

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ REGULAR MEETING*

Monday, June 29, 2009 at 6:30 p.m.

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

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

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

### **MEETING CALLED TO ORDER**

President Hayes called the meeting to order at 6:31 p.m. with a moment of silence and a prayer and Superintendent Snead led everyone in the Pledge of Allegiance to the Flag.

### **ROLL CALL**

CLERK: Commissioner D'Angelo.

D'ANGELO: Yes.

CLERK: Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: Present.

CLERK: Commissioner Harvey.

HARVEY: Here

CLERK: Commissioner Laccone.

LACCONE: Here.

CLERK: Commissioner Pinto.

PINTO: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Theriault.

THERIAULT: Here.

CLERK: Commissioner White.

WHITE: Here.

CLERK: President Hayes.

HAYES: Here.

**COMMUNICATIONS:**

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

1. Communication received June 15, 2009 from Drewena Knighton thanking various individuals for her son's education.
2. Copy of communication dated June 16, 2009 from Civil Service to Betzaida Bayouth certifying her for the position of ABA Behavioral Therapist.
3. Communication via e-mail dated June 18, 2009 from Hannah Zabarsky regarding transfer of two teachers.
4. Communication via e-mail dated June 19, 2009 from Rachel Armour regarding reassignment of teachers.
5. Copy of communication dated June 22, 2009 from Driggs School Based Health Clinic regarding their 2008-09 Report.
6. Copy of communication dated June 22, 2009 from Civil Service certifying Lisa Ariola-Simoes for the position of Supervising Vice Principal-Special Education.
7. Thank you card received June 23, 2009 from the Waterbury Special Olympics Swim Team.

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

**APPROVAL OF MINUTES:**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to approve the minutes of May 18, 2009 Regular Meeting and May 26, 2009 Committee Meeting.**

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

**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 6:35 p.m.**

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

**Diana Baxter, 31 Laurel Street, had the following comments:** I'd like to say good evening to everybody – Dr. Snead, Commissioners. I have spoke to you on many occasions and this one may be more solemn than most. I had placed in front of you all the article that appeared in the paper last Sunday concerning Eric Brown and Walsh Elementary School. Now I would like to start out by saying that I realize as most people do that policies and laws are very necessary and we could not function without them. But as most of you all know that there is the letter of the law and the spirit of the law and in the case of this episode, I feel that Mr. Brown and his best intent followed the spirit of the law. We understand that the policies are written for a reason and we know that discipline has to be kept. At the same time children are not puppets so you cannot pull one string and it covers all of them. These children at this school have many problems that some of our other schools may or may not see and what Mr. Brown tries to do is to take each case on its individual merit and deal with it that way. He doesn't let them go without discipline but discipline is supposed to be training somebody to handle something different. And sending a child back into a dysfunctional home for 10 days is not necessarily helping that child to learn how to deal within society. Now we realize that there's some teachers that may be very good teachers but everybody is not equipped to deal with every situation and to serve in a school like Walsh you need a special type of teacher and a few that are there perhaps would be happier and better off in other types of school settings. But to want to jump and just throw a child to the wolves every time something happens especially when they have special needs does, not seem to me to be what this Board created this policy for in the beginning. I have been here many times, I've talked with you all, I've had you to the school. I know that you care about children but it's like in this case as in some other cases we've had, that the teachers are so busy with their union back and forth back and forth the children are being forgotten. And so tonight I think one thing we want to ask if for your consideration about this policy. Thank you.

**Joyce Petteway, 1680 Meriden Road, Waterbury:** Thank you Mr. President, to Dr. Snead, President Hayes, and all of the Commissioners on the Board of Education, my name is Joyce Petteway, speaking on behalf of . . . Network of Democratic Women, the organization attempts to speak about issues that affects the community and I am here today to speak on their behalf as well as myself as a citizen in the community. I am here also to speak about the article that I read in the paper and I thought now there's something wrong with this and this circumstance is a challenge to the parents in this middle-class community who have a responsibility and a right to protect their children. If the situation brings about discord and disagreement, it only means something in the rules and the policies and the procedures is broken and it needs to be fixed; that's all it means. And to ask the principal of this middle school, middle class neighborhood, elementary school at Walsh, to stop being sensitive to every one of these children is to ask him to allow his human desire for dignity and respect to be suppressed. If we allow words to dictate to us here springs a habit and habit in time becomes second nature. Enough, too long our children have been made to feel second. These children have been, and in some cases continue to be, formed by a culture that has lost or thrown away relatively common sense approach to education. Much in our school district can be improved, must has been improved, but we cannot keep our children in a permanent state of feeling second class or left behind. We cannot afford to take the same old worn out path of allowing harassment to cause good principals, good teachers, and good administrators to quit. We must all realize that listening to one another is the most

sensible way to solve these problems and it's because of all of our differences. And actively engage ourselves in the social, economic, and educational experience which can only improve the relationships of students, parents, teachers, unions, and principals. Running a school is not only about reading, writing, retrieving information, and math. It's about the respect that is given to the students, it is about how they feel when they go home, and how this respect reverberates in the community.

**Lisa Lessard, 905 Pearl Lake Road, had the following comments:** The reason why I'm here tonight is also the Walsh Principal defends his approach to discipline and actually I brought along the federal registry of IDEA which is for special educational children within our City, State, and it's a federal registry, federal laws for our children that are special ed. Now there's a lot of unanswered questions here for me being a special education advocate, which I do pro bono, but I love each and every special education child, it says this child is eight years old, is this child chronologically eight years old, yes; is this child emotionally and psychologically eight years old? We don't know, this article did not say that. This child has a lot of special ed problems – yes. We can't assume what they are, the article didn't print them. Does this child have a paraprofessional? What happened before this child got so excited to do what this child did, and this article says got excited by seeing a pocketbook? Well if this child is not chronologically eight years old and is emotionally/psychologically another age, then maybe this is a response this child does. If a para was around then this para should have taken care of this. If this child has an IEP, Individual Educational Plan, under list of recommendations, there are certain services this child needs. Maybe detention is not one of these services this child needs but somebody to look into the special needs of this special ed child and a list of recommendations and see if this child needs something other than detention. I understand you have policies and policies are great and fine but Mr. Brown is correct when he states basically each child has special categories, special circumstances. We don't know what this child's special circumstances or special categories are and that's between the IEP, list of recommendations under HIPA for this child but you need to do more research, dig in more, and find out more categories on. I mean, where oh where oh where is Ms. Anne Marie Culligan at this point tonight to hear us? It's unbelievable that she's not here when this is a special educational child and a principal that was trying to help the special educational child. Each and every child deserves and needs special education but they also need to follow the policy book here and there. But we need to know if all in-service training was following prior to what this child did. And remember chronologically age eight but was this child emotionally, psychologically, or developmentally this age? Probably not, we're not gonna assume because we all know what assume means. We need to look into this more, we need to dig into this more, and we need to do research into this more before we say yea or nay towards policy or towards child or towards principal, period. Thank you and God bless.

