

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Monday, November 14, 2011 at 7:30 p.m.

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

PRESENT: Vice President White, Commissioners Flaherty-Merritt, Harvey, Morales, O'Leary, Stango, Sweeney, Theriault, and Van Stone.

ABSENT: President Hayes.

ALSO PRESENT: Superintendent Ouellette, Assistant Superintendents Cullinan and Sequeira, Chief Operating Officer Paul Guidone, Director of Personnel Ron Frost, School Business Administrator Paul Mazzaccaro, Attorney Maurice Mosley, and Education Liaison Mary Ann Marold.

1. SILENT PRAYER

Vice President White called the meeting to order at 7:32 p.m. with a moment of silence.

SUPERINTENDENT: I ask that we pause for a moment to remember two young lives that were lost last week in a motor vehicle accident on I-84. The two were high school students at the Yeshiva Ateres Shmuel in Waterbury. Dani King, age 15, and Eli Schonbrun, age 16, were travelling back to Waterbury from their hometown of Brooklyn when the accident occurred. They were riding in a van with several other Yeshiva students who had gone to a Brooklyn synagogue to study during the recent power outage.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

Superintendent Ouellette led everyone in the Pledge of Allegiance to the Flag.

3. ROLL CALL

CLERK: Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: Present.

CLERK: Commissioner Harvey.

HARVEY: Here

CLERK: Commissioner Morales.

MORALES: Here.

CLERK: Commissioner O'Leary.

O'LEARY: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Theriault.

THERIAULT: Here.

CLERK: Commissioner Van Stone.

VAN STONE: Here.

CLERK: Commissioner White.

WHITE: Here.

CLERK: President Hayes (absent).

4. COMMUNICATIONS:

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

1. Communication dated October 11, 2011 from Commissioner of Education Stefan Pryor confirming Dr. Ouellette's eligibility for superintendent.
2. Copy of communication dated October 25, 2011 from Civil Service certifying Rohinie Criscione for the position of Teaching Vice Principal – West Side Middle School.
3. Copy of communication dated November 2, 2011 from Civil Service certifying Denille Chrissluis, Stacy Couture, and Brenna Nicholson for the position of Paraprofessional.
4. Copy of communication dated November 3, 2011 from Civil Service certifying Emily Wengertsman for the position of Paraprofessional.
5. Communication dated November 7, 2011 from Craig Schmidt, Risk Manager, regarding the City's property and casualty insurance program.

WHITE: All in favor, opposed.

5. PUBLIC ADDRESSES THE BOARD:

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 7:35 p.m.

WHITE: 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.

Sundae Black, 79 Blackman Road, had the following comments: Good evening. First I'd like to welcome Dr. Ouellette as the Superintendent of Schools. I come to you

this evening, once again, in regards to the contract you are working on with SAW, negotiations with SAW at this time. I really just want to express, again, my concern with the children and the need to go outside of the norm and to do something a little bit different and really to look at some of the schools that have tried elongating the school hours and the days. I think it's something we really have to consider if we want to close that achievement gap with our children.

I also come to you this evening asking that you also consider, and as the new Board comes on, start to think about the administrative and the diversity within the administrative within the school and really start to consider what you can do to improve that, improve on the diversity. That's what I had to say this evening, thank you.

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to return to the regular order of business at 7:38 p.m.

WHITE: Motion made and seconded. All in favor.

6. SUPERINTENDENT'S REPORT:

Dr. Ouellette read and distributed the following report:

Last Tuesday November 8th, was a Professional Development Day for staff. It was a full day of training, with all teachers attending a session on Bullying and Crisis Prevention Intervention, as well as targeted sessions based on grade level and content area. I chose a number of these targeted sessions to attend in person in order to gain a better understanding on our district's professional development initiatives and to meet with teachers. I focused on our middle and high schools, visiting Crosby High School, Wallace Middle School, North End Middle School and the Waterbury Arts Magnet School.

At Crosby High School, I attended sessions on "Supporting Effective Instruction in Algebra and Geometry Within the Common Core Framework Using Technology," "Utilizing the TI-Nspire CAS in Higher Level Mathematics Courses to Support Effective Instruction", all "Standards for Literacy in History / Social Studies, Science and Technical Subjects." All of these sessions were well attended and provided support for the districts' professional development initiatives.

