healthy Food Certification as outlined in Section 10-215f of the Connecticut General Statutes for the period of July 1, 2015 through June 30, 2016.
- 9.3 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of a Professional Services Agreement with PTSMA, Inc. d/b/a Select Physical Therapy to provide athletic trainer services for interscholastic athletics.
- 9.4 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of Amendment Number 1 to the Student Educational Affiliation Agreement with Saint Mary's Hospital, Inc. for the purpose of establishing a clinical program for students enrolled in the Allied Health Programs.
- 9.5 With the approval of the Committee on Curriculum, the Superintendent of Schools recommends approval of an Agreement with Abbott Terrace Health

Center, Inc. for the establishment of a clinical program for students enrolled at Waterbury Career Academy as nurse's aides.

- 9.6 With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the new position of Coordinator of College and Career Access Center for Crosby High School funded by Crosby's Turnaround funds.
- 9.7 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:

GROUP	FACILITIES AND DATES/TIMES
T. Grabowski	Maloney gym: Thurs., Oct. 1st 5:00-7:00 pm (Salsa Night)
M. Rocco	W. Cross gym: Thurs., Oct. 8 th , 5:30-8:30 pm (Family Math Night) W. Cross café: Wed., Sept. 23 rd , 5:00-8:00 pm (Halloween committee mtg.) W. Cross gym: Thurs., Oct. 22 nd , 3:00-7:00 pm (Halloween party set-up) W. Cross gym: Fri., Oct. 23 rd , 3:00-9:00 pm (PTA -Halloween party) W. Cross gym: Sat., Nov. 21 st , 11:00 am-9:00 pm (holiday bazaar & auction) W. Cross gym: Fri., Dec. 4 th , 3:00-7:30 pm (Christmas around the world) W. Cross gym: Sat., Dec. 5 th , 7:00 am-1:00 pm (Holiday Breakfast) W. Cross gym: Fri., Feb. 12 th , 5:00-8:30 pm (Family gym night) W. Cross gym: Fri., Mar. 11 th , 3:00-7:30 pm (set-up for Breakfast with Bunny) W. Cross gym: Sat., Mar. 12 th , 7:00 am-1:00 pm (breakfast with Easter Bunny)
L. Lombardi	Rotella gym & café: Fri., Oct. 30 th , 3:30-10:00 pm (annual harvest fest.)
J. Silva	WSMS café & aud.: Wed., Dec. 16 th , 5:30-9:30 pm (winter Concert) WSMS café & aud.: Wed., May 18 th , 5:30-9:30 pm (Spring Concert)
M. Cappiello	WSMS café: Thurs., Sept. 24 th and Fri., Oct. 2 nd , 5:00-9:00 pm (sch. fundraiser dances for the Drama classes)
L. Richard	Career Academy media center: Thurs., Dec. 3 rd , 7:30 am-3:00 pm (state prof. dev. workshop for allied health teachers)

- 9.8 With the approval of the Committee on School Facilities and Grounds, the Superintendent of Schools recommends approval of the use of school facilities by outside organizations and/or waiver requests, subject to fees and insurance as required:

GROUP	FACILITIES AND DATES/TIMES
Westover School Lizanne Mulligan, A.D.	WSMS pool: Dec. 1, 2015-Mar. 4, 2016, Mon.-Thursday, 4:30 - 6:00 pm (swim team practice)

REQUESTING WAIVERS:

Long Hill Bible Church Eric K. Lott	Wilson Sch., 1 classroom: Sundays, 9/20-6/29/16, 8:30-10:00 am (church service) (\$3874.)
--	--

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

Girl Scouts Dana Tarantino	Hopeville café: Tuesdays, Sept. 29 th thru May 24 th , 3:00 - 5:00 pm (scout meetings)
-------------------------------	---

Long Hill Bible Church Eric K. Lott	Wilson music room & 1 classroom: Wednesdays, 9/23-6/25/16, 6:00 - 8:00 pm (choir practice)
Girl Scouts Carole Roy	Regan café/library: 9/21/15-6/6/16, 2 – 3 Mondays each month (scout meetings)
Boy Scouts Joseph Medina	Rotella café & gym: Wed., Sept. 16 th , 5:30 - 7:45 pm (scout recruitment and orientation) (date prior to Bd. Mtg.)
St. of CT/Subina Gordon African American Affairs Comm.	Reed café: Thurs., Sept. 24th (community Racial Profiling mtg.)

STANGO: Motions been made and seconded. All in favor, motion carries.

10. ITEMS REMOVED FROM CONSENT

There were no items removed from the Consent Calendar.

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 11.6, as listed:

11.1 Grant funded appointments:

Rinaldi, Valerie – ELA Instructional Tutor (replacing Joe Mendello), WAMS, 15.75 hours per week @ \$25.00 p/hour for 28 weeks, non-union and without benefits, funded by WAMS Operating Grant.

Rivera, Maritza – Parent Liaison, Washington School, 30 hours per week @ \$15.12 p/hour for 180 days, non-union position with benefits governed by UPSEU, funded by Title I.