**Mrs. Hill, PO Box 207, had the following comments:** I don't have my glasses, but tomorrow up at the WOW at 2:30 they'll be having a summer camp "Books Can Keep Children Busy". It's free books from infants on age up and I thought knowing how hard we push reading in our schools that maybe some of the members or somebody from the school department can try to make that. It was in Sunday's paper in Robin Adam's column. I'm also here to talk about my son's attendance. The report cards have not matched since he's been in the Waterbury School District. I have asked for them to be corrected, nothing has been done. All doctor notes are submitted as he returns back to school or within that day. Unfortunately this year you know my child was injured in May

and I think there was another one in June. So those notes went in accordingly. I'm not the type of parent to go to a doctor in June and get notes. As far as policy, if we're looking into one school district, I think on elementary school level, we need to address all the elementary school levels. Personally I believe, like middle schools and high schools, sending a child home for 10 days without something very, very serious that that child has done, what we call the red room, I don't know what it's called in high school or middle school, but a red room, have them do their assignments, eat their lunch and everything and at least they're in school that day, at least they'll be safe. Whether it's special ed or not special ed, because I've always advocated at the elementary school level these children must have something in common whether it's coloring the same cartoon, the same game, the same playground, a favorite sport, something. And I've always advocated that. So if we're looking at one school, we mind as well look at them all because personally for the injuries my son has sustained over the years, only one discipline action was taken, was that good enough? Absolutely not. Was I happy with the consequences? Absolutely not. I also believe when a child is injured both parents should be called and met separately with so that you know that you injured that child accidentally or not. Whether it's special ed or not special ed, we have to treat our children equal. Yes, I know Mr. Brown has an excellent school; I visited many times, I encourage other principals to encourage the tie he encourages his children to wear but unfortunately some other principals wouldn't go along with that and if you send your child in with a tie they're called a geek or a nerd so I hope that we kindly look into this. And also there's free movies on Tuesday and Wednesdays at the Mall for the parents at 10:30 so that that way there they have an activity for their children with the way the economy is. I want to thank you all and if we're doing one school please check into them all on the elementary school. Thank you, God bless you, have a very safe summer.

**Athena Wagner, 1558 Highland Avenue, had the following comments:** Concerning the issue regarding Principal Eric Brown. We've hired people, the City has hired people, and you hired them based on the fact that you feel as though they're competent enough to do the job. My issue is stop playing politics and let them do the job. Take your foots off their neck and let them do the job, give them their support, give them the support that they need. Don't hire them and then leave them hanging with no one to back them up. Now, I understand that rules are rules; I raised three kids through the public school system in Waterbury. I understand his position, I can certainly understand the teacher's position, and I can understand the parent's position. I don't believe in a blanket rule when it comes to children that have special needs or operate on different levels. That's a very difficult task. The other thing is if you're not going to allow people to do their jobs, when we have rules they're guidelines, they're guidelines. Rules normally imply that extenuating circumstances and variables of the situation are to be taken into consideration. So I suggest that you work together with Mr. Brown and try to come to some resolve so that there's not a tit for tat paperwork and no ill feelings and so forth and so on to address the needs that are gonna be most beneficial to the school and the students and the community. I also suggest that if rules need to be changed, tweaked, amended, whatever, I suggest that Mr. Brown, or whoever, needs to make the recommendations, in writing, to the proper authorities and go forward and let people do the job that you hired them to because you obviously felt they were confident enough to do the job. Thank you.

**Tyrone Coleman, 23 Preston Terrace, had the following comments:** I also am gonna make a comment regarding Eric Brown the Principal at Walsh. I grew up in New York City even though I was born in this City and if any of you guys know anything about New York, a lot of school teachers there, some of them care, a lot of them they don't. Believe me; I grew up in that system. Coming to Waterbury, I have younger brothers, sisters that attended this school system; my kids, they attend the school system, and I have noticed some teachers who care and I have noticed some teachers who don't care. The biggest point is the principal of each and every school. The Board, the City has hired them to captain that ship because you believed in them. The City believes in them. Now Mr. Brown may look at his students as children where most people don't, other principals may not. You may have a glass in front of you and it may be half empty, somebody may look at it as half full. It's your interpretation of what rules should be and how things should go. You all just don't understand growing up in my City of New York, in this City when you have home issues, when you have single parent homes, you have special needs children. The rules don't stipulate exactly for every students going there what they can and can not do or what's going on in their home, you just don't know. But I'm sure Principal Brown is following the rules to the best of his ability and the thing is you all need to really stick behind your choice that you made because once he's gone you will not get someone back as efficient and powerful to help these kids. I deal with a lot of drop out kids because, what we call the Community of Color Coalition and I see the kids that dropped out far before they get to him, or after him, excuse me, and it's a sad situation, you guys have the opportunity to keep someone that really cares and wants to do something for the City. I don't know how long we're gonna be able to make it with trash plants coming here, layoffs. I just want to say please make the right decision in thinking about Principal Brown. Thank you.

**Ralph Goodson, 36 Birch Street, had the following comments:** I also am an alumni of Walsh School. I saw one principal remain at Walsh School for almost 30 years, his name of Arthur B. Bucknam. My sister and I, who also attended Walsh School, and she's eight years older than I, and I just had my 78<sup>th</sup> birthday, rules are not made to be broken but they are made to be modified, and in this instance, whoever invited me here, I explained to them I don't think I could help very much because I don't know much about Mr. Brown, his side of the story, and I don't know anything about the teachers side of the story. So I don't think I'd be here, and I hung up the phone. Then I thought of my own experience in Walsh School and I graduated in 1945; I had an incident where the religious instruction bell at Walsh School rang and two minutes later the fire drill bell rang. We didn't know which way to go, so we were all confused but we left the building. I might have been going in the wrong direction, but somebody grabbed my arm and tugged at me and without looking to see, I pulled away from them whereby they grabbed me again and marched me to Mr. Bucknam's office. Their story was I swung at them, well the motion of pulling away, if she wants to call that a swing, I didn't have anything to say, in those days the student had nothing to say. I was sent home and not to come back without my mother. I came back the next day with my mother. My mother, the teacher, and the principal had a conference without me. My Mother went home, the teacher went to her room, Mr. Bucknam called me in and says you know, you never speak back to a teacher and you most certainly don't swing at them. He said I've heard the teacher's story in the presence of your mother, you never speak back to any of these people, "stick out your hand", and reluctantly I put out my hand, he reached in his bottom drawer where we all knew he kept a strap. He put a sheepskin cotton piece on that strap, grabbed my hand, and he said one, two, three, put his strap away and

then says to me when you go back to the classroom and your friends and everybody ask you what happened, you tell them you were severely strapped. Oh my goodness. He followed the rule but he modified it. Anybody here who's over 50 has ever been to catholic school; you knew the nun had that ruler handy. Whether she used it or not, whether the rule calls for it because I didn't go to catholic school, if the principal does not have any way to modify the rules case by case. I played hooky from school once, got caught. Went home at the regular time and my mother said "did you go to school today?", I said of course I went to school. "Oh, the principal is lying? Go on in and take your clothes off." She beat me. Father come home from the factory and you know what she said to him, this is how you modify rules, "James, you better speak to that boy, he's learning to lie". She played the game on me, she had beat me for playing hooky for school; now he's gonna beat me for lying. There has to be a way. If Mr. Bucknam, and he was the Principal of Walsh School from 1926 to 1956, one principal, children, each one of us is two years apart, we were seven children, five of us attended Walsh School. Our children bar none of those five siblings, their children and some of their grandchildren attended Walsh School. There is no reason if the parents in the neighborhood that service Walsh School or Walsh School services, are happy, if the children are happy, why would you punish a child by suspending him and sending him back for four or five days or whatever the term is to the environment that you're trying to get him out of. The street gives them more education than we do. So he's got five days to stay home and hang out with those same people, on the corner, without education.

HAYES: Mr. Goodson, can you please wrap it up, we did have a three minute limit.