In the TI-Nspire workshop, for example, we learned how to use these handheld devices to teach students complex mathematical functions. I understand that the district has purchased several different types of similar technology to use in both math and reading at the middle school level and that students are very excited to use these devices to help them learn. This workshop trained high school teachers of Advanced Placement and Honors level Algebra, Geometry, Trigonometry, Pre-Calculus and Calculus learn strategies for using these devices to teach such concepts as graphing, exploring geometric shapes and angles, probabilities, and factorials. The teachers were provided sample student activities to review, including solving for linear inequalities in two variables and area formulas.

In the other mathematics workshop, high school teachers of algebra and geometry, including bilingual education and special education teachers, met in the Crosby High School computer lab to discuss ways to use computers and SMARTboards to more effectively teach math. Sample math lessons included solving linear equations, applying dilations to geometric figures, using math games and using problem solving strategies. The problem solving strategies included creating a table of data, working backwards, using simpler numbers, and guessing and checking. The worksheets provided for the application of dilations to a rectangle was particularly interesting in that it showed teachers how to differentiate instruction for above-grade level, on-grade-level, and below-grade level students, as well as English language learners.

In the literacy workshop, participants received standards for reading and writing in three grade levels in both history/social studies and in science and technical subjects. It was apparent the progression required of students in moving from grades 6 to 8, grades 9 to 10 and to grades 11 and 12. In general, the college and career anchor standards for reading include the ability to identify key ideas and details, utilize proper grammar, interpret words and phrases, integrate and evaluate content, and read and evaluate complex literary and informative texts. The college and career anchor standards for writing include the ability to write informative explanatory texts, write arguments that support claims, produce clear and coherent writing, conduct research, and draw evidence from literary or informative texts. Teachers received a list of free digital tools available on the internet such as the History Sourcebook, Library of Congress (My LOC), and StudyShack, a site that includes online flashcards, crossword puzzles, word search puzzles and word scrambles.

High school ESL teachers met with Adela Jorge-Nelson and Jackie Matos at North End Middle School. I joined them for an informative session on “Differentiating Instruction for ELLs: Low Prep / High Impact Strategies; Tiering and Curriculum Compacting.” The hand-outs for this session included ELL Strategies Desk cards, held together with a round clip so that teachers might easily flip through the cards and review effective strategies for many different situations and levels of English language learners. Other workshop materials included case studies for differentiation and charts with levels of thinking and language use as compared to levels of language acquisition. Some of the suggested strategies included word maps, show / don’t tell, use of photographs, and word maps.

At the middle school level, I attended workshops on “Reading Strategies for the Content Areas,” “Supporting Common Core Mathematics Instruction in the Middle School Utilizing Math Expressions and Big Ideas Mathematics Technology Resources,” and a workshop on SMARTBoards the SMART Response system, which is similar to the mathematics’ department’s Navigator system.

Other individualized workshops for middle and high school teachers were sessions on reading strategies for Science teachers, use of technology in the classroom for World Language teachers, and First Aid / CPR recertification for Health and Physical education teachers.

Professional development for our elementary school teachers was all site-based and workshops were also provided to paraprofessionals, school counselors, school social

workers, school psychologists and speech and language pathologists as separate groups.

I met with State Department of Education consultant Dr. Wasta last Wednesday, along with key members of the District Improvement Plan Executive Committee. We discussed goals and Tier II strategies. I shared some of my thoughts as to the direction for the Waterbury School District as a professional learning community in order to improve student achievement. It is hopeful that one of our main initiatives will focus on improving the content and pedagogical knowledge of our teachers and administrators. In the near future, I will meet with the larger District Improvement Executive Committee, along with three sub-groups representing elementary, middle and high schools, to further refine our strategies. I have asked that teachers be included in these sub-groups so that we seek their input on any new strategies. We have specifically asked that a Literacy teacher, a Math teacher, an ELL teacher and a Special Education teacher be included in all three sub-groups. In addition, the middle and high school sub-groups will include a Unified Arts person as well. We will present in February, 2012, our new District Improvement Plan to the State Board of Education. I will keep you updated and will formally present this new plan to you for your review as soon as it becomes available.

The Connecticut Association of Public School Superintendents issued a report last Wednesday calling for major changes in education. The CAPSS report made more than 100 recommendations, including better training and accountability for all educators, preschool for all three-year-olds, all-day kindergarten and more use of technology in the classroom. It also called for more regionalization of school districts and for renewable five-year contracts for teachers, instead of lifetime tenure, and a proposal that local boards of education be limited to policy-making roles, the annual budget and the hiring and supervision of superintendents. The proposals will be sent to the State Legislature for consideration this session.