11.2 Reed After-school Programs appointments, salary according to individual's contract unless otherwise noted, funded by the Reed FRC Grant:

Griffin, Denise – Lead Instructor, The Daily Rocket School Newspaper Club, maximum of 60 hours.

Maturo, Jonna – Spirit Instructor, Dance Team Group, maximum of 13.5 hours.

Rinaldi, Heather – Dance Instructor, Dance Team Group, maximum of 13.5 hours.

11.3 21st Century Grant After-school Program appointments, salary according to individual's contract:

Chase Park House:

Anthony Ciuffo – teacher
Carolyn Highsmith – teacher

Karen Hanas – teacher
Fatima Fernandez – substitute

Driggs School:

Mardelle Ruffin – teacher
Ben Germain – teacher
Justine Kuncas – substitute
Lucia Sheetz – substitute

Zita Blake – teacher
Karen Griffin – substitute
Paula-Ann Pastore-Quezada – substitute
Valerie Wright – substitute

Hopeville School:

Christine Diorio – teacher

Gina Paternostro – teacher

Tim St. Pierre – teacher
Sarah Williams – substitute

Mark Esposito – substitute

Wallace STEM:

Marcy Pogodzienski – teacher
David Sidella – teacher
Robin Davitt-Wells – PT teacher

Debra Gluz – teacher
Timothy Terenzi – teacher
Corrin Zareck – PT teacher

Wilson School:

Betzaida Vega – teacher
Wesley Katrenya – teacher

Nina Quesnel – teacher
Kelly Fengler – substitute

Substitutes for all programs:

Ellon Cavanaugh
Justin Froese
Arianne Salcito

Timothy Coughlin
Mark LaChance

11.4 Teacher new hires:

Name		Assignment		Step	Effective
DeFrancesco	Nora	WCA	English	MA/2	8/24/15
Hanley	Jessica	Carrington	Grade 5	BA/2	8/24/15
Kingsbury	Cristina	WCA	English	MA/4	8/24/15
Kraut	Susan D.	WMS	Science Gr. 8	MA/5	8/24/15
McBrien	Donna	WCA	Allied Health	M+15/7	8/24/15
Morales	Jessica	Reed	Grade 7 Ela	MA/2	8/24/15
Steffero	Melissa	Reed	Grade 3	BA/2	8/24/15
Unluturk	Sukru	KHS	Math	MA/6	8/24/15
Ragette	Nicole Y.	Carrington	Grade 8 Ela	BA/3	8/24/15
Avxhiu	Bjanka	Bunker Hill	Grade 3	MA/2	8/24/15
Block	Frances P.	Reed	Lib. Media Spec.	MA/6	8/24/15
Jenkins-Davis	Tanya	KHS	Spec. Educ.	M+15/6	8/24/15
Dombrowski	Andrew S.	NEMS	Social Studies	MA/2	8/24/15
Feld	Shulamit R.	Bucks Hill Annex	PreK	MA/2	8/25/15
Gaafar	Harley	WSMS	TESOL	BA/4	8/24/15
Mangino	Maria R.	Generali	Music	MA/6	8/24/15
Moro	Victor G.	State Street	Spec. Educ.	M+15/5	8/24/15
O'Brien	Kathleen M.	WSMS	Spec. Educ.	MA/8	8/24/15
O'Brien	Kathleen M.	CHS	Grade 9 Math	PHD./2	8/24/15
Orsini	Marie F.	Generali	Grade 4	BA/2	8/25/15
Petit	Megan L.	Enlightenment	Social Studies	B+15/2	8/26/15
Schwartz	Paul D.	CHS	Chemistry	MA/3	8/26/15
Soares	Elenice D.	WSMS	TESOL	6 TH /6	8/24/15
Trigueiro	Mariana B.	Wilson	PreK Sp. Ed.	B+15/2	8/24/15
Way	Megan L.	Regan	Grade 2	BA/2	8/24/15
Zionts	Lenore	CHS	BDLC	MA/5	8/26/15

11.5 Adult Education appointments/corrections:

Dinatale, Jessica – Substitute @ \$24 p/hour, effective 09/17/15.

Ferrer, Denise – Substitute @ \$32 p/hour, effective 09/17/15.

Ligi, Richard – Substitute @ \$32 p/hour, effective 09/17/15.

Karmuza, Daiva – Mediation Enrichment Program, 2 hours p/week @ \$24 p/hour
(replacing Larry Brook), effective 09/17/15.

Mehlin, Kathylee – Mediation Enrichment Program, 2 hours p/week @ \$32 p/hour
(replacing Larry Brook) effective 09/17/15.

Oyanadel, Mariangeles – correction in hourly rate from \$32 to \$24 (not certified).

11.6 Retirements:

Dutil, Thomas – Resource Room, Tinker School, effective 08/18/15.


STANGO: Motions been made and seconded. All in favor, opposed, motion carries.

The next item on the Agenda is Item #12 – Unfinished Business of the Preceding Meeting Only. Seeing none, moving onto Item #13 on the Agenda – Other Unfinished, New, and Miscellaneous Business.

ADJOURNMENT

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Rodriguez, it was voted unanimously to adjourn at 7:34 p.m.

ATTEST


Carrie A. Swain, Clerk
Board of Education