GOODSON: I think that's about all I can say and I'm hoping that my remarks can sink in and I'm not saying I'm for Mr. Brown or for the teachers, it's just that there has to be some leeway where somebody can say his marks are up, his attendance is up, why do we want to suspend him for this incident and it wasn't that bad or it was that bad. But there has to be a leeway. I thank you.

**Rachel Armour, 269 Ann Avenue, had the following comments:** I'm here to represent a large group of students from the Waterbury Magnet School. I'm just gonna read the email, the letter that I sent to Dr. Snead – Dear Board of Education Members, my name is Rachel Armour and I am a senior at the Waterbury Arts Magnet School. I am writing concerning some information I have received regarding two of my teachers. To my knowledge, my teachers, Mrs. Sonya Stemmer and Mrs. Marianna Vagnini have been reassigned to different schools for the next academic school year. I just want to know why they are being reassigned and what criteria you had to base this decision to move them. Both of these teachers have made extremely positive impacts on my personal life, as well as many of the lives of our students at this school. Many parents are outraged at this decision and cannot picture WAMS without these two teachers. These teachers have worked hand in hand with the students, truly living out the philosophy of helping a child grow through education. It would be a grave mistake for you to allow them to leave these students who learn from their example every day. I am asking you to please reconsider this decision and please inform me as to what the decision was based off of. I personally am very upset with this decision, and I am even highly considering whether or not to attend next year, and it would really disappoint me because I've been here since the school has opened when I was in seventh grade and I would hate to leave for my senior year, but Mrs. Sonya Stemmer directs the school musicals at our school, and without her, I wouldn't have the opportunity to express my

singing and my acting. And Mrs. Vagnini helps me in developing my voice and she conducts the middle school choir of over 50 students which my sister loves being a part of. My sister has grown as a person and as a student under her direction. And these two teachers are shining examples and role models in all of our student's lives. And I'm just asking you to reconsider. And just as a little like wrap-up, we're an arts school and I just really think it would be a grave mistake to lose two of these art teachers who really make this school what it is. Thank you very much.

**Elizabeth Lacava Prieto, 98 Delaware Avenue, had the following comments:** The reason I'm here is the same reason Rachel Armour is here, I represent a large group of parents of students at Waterbury Arts Magnet School who have been very happy with the education that Mrs. Stemmer and Mrs. Vagnini have helped given our children. All of our children have been very happy with these programs and I believe that both Mrs. Stemmer and Mrs. Vagnini have helped transform the program and raise it to where it is today. We're very concerned upon hearing that they might possibly be transferred and we just wanted to bring it to your attention that many of us would like to know what's happening and what we can do to help preserve them staying here at Waterbury Arts Magnet School. Thank you for your time.

**Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to return to the regular order of business at 7:06 p.m.**

HAYES: Motion made and seconded. All in favor, opposed. Next is the Superintendent's Report.

**SUPERINTENDENT'S REPORT:** (Dr. Snead read and distributed the following report:)

Our summer school for elementary and middle school students begins on Monday, July 6. Classes will be held Monday through Thursday from 8:00 a.m. to noon. Our 2009 Summer School program is very extensive this year. The programs include site based elementary and middle school programs, magnet school programs and pre-kindergarten programs which will be offered in July and August.

Last week we conducted trainings in Professional Learning Communities and District Improvement implementation for administrators.

The scheduled abatement work at the Enlightenment School started June 17.

Dr. Sequeira and the high school administrators are working on a "Program of Study Workbook." This workbook will show courses that are being offered uniformly throughout the district in all high schools and will be a universal document for all four of our high schools.

Both Mary Ann Marold and Nancy Vaughan attended an organizational meeting on Saturday for a community group that hopes to mobilize students and parents to meet and discuss ways to reduce absenteeism and improve the graduation rate, especially among minority groups in both the North and South end of the city. Among the plans, the group, led by the Waterbury Communities of Color Coalition, will be asking other



organizations and providers to include the message "Stay in School" when working with youth.

I would like to wish everyone a safe and happy 4th of July holiday.

**PRESIDENT'S COMMENTS:** Thank you Dr. Snead. We will move onto the Consent Calendar. Just a reminder, we don't respond to questions that are raised here, they will be afterwards, but I will tell you that later on in our Agenda, which is not too much later on, there will be some decisions made that may have some impact on some of the stuff that you read in the newspaper. Again, I would just caution everyone that the newspaper doesn't always give the whole story; there are a lot of things that cannot be addressed and from my own comments regarding the newspaper they speak for themselves, they are exactly as I stated them and I, the harassment issue is a concern of mine because I think that's being misstated. This Board has supported all of our principals and the same is expected of all of our principals with regard to our discipline code. Our Discipline Policy has been continuously worked, continuously tweaked. We've done, we've made so many great strides and improvements, always open to more suggestions. I did see where Dr. Snead mentioned where there's a group that wants to help us, I'd like to thank them, in advance, for wanting to help us. And again, we're always willing to hear how we can improve things. When it comes to personnel matters, we can't always speak directly. So, that's just the nature . . . , but you will hear the results of some of the complaints as they were handled by this Board, pretty quickly. So we'll go to the Consent Calendar first. Is there anyone wishing to remove any of the items on the Consent Calendar?

LACCONE: Item 9.13 please.

HAYES: Okay. (President Hayes proceeded to read the Consent Calendar items 9.1 through 9.12 and 9.14 through 9.17).

## **9. CONSENT CALENDAR**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to approve the Consent Calendar, items 9.1 through 9.12 and 9.14 through 9.17, as listed:**

- 9.1 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of the Department of Education's 2009-2010 line item budget totaling \$155,625,000.
- 9.2 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval of the issuance of a letter of support for Yale University's Child Study Center's grant application to the Office of Juvenile Justice and Delinquency Prevention.
- 9.3 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval of an Agreement with Area Cooperative Educational Services (ACES) to provide School Readiness and Child Day Care funding to the City of Waterbury for their School Readiness Child Day Care Program.

- 9.4 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply for the State Department of Education's 21<sup>st</sup> Century Community Learning Centers Afterschool Grant for the following locations:
- Driggs and Sprague Schools
  - Walsh and Carrington School
  - State Street School
  - Downtown Academy
  - Crosby, Kennedy, and Wilby High Schools at Mattatuck Museum
  - North End, Wallace, and West Side Middle Schools at River-Baldwin Recreation Center
- 9.5 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval for Bunker Hill and Carrington Schools to participate in the State Department of Education 21<sup>st</sup> Century Community Learning Centers Afterschool Grant with Waterbury Youth Service System, Inc. (applicant).
- 9.6 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval for North End and West Side Middle Schools to participate in the State Department of Education 21<sup>st</sup> Century Community Learning Centers Afterschool Grant with ASPIRA of Connecticut (applicant).
- 9.7 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval of the Supplemental DEA Stimulus Grant Application, as attached.
- 9.8 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval of a Professional Services Agreement with 15 individual sub-grantees, to receive School Readiness and Child Day Care Grant funds received and administered by the City of Waterbury.
- 9.9 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply for the 2009-2010 Family Resource Center Program Continuation Grant for Wilson School.
- 9.10 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply for the 2009-2010 Family Resource Center Program Continuation Grant for Chase School.
- 9.11 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval for Waterbury Adult Education to apply for the State Department of Education Career Development Program (CDP)/Industry Concept Education (ICE Grant).
- 9.12 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval of an Agreement with Waterbury Youth Service System, Inc., for the City of Waterbury to provide matching grant funds as outlined in the Youth Service Bureau Grant.
- 9.14 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of an Agreement Amendment – Second Renewal Term to the Agreement with O & G Industries, Inc., to provided program management services for school building construction projects.