We have been notified that we will be receiving continued technical assistance and an additional \$3,500 stipend for implementation of School Family Community Partnership Action Teams. Schools that were required to implement school governance councils this year were trained in the model last year and implemented school action teams. The district action team has been meeting regularly and has provided valuable input. In addition, new school teams will be trained this year.

Both the Waterbury Arts Magnet School and Kennedy High School's Students of Academic Renown program will hold Open Houses for potential new students and their families this week. The Kennedy SOAR Open House for 8th graders will be held Wednesday evening November 16th at 6:30 PM in the school's auditorium. The WAMS Open House will be held on Wednesday evening November 16th from 6:30 to 8 PM and again on Saturday, November 19th from 9:30 to 11 AM at the school. The lottery applications for WAMS will be available on Wednesday, November 23rd. The lottery will close January 12th at 2 PM.

On Saturday November 5th, the Waterbury Granville Academy youth attended a one day conference hosted by the University of Connecticut Chapter of the National Society of Black Engineers (NSBE) at the University of Connecticut – Storrs Campus. The conference introduced students to the science, technology, engineering, and math

(S.T.E.M.) fields, and helped prepare them to successfully navigate the road to college. It was facilitated by college students, ranging from undergraduate to the doctoral level. The college conducted hands-on workshops and demonstrations to engage students throughout the day. Some student facilitators are associated with groups such as the National Society of Black Engineers, UConn Engineering Ambassadors, and UConn Many Mentors. The ultimate goal of this conference was to inspire, encourage, and empower students to pursue a higher education and become productive and successful in their careers. The sponsors for this event were CL&P, Yankee Gas, American Savings Foundation and the Leever Foundation.

Last Thursday evening, the Connecticut Community Foundation hosted a reception in my honor at the Veteran's Memorial Hall. Nearly one hundred members of the local community took the time to welcome me as the new Superintendent of Schools. I met several state legislators, Aldermen, future Commissioners of Education representatives from our business community, religious communities, local agencies, school personnel, parents groups and other stakeholders who are an integral part of Waterbury. I am so humbled and honored by the very warm welcome I have received here in Waterbury – not only at this reception – but everywhere I travel in Waterbury. I would like to take this opportunity to thank everyone for that warm welcome and to especially thank the trustees and staff of the Connecticut Community Foundation for providing me with the opportunity to meet so many community leaders who are committed to assuring a brighter tomorrow for our children. I concluded my comments Thursday evening by expressing the hope that we can continue to work together as a community to act as dream-keepers for these little people of promise that we call children. Respectfully Submitted.

OUELLETTE: I believe that's it for this evening and I will take any questions the Board may have for me.

WHITE: Thank you Superintendent. Are there any questions?

7. PRESIDENT'S COMMENTS: No comments.

8. COMMITTEE ON BUILDING

8.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the ED042/Phase 3 for the Jonathan E. Reed Elementary School Project (State Project #151-0253 N/PS).

WHITE: Nothing is on the Consent Calendar because of the closeness of the Workshop and Regular meeting. All in favor, opposed, is there any discussion?

8.2 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the ED042/Phase 2 for the Waterbury Career Academy High School Project (State Project #151-0276 N).

WHITE: Any discussion? All in favor, opposed, so voted.

9 . COMMITTEE ON CURRICULUM

9.1 Upon a motion by Commissioner Flaherty-Merritt and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the new Middle School Physical Education Curriculum.

WHITE: Is there any discussion? All in favor, opposed, motion carries.

9.2 Upon a motion by Commissioner Flaherty-Merritt and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the 5th Grade Emergency Preparedness Program presented by American Red Cross.

WHITE: Are there any comments, discussion? All in favor, opposed – motion carries.

10. COMMITTEE ON SCHOOL ACTIVITIES

10.1 Upon a motion by Commissioner Morales and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the use of school facilities, at no charge, by the following school organizations and/or city departments, as listed.

WHITE: Any discussion? All in favor, opposed – motion carries.

10.2 Upon a motion by Commissioner Morales and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the use of school facilities with fees as outline in their attached Use of Building Permit and subject to the receipt of all necessary deposits, insurance information, and/or life guard/CPR certification and/or waiver requests, as listed.

WHITE: All in favor, opposed – motion carries.

10.3 Upon a motion by Commissioner Morales and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously that permission be granted to R. Haxhi, WHS, and four chaperones to take 50 students to New York, NY on December 14, 2011 to visit the Metropolitan Museum of Art.

WHITE: All in favor, opposed.

10.4 Upon a motion by Commissioner Morales and duly seconded by Commissioner Harvey, it was voted unanimously that permission be granted to E. Chamberlain, CHS, and two chaperones to take 20 students to Auburn, Alabama from November 30 through December 4, 2011 to attend a Robotics' Competition at Auburn University.

WHITE: All in favor, opposed – motion carries.

10.5 Upon a motion by Commissioner Morales and duly seconded by Commissioner Harvey, it was voted unanimously that permission be granted to J. Brady, WAMS High School, and two chaperones to take 28 students to Jersey City, NJ on December 13, 2011 to visit the Liberty Science Center.

WHITE: All in favor, opposed – motion carries.

11. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file items 11.1 through 11.10, Superintendent's Notification to the Board, as listed:

- 11.1 Athletic appointments effective immediately:
Blocker, Damien – Freshman Football Coach, WHS.
Guzman, Jose – Cross Country coach, WHS.
Gwiazdoski, Paul – Interim Asst. Football Coach, CHS, effective 08/01/11.
Stafford, Shane – Assistant Football Coach, WHS.
Thomas, Heather – Assistant Girls Swimming Coach, WHS.
- 11.2 Athletic resignations:
Berardis, Marissa – WMS Cheerleading coach, effective 10/19/11.
- 11.3 Teacher new hires:
Herrera Castillo, Carmen – NEMS Bil. Biology, BA/1, effective 08/25/11.
Spescha, Michael – WAMS Physics, MA+15/1, effective 09/26/11.
Thayer, Aaron – WMS Language Arts grade 6, MA/1, effective 10/24/11.
- 11.4 Grant funded appointments effective immediately:
D'Angelo, Rachel – Pre-k Substitute Classroom Assistant, ECEP, \$9.75 p/hour, no benefits.
Elkayam, Tahl – Pre-k Classroom Assistant, ECEP, 35 hours p/week, 10 months p/year, salary and benefits according to the SEIU Agreement.
Henry, Robin – Administrative Oversight of Wilson's Family Resource Center, \$2,500 annual stipend.
Piccochi, Celia – Administrative Oversight of Wilson's Family Resource Center, \$2,500 annual stipend.
Santa Maria, Roberta – SDE Data Clerk/After School Program (STEM), 3 hours per day, four days per week, \$20.00 p/hour, no benefits.
- 11.5 Middle School Credit Retrieval Program appointments, subject to student enrollment, salary according to individual's contract, effective immediately:
NEMS: Dana Wallace – Math Teacher (replacing Catherine Leogrande).
WMS: Lisa Camilleri – Math Teacher.
WSMS: Kevin Kalach – Reading Teacher.

11.6 After-school Detention Program appointments, salary according to individual's contract, effective immediately:
WSMS – Elizabeth Burgos (replacing Lori DiTillo)

11.7 Extended School Hours (ESH) Program Appointments, salary according to individual's contract:

Walsh	Ciuffo, Stephanie	Substitute
	Kitney, Dawn	Clerical
	Lavallee, Chris	Substitute
	Paris Ana	Teacher
	Smith, Scott	Teacher

11.8 21st Century Grant After-school Program Appointments, salary according to individual's contract:

Feeney, Eric – Substitute Floater, Chase Park House/Cohort 7, #2.
Petro-Data, Lorraine – Substitute Floater, Carrington School/Cohort 8, #3.

11.9 Retirements:

Habersang, David – NEMS Tech Ed, effective 12/30/11.

11.10 Resignations/terminations:

Donovan, Martha – Enlightenment Special Ed, terminated eff. 11/07/11.
Spadola, David – KHS Special Education, effective 12/30/11.

STANGO: I would like to comment on the retirement of Dave Habersang listed in the retirement section. I'd just like to say that I taught with Mr. Habersang for many years. He has been a Technology Education teacher at North End for 35 years. He has been a pioneer in Project Lead the Way and revamped his curriculum to adhere to the precepts of Project Lead the Way. He spent his entire career in Waterbury and he actually was one of my student teachers 35 years ago. He will be missed by his school, his students, and I wish him well in his retirement. I wish him health and happiness. Thank you Madam President.

THERIAULT: You've been around a long time Commissioner Stango.

STANGO: He's been around 35 years and he was my student teacher.

WHITE: Thank you. All in favor, opposed.

Upon a motion by Commissioner Flaherty-Merritt and duly seconded by Commissioner Sweeney, it was voted unanimously to add to the Agenda the contract termination of a teacher.

WHITE: All in favor of adding to the Agenda, opposed. Motion carries.