- 9.15 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to the following for use of school facilities school organizations and/or City Departments.
- 9.16 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to the following for use of school facilities by outside organizations/waiver requests.
- 9.17 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted R. Saharan, WHS CBT Program, and six chaperones to take 20 students to West Springfield, MA on September 24, 2009 to visit The Big E.

HAYES: Motion made and seconded – all in favor, opposed.

**10. ITEMS REMOVED FROM CONSENT**

- 9.13 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve the non-union salary adjustments (grant and general fund) effective July 1, 2009, as attached.**

HAYES: Motion made and seconded. Under discussion, Commissioner Laccone.

LACCONE: As I stated in the Committee Meeting, the City is currently putting zeroes on the table for every bargaining unit, department head, and non-union personnel in the City due to the severe economic times. I just think three percent is excessive for us to be giving employees who are not bargaining unit and mandated through contract.

HAYES: Commissioner Sweeney.

SWEENEY: Consistent with my vote on the Administrator's Contract, I thought that three percent was excessive. I also continue to recommend that we start looking at some sort of review process that ties salary increases to performance so, consistent with that, I also will be voting no on this, unfortunately.

HAYES: Anyone else?

LACCONE: I just want to make it for the record that in no way am I insinuating that we should give a zero percent increase; it's just that I believe three percent is a little high for the times right now. So somewhere below that I'd be acceptable to.

D'ANGELO: I'll be supporting it although I agree with, I probably agree with Steve and some of Ann's comments; I think the Central Office staff, especially, has been being asked to do more every day just as our teachers and principals have with less. So I'll be supporting it.

HAYES: Anyone else? Hearing no further discussion roll call vote please.

**ROLL CALL VOTE:**

Yeas: Commissioners D'Angelo, Flaherty-Merritt, Pinto, Stango, Theriault, White, and President Hayes - 7  
Nays: Commissioners Harvey, Laccone, and Sweeney - 3

HAYES: Motion passes seven-three.

## **11. COMMITTEE ON SCHOOL PERSONNEL**

**11.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Stango, with Commissioner Sweeney voting "no", it was voted to approve the appointment of Keith Byrd as High School Vice Principal, Crosby High School, effective July 1, 2009.**

HAYES: Motion has been made and seconded. Any discussion? Hearing none – all in favor, opposed, for the record nine in favor, one opposed, Commissioner Sweeney.

## **12. COMMITTEE ON GRIEVANCES**

**12.1 Upon a motion by Commissioner Stango and duly seconded by Commissioner D'Angelo, it was voted unanimously to approve that WTA Grievance 08-09-26 be denied.**

D'ANGELO: Motion has been made and seconded. Is there any discussion?  
Commissioner Stango.

STANGO: Just for the record, I'd like to clear some of these up because some people are getting confused on them. That one I just read is in regards to a step increase request for additional course credit that was taken. That's the one we just read.

HAYES: Any further discussion? Hearing none – all in favor, opposed, motion passes.

**12.2 Upon a motion by Commissioner Stango and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to approve that WTA Grievance 08-09-31 be denied.**

HAYES: Motion has been made and seconded. Any discussion?

STANGO: That grievance, 08-09-31, is in regards to compensatory days that teachers requested to take, days that they earned in the contract.

HAYES: Thank you. Any further discussion? Hearing none – all in favor, opposed, motion is granted, approved.

**12.3 Upon a motion by Commissioner Stango and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to approve that WTA Grievance 08-09-32 be denied.**

HAYES: Motion has been made and seconded. Any discussion?

STANGO: That grievance pertains to a voluntary transfer a teacher requested to move from one middle school to another. For reasons that the Committee felt it was to be denied.

HAYES: Any further discussion? Hearing none – all in favor, opposed, motion approved.

**12.4 Upon a motion by Commissioner Stango and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to approve that WTA Grievance 08-09-33 Relief Item #1 be denied and Relief Item #2 be sustained.**

HAYES: Motion is made and seconded. Discussion.

STANGO: Just to avoid some misconceptions, I will attempt to clarify a little bit. This is not usually what we do, but I think this is a little bit of an extenuating circumstance here and, Mr. President, you did in your remarks invite me to say this. So here's the story on the grievance. The grievance reads as "the principal is still not following Board Discipline Policy and the resolution of grievance 08-09-18". And the relief sought "item one – the grievant seeks the principal to read the Discipline Policy to the faculty at a staff meeting with the WTA present". That has been denied. Relief two – "the principal will follow resolution of previous grievance which states that there will be a written response to discipline referrals within 48 hours of submission as directed by Ron Frost on 3/19/09, article 3f section 6, article 12, and all other relevant articles". That particular relief has been sustained. Now the rationale, the Committee understands the difficulty of this school's environment with a number of students in crisis. The Committee knows the principal is an advocate for children and has a unique style and methods in resolving discipline problems. The Committee recognizes the school has made great strides. The principal has gained staff, parental and community support in a partnership moving the school forward. Having said that, the Committee agrees that the principal should follow contract language as it relates to responding to discipline referrals. As is expected in every other school in our district. The principal must follow policy in responding to the referrals within the designated time resolved as in grievance 08-09-18 has stated on March 19, even as he uses other methods to handle discipline issues. However, the Committee does not deem it necessary for the principal to read the Discipline Policy aloud to his staff. That ladies and gentlemen is the rationale of the Committee when we met last Monday. After hashing it out and reviewing it those are the decisions.

SWEENEY: Unfortunately, this particular grievance became totally mischaracterized and I would implore my fellow Board members to focus on what the grievance was filed upon and the grievance was filed upon paperwork that was not returned to staff within the 48 hour period, that is the grievance, that is what we have before us to make a decision on. The rest of it was blown out of proportion, was mischaracterized, and never should have put out to the public the way it was because that is not the grievance that we are here to decide on. Again, I would ask everyone just to keep that in mind, what the actual grievance is; it is not what appeared in the paper and what has been generally available to the public. The grievance was paperwork returned to staff within the allotted time frame. Thank you.

HAYES: Which is also a Board Policy.

STANGO: Once again Mr. President, again, just for clarification, a grievance is a grievance. The Committee has reached a resolution; a resolution is reached in all grievances. There is no reprimand here, no disciplinary action, there's no letters on file, it's a grievance, and the grievance has been resolved. And that should be the end of this situation.

HARVEY: Yes, I agree, that should be the end of the situation, but I also think that it is important that we mention here that at any time any principal or administrator can make recommendations that they feel are necessary to the disciplinary policy, as Mr. Goodson stood up and said that rules are made to be modified. So I just throw that out that if there's any recommendations that someone has as an administrator to come forward and present those to the Board. Thank you.

STANGO: Once again Mr. President, you are absolutely right Commissioner Harvey and the place to make that recommendation is to the Discipline Committee and I believe that Mr. Brown is a member of that Discipline Committee, as I am, and we try to meet really often with Mrs. Cullinan. It's a big Committee involving many principals and teachers throughout the district and it's a forum for bringing forth ideas. So certainly Mr. Brown is a member of that and he can certainly bring forth ideas and we look forward to it.

HAYES: Thank you, anyone else?