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve that it is hereby moved that the Waterbury Board of Education adopt the findings of fact of the impartial hearing

panel in the matter of Kimberly Ward and terminate the contract of Kimberly Ward in accordance with the attached decision and the reasons noted therein, effective November 14, 2011.

WHITE: All in favor.

THERIAULT: Just a point of order, Madam Chair, on something this important, I really want to be absolutely sure, especially with this. I mean it's one thing to joke around in Executive Session, this is somebody's livelihood and I want to be absolutely sure we have followed everything right to the teeth with regard to the procedure for introducing this motion, seconding this motion, and voting on the motion. I don't want this ever to come back at us. That's why I'm so disappointed our lawyer is not here to give us an opinion. But I'm sure Paul Guidone can also give us an opinion with his expertise.

GUIDONE: This is a Regular Meeting of the Board, the Workshop was special. This is a Regular Meeting of the Board and the Board can, by so voting, add an item to an agenda.

THERIAULT: And all protocols have been followed.

GUIDONE: Yes.

THERIAULT: Thank you.

MOSLEY: I concur.

WHITE: Any further discussion? All in favor, opposed. Unfinished business of the preceding meeting only. Hearing none, we'll go to number 13 – other unfinished, new, and miscellaneous business. Commissioner Theriault.

THERIAULT: Recently I had the opportunity to attend a sort of a workshop and informative forum at Teikyo Post, or Post College now, I noticed a few eyebrows raised there. I was very, very happy to see that Post initiated this initiative that is so critical and the name of the forum was "Education Versus Incarceration". Dr. Ouellette was there and she received a tremendous, her words of wisdom and her kindness were very much appreciative and I know Commissioner Sweeney was there and if I missed anyone I'm sorry. But the nature of the forum with regard to education versus incarceration was actually done, I think, by our former Governor Jodi Rell and Commissioner Sweeney, myself, and I think Commissioner Stango went to that one and it's really amazing the depth and breadth of the wasted resources that our State and Nation face with regard the tremendous incarceration of our youth and adults. And one of the things that was pointed out at the workshop was the general disparity of the number of minorities – Hispanics and blacks that are incarcerated, versus the whites, for whatever reason and I think that's extremely unfortunate for whatever race to be incarcerated. But I do want to bring to the Board's attention the tremendous job that our policemen do within our schools but I do find, am finely kind of looking at a little bit more restraint in terms of, and maybe Commissioner, Mayor-elect O'Leary, can just clarify the issue a little bit cause it just seems to me back in the day when you got into a fight and you slapped each other around, you went to the principal's office, you had three days off and you came back in and it was over. Now it seems these kids get into a little

altercation, they're arrested, they're brought down, you know these things go on their record and they follow them around wherever they go. If they go for a job they have to put down they've been arrested. I just, if they have to be arrested, they have to be arrested, but I just would absolutely beg some restraint with regard to our, I'm not trying to micromanage here, with regard to our administration and our police and maybe Commissioner O'Leary can enlighten me a little bit on this, maybe it's absolutely required that they do that. But when I see the tremendous loss of benefit to the State and the Nation and the delirious affects an arrest has on a young youth as they try and go onto college, trying to go into a trade, trying to go on with their lives and their career, it seems as though we need to find a better wheel. Thank you very much.

WHITE: Thank you Commissioner Theriault. Do you have something to say Commissioner O'Leary?

O'LEARY: I don't have the statistics in front of me but I do know this, that since the, I was the one who assigned School Resource Officers into the high schools and middle schools; I believe it was around 2004 or 5 and I do know that since the officers have been assigned there, statistically the number of arrests each year has gone down dramatically, really dramatically. However, when one student does put their hands on another student and it is brought to the officers' attention, there's very little option there for the officer. However, the courts do have several alternative programs now recognizing that loss of school time is more impactful on a student than ever before and that's why we have these alternative programs – specifically Community Court, where these children go out into the community and you'll see them very frequently on litter detail and things like that. And then what happens, typically, is once they do that, that time if you will, then their record is expunged. The programs are really good now, Commissioner Theriault, in the sense that we all recognize that everyone makes mistakes so the overall benefit of having the officers in the school far outweighs, and just the perception of safety and order, far outweighs the effect. And quite honestly if the students engaged in physical contact with each other before the SRO Program, the police were called to the school anyways and the outcomes were the same. So I think we're going in a really, really good direction and as I said statistically, just having the officers in the school has really eliminated an awful lot of that issue and we're pretty happy about it. And it usually spikes in, when the kids first get into school in September and early October and then things level off and then typically when the weather gets warmer they get a little rambunctious and then it levels off once again. So, I hope I explained it adequately.

THERIAULT: Through the Chair, thank you Commissioner O'Leary and I agree with your assessment completely and I didn't mean to impugn the fantastic job that the officers are doing because I do think in this day and age, that they're certainly needed there and they certainly perform a vital function. I know some of them personally and kudos for a great job over the years and kudos to you, Commissioner O'Leary, Mayor-elect O'Leary, for having the vision and also the hindsight to put them in there because we know how vital it is especially at our middle schools, our high schools, our alternative schools, and Adult Ed occasionally we have a little fisticuffs and people losing their tempers and so forth and these people are very, very well trained in terms of deescalating issues and bringing issues under control. So, kudos to all of them. Thank you.

WHITE: Commissioner Harvey.

HARVEY: Does anyone know if that session was taped at Post? Because I was there as well but Post University, I was reminded, has accessibility issues so I could not attend. It's too bad the session was not taped because this is a very important subject.

THERIAULT: I believe they have a website that you can go to to get it.

HARVEY: But I think, I don't know if we can get that here so the teachers or administrators can view it, but I think this is a very important topic. I would also like to direct the Commissioners, Commissioner Theriault, you may be interested in this, there's a book named The New Jim Crow by Michelle Alexander that addresses this issue. It's a very, very good book. You may want to partake in reading of this because it addresses the whole incarceration factor as it relates to students and minorities, etc. So I would recommend that.

I have one other issue, Paul, the document that describes the demographics of the schools, is that available?

GUIDONE: That's part of the ED006. Will's struggling with that and we're attempting to finalize something that's recognizable and understandable from your standpoint. This past year the State changed the definition of Hispanic and it's therefore skewing the report that you normally saw. Will is attempting to verify with each school to get the numbers to put them in the kind of format that you're used to seeing.

HARVEY: In addition to that, is there some way we could get the official demographics of the teaching population – how many teachers there are?

GUIDONE: That's readily available and we can put that together for you.

HARVEY: Thank you.

WHITE: Commissioner O'Leary.

O'LEARY: I just have one announcement - this Saturday from 11 to 3 at the PAL Recreational Center, 64 Division Street, we're doing our annual Thanksgiving Dinner. Last year we served about 1,400 meals to the public. We start cooking the night before. Last year we cooked 120 turkeys, this year I think we'll cook more. But it's open to the public and you're all welcome. It's fun because our kids serve the meals. It's really good, the food is awesome actually. So you're all welcome to come and join us.

WHITE: Thank you Commissioner. Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: I wasn't originally going to bring this up and then the more I looked at the math the more it bothered me. Currently our calendar, and it's nothing we can do about the first marking period, is only 42 days long; the second marking period is also only 42 days long meaning the first semester is only 84 days long. The third marking period 42 days long, fourth marking period 44. The second semester is 86 days long, that leaves us 10 days from June 5 to 18 that aren't included in any marking period which is 5.5% of the school year. That means nothing for these students and it

just bothers me that there's that much of a discrepancy. I just wanted to put it out there. I mentioned it to Dr. Sequeira, I wasn't gonna bring it up at the meeting, but the more I look at it the more it bothers me.

SUPERINTENDENT: If I may comment also Commissioner, I truly agree with that and ironically today I had a discussion with the IT specialist and on the design of that and I am looking into that as well. I do have the same concerns you do.

WHITE: Thank you Commissioner and Superintendent. Is there anything else to be brought before this assembly?

ADJOURNMENT

Upon a motion by Commissioner Sweeney, and duly seconded by Commissioner Flaherty-Merritt, it was voted unanimously to adjourn at 8:13 p.m. into Executive Session for discussion concerning strategy and negotiations with respect to collective bargaining, discussion of site selection and/or lease, AND discussion of attorney/client privileged communication.

Present were: Vice President White, Commissioners Flaherty-Merritt, Harvey, Morales, O'Leary, Stango, Sweeney, Theriault, and Van Stone, Dr. Ouellette, Dr. Sequeira, Mrs. Cullinan, Mr. Guidone, Mr. Frost (left at 10:00), Attorney Mosley, Attorney Kevin Roy (left at 10:00), Scott Bailey (arrived at 10:00), Jeff Cugno (arrived at 10:00), Andrew Martelli (arrived at 10:00), and Bruce Turbacuski (arrived at 10:00). The Executive Session ended at 10:25 p.m. with no votes taken.

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