THERIAULT: Well I was one of those people that went to the catholic school and I was a recipient of that yard stick many times without any fluff on it either. Including the razor strap, from, God Bless him, Father O'Dea, but it never killed me, in fact it put the fear of God in me and ever so slightly did I improve. I'm certainly not recommending that type of punishment at any time. I heard someone say when we pull the string does it move every student? It's almost like a pair of socks, does one size fit all? I think the principals in the town have a great deal of latitude with regard to the Discipline Policy. But when there are certain things, major things such as assault, open defiance of authority, I'm not talking about a gray area where somebody pulls away. And in terms of suspensions, it's very seldom that we see a 10 day suspension. I think our principals do an excellent job taking this policy and this code and not interpreting by the letter of the law and looking at every individual student but there are some situations that require the interpretation of the policy to be followed. I know there are extenuating circumstances when it comes to kids that have special educational needs and that is the law and we must follow that and those children that are in special ed are not subject to the same discipline policy that the rest of the kids are. Some of the kids do come from very, very difficult homes and it's unfortunate that their behavior has put them in a situation that occasionally they have to be suspended. But unfortunately, once again, we have 28 schools within this system so we can't have one policy for one school with leniency and alternatives and another policy for another school that dictates regimentation. I think there's enough latitude within the policy to take care of the needs of the students and I agree with the speakers and in the end, aren't we really concerned about the students – yes. How do we attack the problems? Well sometimes we used to take recess away, we can't do that anymore by the way, that's against the law, you can't

take recess away. So what do we do? In-house suspension, most of our elementary schools don't have an in-house suspension program so we can't do that. Do we call the parents and get the parents in and have a parent consultation with the mom or the dad, both possibly, yes, that would help. Do we give some punishment outside of writing five hundred times "I will be quiet"? That, incidentally, severely broke my hand and severely . . . my penmanship for years. I think there needs to be some time to step back, look at the student, offer the appropriate punishment and there are lots of alternative ways of dealing with punishment that are listed within the discipline code. But when it comes to situations that we have three and four offenses, it's specifically spelled out what has to be done. Is it reasonable to ask that within 48 hours that a slip be processed and an answer get back to the teacher? I think it's reasonable. Is the principal of Walsh doing a good job, yes, absolutely, there's no question about that. That is not the question here. Has he energized the staff, the teachers, and the community? Absolutely. If we could clone him we'd make more like him. But the point is that we have a policy and we have a policy that is followed by the entire system; all of our administrators follow it and they follow it fairly, they follow it justly, and they follow it equitably. And that's what we want out of our principals. We don't, we want some latitude, but we don't want the latitude to be one thing in one school and another thing in another school. I think the best way to sum up my remarks would be all of our administrators should be firm, fair, and consistent keeping in mind the needs of the students and how to move them forward in being successful, productive citizens in our society. So, I think that's fair, thank you.

HAYES: Any further discussion? Just for clarification, again, we're voting on whether or not the proper action, paperwork was put in place as a result of a settlement made a couple months prior. Any further discussion? Hearing none – all in favor, opposed, motion passed unanimously.

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to add item 13.8, teacher transfers, to the Agenda.**

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

### **13. SUPERINTENDENT'S NOTIFICATION TO THE BOARD**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, with Commissioner D'Angelo "abstaining" it was voted unanimously to receive and place on file items 13.1 through 13.8, as listed:**

#### 13.1 Grant funded appointments:

Eason, Susan – Project Coordinator, Stepping Stone Summer Program, maximum of 120 hours @ \$30 per hour.

Mancini, Brian – Project Coordinator, Stepping Stone Summer Program, maximum of 120 hours @ \$30 per hour.

Napomiceno, Norma – Instructional Tutor, MMS, maximum of 19.5 hours per week, 10 months per year, \$30,00 per hour, no benefits.

Petrow, Christina – Project Coordinator, Stepping Stone Summer Program, maximum of 120 hours @ \$30 per hour.

Samuels-Watkins, Anita – Project Coordinator, Stepping Stone Summer Program, maximum of 120 hours @ \$30 per hour.

13.2 Extension of 10-month Employees Hours, salary according to individual's contract:

Accuosti, James – Computer Technician, for entire summer.

Aviles, Jerry – Computer Technician, for entire summer.

Belica, Arben – Computer Technician, one additional week.

13.3 Paraprofessional Curriculum Developer/Trainer Appointments, 20 hours maximum, salary according to individual's contract, effective immediately:

Benner, Danielle

Falcone, Brenda

Giroux, Michele

Miller, Terri

Murray, Laurine

13.4 Resignations:

Foerster, Roland – teacher, effective 06/30/09.

Frazier, Sherry – teacher, NEMS, effective 06/30/09.

Hollis, Kevin – Social Worker/TVP, WSMS, effective 06/17/09.

Kroc, Lisa – teacher, Wilson School, effective 06/30/09.

Lund-Teixeira, Andrea – Internal Literacy Facilitator, Driggs, effective 07/31/09.

May, Bruce – teacher, WHS, effective 06/30/09.

Mirabal, Hector – teacher, WAMS, effective 06/30/09.

Senk, Robert – teacher, KHS, effective 06/30/09.

Spranklin, Noah – teacher, WSMS, effective 06/30/09.

13.5 Soar to Success Summer School appointments, salary according to individual's contract:

<i>Name</i>	<i>School</i>	<i>Position</i>
Rodriguez, Maria	Barnard	Secretary
Davis, Amy	Brooklyn	Secretary
Greguoli, Heidi	Bucks Hill	Secretary
Harris, Jeanne	Bunker Hill	Secretary
Lockwood, Mrs.	Carrington	Secretary
Salvia, Carol	Chase	Secretary
Elwell, Karen	W. Cross	Secretary
Quiles, Rosa	Driggs	Secretary
Mendoza, Tania	Generali	Secretary
Rinaldi, Janice	Gilmartin	Secretary
D'Agostino, Jamie	Hopeville	Secretary
Guedelha, Norma	Kingsbury	Secretary
Demirali, Vjolca	Sprague	Secretary
Stribling, Denise	Regan	Secretary
Cote, Susan or Colella, Therese	Tinker	Secretary
Mucherino, Lisa	Washington	Secretary
Palladino, Sandra	Wilson	Secretary
Wright, Stephanie	Walsh	Secretary
Cardella, Rachel	Tinker grade 4	Teacher
Ruiz, Orlando	Barnard grade 2	Teacher
Skubisz, Annette	Bunker Hill grade K	Teacher
McCulloch, Nancy	Bunker Hill	Administrator



Lucian, Michelle	District-wide	Administrator
Phillips, Janet	Driggs	Administrator
Fitzgerald, Kris	District-wide	Secretary

13.6 Summer Food Service Employees:

	<b>Last</b>	<b>First</b>	<b>Title</b>	<b>Rate</b>	<b>Site</b>
1	Brown	Rochelle	Site Worker	\$9.00	School Brooklyn
2	Daugerdas	Amy	Site Worker	\$9.00	WHA Spring Brook Recreation Center
3	Hubert	Donna	Site Worker	\$9.00	School NEMS/Wilby
4	Jannetty	Joe(skip)	Site Worker	\$9.00	Park Hamilton
5	Lowe	Patricia	Site Worker	\$9.00	School Carrington
6	Reis	Terry	Site Worker	\$9.00	School Bucks Hill
7	Acevedo	Rosa	Site Worker	\$9.00	School Hopeville
8	Anglin	Seritha	Site Worker	\$9.00	Park North End Recreation Center
9	Aurigemma	Maria	Site Worker	\$9.00	Boys and Girls club
10	Begnal	Anne	Office	\$9.00	Office-WSMS-Rotella
11	Capozio	Robyn	Prep	\$11.00	Prep-Rotella
12	Chiaravalloti	Fortuna	Site Worker	\$9.00	School Bunker Hill
13	Ciarleglio	Patti	Prep	\$11.00	Prep-WSMS
14	Demaida	Mary	Site Worker	\$9.00	School W. Cross
15	Desjardins	Patricia	Monitor	\$13.00	Monitor-WSMS
16	Donahue	Margaret	Site Worker	\$9.00	School Chase
17	Emanuel	Lisa	Site Worker	\$9.00	School Generali
18	Felix	Carmen	Site Worker	\$9.00	WHA Berkley Recreation Center
19	Fennely-Bly	Kathleen	Site Worker	\$9.00	School Kingsbury
20	Finke	Deborah	Prep	\$11.00	Prep-Rotella
21	Garcia	Yolanda	Site Worker	\$9.00	Church St. Margaret's
22	Garcia	Yolanda	Site Worker	\$9.00	School Gilmartin
23	Generali	Linda	Site Worker	\$9.00	School Sprague
24	Genva	Anele	Site Worker	\$9.00	School WSMS
25	Healy	Barbara	Site Worker	\$9.00	School Driggs
26	Hurd	Bambi	Prep	\$11.00	Prep-Rotella
27	Jolly	Marcia	Site Worker	\$9.00	Park Chase
28	Knight	Scheryl	Site Worker	\$9.00	WHA Truman Recreation Center
29	Laviana	Cheryl	Site Worker	\$9.00	School WSMS
30	Matozza	Lina	Site Worker	\$9.00	WHA Oak Terrace Community Center
31	Mccomb	Lisa	Site Worker	\$9.00	School Chase CDC
32	Mella	Odalys	Site Worker	\$9.00	Park Rivera-Baldwin
33	Szantyr	Ginny	Monitor	\$13.00	Monitor/prep-WSMS
34	Morales	Rachel	Site Worker	\$9.00	School Wilson CDC
35	Mucci	Paula	Site Worker	\$9.00	School State Street
36	Nocera	Joann	Site Worker	\$9.00	School WMS-CHS
37	Ortiz	Margarita	Site Worker	\$9.00	School Walsh
38	Patafio	Joe	Site Worker	\$9.00	School – WMS 21st Century Kids
39	Perin	Marilyn	Site Worker	\$9.00	Willow/Plaza Community Center
40	Petrok	Anthony	Site Worker	\$9.00	Park Washington
41	Pinto	Alice	Prep	\$11.00	Prep-WSMS

42	Ranney	Barbara	Site Worker	\$9.00	School Tinker
43	Rego	Maria	Monitor	\$13.00	Monitor-Rotella
44	Rinaldi	Dorene	Site Worker	\$9.00	School Generali
45	Rivera	Maria	Site Worker	\$9.00	Camp Fire - Rivera Memorial Foundation
46	Roach	Carol	Site Worker	\$9.00	School Bucks Hill
47	Salviatti	Robyn	Prep	\$11.00	Prep-WSMS
48	Santulli	Cindi	Prep	\$11.00	Prep-Rotella
49	Scott	Anne	Site Worker	\$9.00	Park Waterville Rec Center
50	Semeraro	Jean-Marie	Site Worker	\$9.00	School Carrington
51	Sestiti	Kathy	Prep	\$11.00	Prep-WSMS
52	Shea	Deb	Site Worker	\$9.00	School NEMS/WHS
53	Shea	Mary	Site Worker	\$9.00	School Wilson
54	Smith	Barbara	Site Worker	\$9.00	School Regan
55	Smith	Emma	Manager	\$30.00	
56	St Pierre	Tina	Site Worker	\$9.00	School Barnard
57	Viera	Elsa	Site Worker	\$9.00	School Driggs
58	Vivitski	Irene	Prep	\$11.00	Prep-Rotella
59	Walker	Bernice	Site Worker	\$9.00	Wow/NRZ Community Learning Center
60	Walters	Kim	Monitor	\$13.00	Monitor/prep-Rotella
61	Wester	Arlene	Site Worker	\$9.00	Park Hamilton

13.7 Adult Education appointments effective immediately:

Austin-Scott, Alexander - AM PT Security/Custodial Aide, 20 hours p/week @ \$10.00 p/hr.

Markure, Andy - PM PT Security/Custodial Aide, 20 hours p/week @ \$10.00 p/hr.

McAlloon, Jennifer (replacing Meghan Griffin) - Science Instructor, 26 hours p/wk @ \$30.00 p/hr.

13.8 Teacher transfers:

Teacher	From	To	Effective Date
Baird, Jeff	Kennedy HS Math	Kennedy HS Math	8/24/09
Brayton, Cayla	Tinker Gr. 4	Sprague Gr. 2	8/24/09
Burke, Kelly	Bunker Hill Gr. 3	Wilson Gr. 5	8/24/09
Camilleri, Lisa	Wallace Gr. 8 Math (temp)	Wallace Gr. 8 Math (perm)	8/27/08
Colella, Lisa	Generali Co-taught Gr. 1 (temp)	Generali Co-taught Gr. 1 (perm)	11/3/08
D'Angelo, Nicole	Bucks Hill Gr. 1	Maloney Gr. 1	8/24/09
DiMaio, Dante	NEMS Tech Ed	WSMS Tech Ed	8/24/09
DiMaria, Nicholas	Wallace Music (temp)	Wallace Music (perm)	11/24/08
DosSantos, Shannon	Driggs DI Facilitator	Collaborative Instruction Coach	8/24/09
Feeney, Eric	Currently Kingsbury Gr. 3	Will remain at Kingsbury Gr. 3	n/a
Flammia, Peter	Crosby HS Social Studies	NEMS Social Studies Gr. 7	8/24/09
Galvin, Heather	NEMS Consumer Science Gr. 6-8	Crosby HS Consumer Science	8/24/09
Green, Meghan	Wallace Gr. 6 Science (temp)	Wallace Gr. 6 Science (perm)	10/30/08
Harris, James	State Street Special Ed Reading (temp)	State Street Special Ed Reading (perm)	2/2/09
Healy, Heather	Driggs Gr. 1 (temp)	Driggs Gr. 1 (perm)	1/12/09
Hutchings, Joanne	WAMS HS French (temp)	WAMS HS French (perm)	2/9/09
Johnston, Christine	Sprague Gr. 2	Barnard Gr. 4	8/24/09

Johnston, Jacqueline	Walsh Gr. 4	Tinker Gr. 4	8/24/09
Jones, Kara	NEMS Math Gr. 7	Walsh Gr. 5	8/24/09
Kerns, Maura	WSMS Gr. 6-8 Spanish	NEMS Gr. 6-8 Spanish	8/24/09
Lawlor, Melissa	Washington Gr. 1	Washington Gr. 2	8/24/09
Murray, Paul	NEMS Numeracy Gr. 6	Hopeville Math RR	8/24/09
Orsillo, Carole	NEMS Gr. 7 Science (Gold House)	NEMS Gr. 7 Science (Red House)	8/24/09
Pack, Andrea	WSMS Social Studies Gr. 6 (temp)	WSMS Social Studies Gr. 6 (perm)	12/1/08
Paternostro, Dayna	NEMS Gr. 8 Reading	NEMS Literacy	8/24/09
Scott, Deana	Generali Gr. 5	Walsh Gr. 3	8/24/09
Spadola, David	Kennedy HS BDLC (temp)	Kennedy HS BDLC (perm)	3/23/09
Torres, Jose E.	Wallace Gr. 6 LA (temp)	Wallace Gr. 6 LA (perm)	8/25/08
Treichel, Ashley	Driggs Transitional 1 (correction from previous list)	Driggs Transitional 1	To remain in current position

HAYES: Motion is made and seconded. All in favor, opposed. Commissioner D'Angelo has abstained. Now we move onto New Business.

D'ANGELO: We received an e-mail on Friday from a parent with some very serious, in my opinion, a very serious charge against the administration in one of our middle schools and after reading the e-mail I responded and I asked Dr. Snead if he could fill us in or give us an update on Monday. I was chastised by the WEP police – Waterbury E-mail Police, Tony Pinto. You know this whole e-mail thing, I just want to make a comment, I did call FOI again today. There's a misconception that if you leave an e-mail for "1boardofed" and give information that you received a call or you're asked or you tell about a Portuguese dinner like Tony often does that you're violating policy. That is absolutely untrue. If you ask for opinion or thoughts or give your opinion or thoughts you're borderline on violating FOI under their policy but to give information that we received a phone call from somebody or asking Dr. Snead to present the Board with something and copying the Board members so they're informed is not a violation, it's the right thing to do in my opinion. I'm gonna keep doing it and if anyone has a problem with it they could not read the e-mail. So that's my only comment.

PINTO: My only comment on that is we obviously all received the e-mail, so it could have simply been an e-mail from Commissioner D'Angelo to Dr. Snead saying please be prepared to respond to this on Monday. There was no need to copy the Board and add more detail to it. Any time that there's anything beyond a very general discussion, if there's anything in or even looking at the copy list, some of the e-mails do not just copy "1boardofed" they copy other individuals and to have the Board of Ed members copied on it and other individuals and not knowing who's being included, or why they're being included, kind of opens up a discussion as to what is being interpreted from the other parties involved and anytime there's any gray area, it's always gonna be that those items should have been discussed here and those opinions should not have been made via e-mail. E-mail, as we've been told, is supposed to be very, very general as in "here's our meeting time", or something unrelated to school business.

D'ANGELO: My only comment was I asked for an update and I thought it was important that all you guys knew it so you would know that we'd be getting an update or we wouldn't be getting an update if he responded. I can't do that for whatever reason and you wouldn't be, if someone else had interest, they wouldn't be chasing their tail wondering if we're gonna hear about this again. The reason I do it, Commissioner Pinto is two-fold – number one to keep you informed. Number two, to get on record, what I asked for in fears, not from Dr. Snead specifically, but in fears from whoever I'm leaving the request for, not getting. As just one Board member I have no power to ask for anything without telling the whole Board, so that's why I do it and I'll continue to do it, but I respect your opinion.

HAYES: Just for the record, anything that is on ours is open for Freedom of Information, so it may be decided at some other place.

HARVEY: Commissioner, I was wondering whether or not I was gonna read this e-mail but I think I will. This e-mail was received from Commissioner, it was sent from Commissioner D'Angelo to "1boardofed" – "hi guys, I wanted you to know that I got a call from a parent who said she lives in the African-American community and was told "please know that I have no idea if this is true or not" of course, we would give benefit of the doubt to our colleagues, that a flyer is being distributed and people are being asked to come to our Monday Board of Education meeting to speak in favor of Eric Brown. She said that "Alderman Petteway", I'm not gonna mention the other name but it's a Board of Education employee, "and Commissioner Harvey were making the request and saying that the WTA and some BOE members want him out" "him referring to Eric Brown. I have known Karen Harvey, the Board of Ed employee, I will not mention that person's name, and Joyce, for a long period of time and told the women that we would never try to interfere with the grievance process, that is going forward and that our Board of Ed and Dr. Snead think highly of Eric but we do have to honor the process of all employees and we cannot interfere with that process until it is completed". And I just question with what Commissioner Pinto, I kind of side with him on this, my question is why even mention it, why send it to all of the Board of Education if you were not given credence to it? You mention an employee in this e-mail as you mentioned in the past. In the past we were warned about doing that. In the past you mention an employee and I got upset with what you mentioned about that employee. So I thought that this was settled, I thought that okay, we move on, now I receive this e-mail. So I don't know what part of it, of the FOI guidelines, that you don't understand but I take offense to mentioning an employee's name, broadcasting it in an e-mail, I don't care if you mention my name, alright, but why mention an employee's name. So I don't think you should have done it, I was very surprised when I received this and that's why I didn't reply. From now on when you send general broadcasts, as Commissioner Pinto has said, do not include me in on it. Thank you.

SWEENEY: There's two issues, one is the FOI request for information which the e-mail comes under and it applies to the e-mail in the same sense that it applies to a meeting. So if your email doesn't meet the exceptions for executive session, then your e-mail is FOIable to the press, to the general public as general information, that's number one. The other issue is the FOI requirement for open meeting and if your e-mail gives an opinion, polls for a vote, discusses intricate facts of an ongoing matter before the Board, then it becomes an open meeting if you do "1boardofed". If you're simply asking for information, and we have said before that every Board member should know when any

Board member asks for a particular piece of information, first and foremost, because you don't want 10 Board members asking for the same information. Doing that by e-mail makes it that much cleaner, that much easier. If you're asking for a piece of information there's absolutely nothing under open meeting that constitutes an open meeting, simple requests for information. If you come back and you give your opinion of something that is under the purview of this Board, then you have violated open meeting with the "1boardofed". The fact that this particular e-mail, since it's out there and on the floor, and I'm not referring to the one Commissioner Harvey read, but to the one between Commissioner D'Angelo and Commissioner Pinto, was that the person who sent the original e-mail chose to use the name of two former Board members and apparently Commissioner D'Angelo you simply cc'd all or replied to all. So those were not, if you look at that e-mail you will see that Commissioner D'Angelo did not type those names in, those names came from the original sender of the original e-mail. I would question anybody against using "reply all" at any time because that's what it gets you into. We continue to come back to a simple request for information over the e-mail should not be a big issue. If you don't want to read it, don't read it. Don't reply to it if you're in conflict of whether or not your reply is going to cause an open meeting violation, don't reply to it, it's as simple as that.

D'ANGELO: My last comment is, thank you Commissioner Harvey for reading the e-mail because although I hope I typed it a little more eloquently that you read it, I stand by it, and as the gentleman that graduated in 1944 or 45 from Walsh School said tonight, he was invited here, didn't know why he was invited here, didn't know what he had to contribute, as it turned out he contributed a lot and it was a valuable discussion that he had but I think it's disturbing that members of this Board, other boards, and employees of the Education Department, go out and try to drum up people to come and speak to this Board about a grievance that hasn't even been decided yet and they're speaking about things from the newspaper that in no way resembled the grievance and none of the three or four people that had the audacity in opinion to invite them had, either they were lacking the intelligence to explain it, what the grievance was about, or they didn't understand it themselves. I don't know which, but both would be alarming to me. But I stand by it and if you don't want to read the e-mails, either don't read them or take yourself off the distribution list for "1boardofed". Thank you.

HARVEY: Okay, in terms of eloquence, there were so many typos in this message that I did have to clean it up and pause as I was reading it. But, I again, stick by my request that do not include me in on your e-mails and to exclude Board of Ed employees. And I don't know, again, what we can do President Hayes, I mean we've been down this road before, we should be focusing in on our students more so than, it seems like we spend more time on our e-mails then we do on what we do for our students. And I don't know what it's gonna take to get this point across but you know, again, I don't understand what part of "do not" is not understood. So...

HAYES: Can we just...

D'ANGELO: This is my last comment. The part of "do not" that I don't understand, Commissioner Harvey, is I do not take orders from you or Commissioner Pinto; I take them from President Hayes and this Board as an entire. Now we have asked for a Freedom of Information seminar on e-mails, some of us have asked several times and for whatever reason it's been put off. If someone from the FOI or President Hayes gives

me specific instructions on what's allowed or not allowed, I will follow it. Until then, I won't take orders from you or Commissioner Pinto. I know that breaks your heart.

HAYES: Just to wrap this up. I don't give orders because it wouldn't make any sense anyways. My opinion is this New Business is old business that's going to continue to be new because we have different people with different opinions on it. The fact of the matter is any one of us that puts something out there and broadcasts it, that's FOIable under meetings if you're gonna offer your opinions. It's as simple as that so you take what the medicine is, if there's medicine to be taken, if in fact that isn't it. I, myself, am not gonna respond to anything I think encroaches, comes near anything that may be perceived as me conducting a meeting or advancing my opinions privately. We're here, while this got a little different than I'd like the tone of it, this is really where the discussion should be, it shouldn't be on the internet where people wouldn't have access to it. We have our cameras running live on tape to be shown at a future date so our opinions as elected officials should be out there in the general public. If there's any mail that someone has sent to you that you think the public needs to hear about and it's on our website through our e-mail and you want to read it, you have every right to read it, you have a right to broadcast it, you have the right to broadcast it, you have the right to repeat it because those who send it out have to understand that and I'm sure Commissioner D'Angelo understood that as well. So, as I said, I think we all have to take our own opinion on this and work with it. I believe that Commissioner Sweeney probably stated it as clearly as I may have stated it, tried to state previously. And that's why I said it's new business then it's old business that will probably continue to be new until we figure this out. But at some point if someone wants to file a claim through FOI and they want to do that we may have that, but I honestly don't think from the different discussions I've had that anybody is really clear on it, on how this whole e-mail thing works for us other than if it smells like it, walks like it, stay away from it, whatever, don't take a chance because the fact of the matter is anything that you do as an individual, as an elected official, puts out there, it out there for public scrutiny, as it should be. So do we have any other New Business? Dr. Snead would like to respond. Proceed at your own risk.

SUPERINTENDENT: I'd like to respond to the original request and that is that I dealt with this immediately. I got the call, I was over on the east side of town that morning coming from visiting a school and I got a call from Jeff Hunter, our Transportation Coordinator, telling me that some eighth graders were being turned away from WAMS. I immediately contacted a staff member over there and said look, you can't do that. And then the Principal and the Assistant Principal, Ms. Glass, went to the front door to retrieve students. What we found out, the bottom line is there were a couple of teachers that jokingly said something about why are you here, you graduated. And then some other students ran with that and took advantage of that statement and it all got blown out of proportion, students left. Mrs. McGrath sent the police officer out and about to try to locate these students, some were, she was told, at the Green, and to encourage these students to come back to school. It is a violation to send students away from a school building and that's been dealt with and addressed with those particular staff here at the school, and it won't happen again.

HAYES: I just want to make sure that you found, in fact, some students were sent away, whether jokingly or whatever, they were sent away, we know that all the kids that were sent away were accounted for.

SUPERINTENDENT: Yes, fortunately they returned safely. Some, albeit, earlier than others, some took full advantage of it and stayed away until it was time for dismissal. I believe it was a half day that day, just a couple of hours, it shouldn't have happened. But again, as I stated, it's been dealt with and it won't happen again.

The other issue about the teachers, we haven't finished with the schedules here yet at WAMS, so we really don't know who's staying and who's going. However, there are three teachers that have been identified that have low requests in terms of numbers of students for their classes, and so we have received the names of those three teachers. We will make a decision once the final schedule is completed but this is nothing out of the ordinary for any high school. All high schools, the number of students requesting a class drive the number of staff and it can change from year to year – it can go up, it can go down, it can stay the same but yet you can send some teachers to another school and bring in teachers for another subject depending upon the number of student requests. The number of student requests, those students that have enrolled in a particular set of classes, drives the number of staff and who the staff may or may not be. In this case, the initial numbers show that average of 10 to 12 students could possibly end up being enrolled in three staff members' classes. That's too low to justify keeping a staff member, that's on an average of 150 to 200 thousand dollars that can be spent elsewhere and if that be the case, and not enough students are found to be enrolled for whatever reason in those teachers' classes, then they have to be reassigned to places in the school district where they're of need. So that's where we stand, we haven't made a final decision yet, we will soon and we'll determine whether or not we can keep those teachers here or we have to move them to other locations.

HAYES: Thank you for clarifying that but, like I said, people need to understand, first of all it's always good to hear students coming saying they don't want to lose their teacher, so that's a good thing, and I appreciate the fact that they took the time to come down and advocate for their teacher, for themselves actually for a good teacher, but everybody needs to understand is a lot of this stuff isn't finalized until maybe October because we don't know how many kids are showing up at every school. We have our projections, we have an understanding, we know classes the kids want but ultimately we still have collective bargaining in place and rights to more senior employees in some cases and it's just the nature of the operations that we have to put in. Again, we had a situation with a couple of retirements a couple of years where I was getting hate mail from some of the kids "how could you do that?". Well the teacher was retiring but supposedly was telling everybody, under our Oversight years, because we were making them. The fact of the matter is we have to put adequate staffing, but minimal staffing, with the budgets that we have. So I would like to keep the teacher that everybody likes at everybody's school, that's not always the case but, again, it is nice to hear students come down and advocate for their teachers. I always like to hear that. Anything else?

WHITE: I just have a question on that. Dr. Snead, the classes you were talking about, I think you should make clear that these are electives; these are not the main curriculum.

SUPERINTENDENT: Actually, they're a combination of both, because one is physical education which is a required course but as we look at the numbers for one staff member, there were 10 to 12 students per class, five classes, so that's really not enough students to justify keeping a full time staff member here for that. And that

course can be require, it is required, a certain number of phys ed classes are required for graduation but also students can elect that class. And for theater and music, it's both required and elected; it's a combination of both. For some students in that strand of drama/performance, it could be a requirement, but then there are other students who are just taking it as an elective. The same with music, there are several music teachers here, several courses are required depending on that student's strand or interest, but then there are students outside of that strand that elect to take those courses. They're very popular teachers.

WHITE: Thank you for the explanation and I think it's good for the public to hear the explanation.

HAYES: But I would like to add that I've heard it from parents from parochial schools, we have more electives available to our students than any place else, that's one of the things that people that maybe came from parochial are just amazed at how many opportunities are out there for our kids that they hadn't heard about or whatever. While there may be some restrictions, we still go under tight constraints with our tight budget to provide as many opportunities as we can for our students. We do a great job with that. Like I said, again, if it turns out that there's only 10 kids signed up for a class, we can't necessarily justify paying a salary of an individual to teach that course when they have so many other choices they can make that would still benefit them as well.

SWEENEY: At least two of the comments in regards to this particular situation stated that there were budget cuts. And I just want to reemphasize that this budget that we just passed tonight does not cut any positions. So that's rumor, there has been no layoffs, there have been no positions cut because of this budget at the teaching level. That's just rumor, that didn't happen.

HAYES: There's often reassignments and those types of things and, again, it's driven by a lot of different issues and matters, but we are not cutting any positions in this tight time with our tight budget.

### ***ADJOURNMENT***

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to adjourn at 7:58 p.m.**

ATTEST: \_\_\_\_\_  
Carrie A. Swain, Clerk  
*Board of Education*