

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Thursday, March 17, 2022 at 6:30 p.m.

The Board of Education's Regular Meeting was held on Thursday, March 17, 2022 at 6:30 p.m. at Waterbury Arts Magnet School, 16 South Elm Street, Waterbury, Connecticut.

PRESENT: President Sweeney, Commissioners Hernandez, Ireland, Nardozzi, O'Brien, Orso, Serrano-Adorno, and Van Stone.

ABSENT: Commissioners Brown and Pagano.

ALSO PRESENT: Superintendent of Schools Dr. Verna Ruffin, Chief Financial Officer Doreen Biolo, Chief Turnaround Officer Matthew Brown, Assistant Superintendent Jade Gopie, Assistant Superintendent Joseph Johnson, Interim Chief Operating Officer Rosh Maghfour, Assistant Superintendent Juan Mendoza, Director of Pupil Services Miguel Pabón, Interim Deputy Superintendent/Chief Academic Officer Darren Schwartz, Attorney Tara Shaw, Director of College and Career Readiness Nyree Toucet, Director of Equity and Inclusion Lara White, and Supervisor of Management, Information and Technology Will Zhuta.

STUDENT REPRESENTATIVES: Fatima Aly and Mary Jane Vazquez of Waterbury Career Academy.

1. SILENT PRAYER

President Sweeney called the meeting to order at 6:31 p.m. with a moment of silence.

SUPERINTENDENT: In our moment of silence this evening let us remember former members of the Waterbury Public Schools education community who have passed away:

Pamela Wawer: Worked in Food Service for over ten years, most recently at Wilson Elementary School, passed away on March 11, 2022.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

Commissioner Nardozzi led everyone in the Pledge of Allegiance to the Flag.

3. ROLL CALL

CLERK: Commissioner Brown (absent). Vice President Hernandez.

HERNANDEZ: Here.

CLERK: Commissioner Ireland.

IRELAND: Here.

CLERK: Commissioner Nardozzi.

NARDOZZI: Here.

CLERK: Commissioner O'Brien.

O'BRIEN: Here.

CLERK: Commissioner Orso.

ORSO: Here.

CLERK: Commissioner Pagano (absent). Commissioner Serrano-Adorno.

SERRANO-ADORNO: Here.

CLERK: Commissioner Van Stone.

VAN STONE: Present.

CLERK: President Sweeney.

SWEENEY: Here. Commissioner Brown and Commissioner Pagano were unable to be here tonight.

4. COMMUNICATIONS

Upon a motion by Commissioner O'Brien and duly seconded by Commissioner Serrano-Adorno, it was voted unanimously to receive and place on file communications as listed.

- a) Copy of communication dated February 7, 2022 from Civil Service certifying Gioconda Rivera-Bauza for the position of Administrative Assistant I.
- b) Copy of communications dated February 8, 2022 from Civil Service certifying Daixy Pinto-Silva for the position of Paraprofessional and Joseph Johnson for the position of Assistant Superintendent.
- c) Copy of communications dated February 10, 2022 from Civil Service certifying Chastity Hernandez, Agnes Colon, and Mayra Acunafor the position of Food Service Helper.
- d) Copy of communication dated February 14, 2022 from Civil Service certifying Carl Torres, Jr., Dwight Moore, and Adrien Williams for the position of Maintainer I.
- e) Copy of communication dated February 15, 2022 from Civil Service to Journee Parker regarding offer of employment for the position of Office Aide.
- f) Email communication dated February 16, 2022 from Paola Vargas regarding weapons detection systems.
- g) Copy of communication dated February 17, 2022 from Civil Service to Carmen Grassi regarding offer of employment for the position of Office Aide.
- h) Email communication dated February 17, 2022 from Tyler Wrenn regarding weapons detections systems in schools.
- i) Email communication dated February 17, 2022 from Amber Staff regarding mask choice.
- j) Email communication dated February 17, 2022 from Kylee Atkinson-Heyward regarding mask choice.
- k) Email communication dated February 17, 2022 from Robert Goodrich regarding purchasing and installment of weapons detection systems.
- l) Email communication dated February 17, 2022 from Cheryl Hayes regarding mask mandate.

- m) Email communication dated February 25, 2022 from CABE regarding policy highlights.
- n) Email communication dated February 25, 2022 from Tim Moynahan regarding letter from Ukraine.
- o) Email communication dated February 25, 2022 from Tim Moynahan regarding Ukraine.
- p) Copy of communication dated February 23, 2022 from Civil Service certifying Earl Knight and Jose Custodia for the position of Maintainer I.
- q) Copy of communication dated March 1, 2022 from Civil Service certifying Maria Rivera Rodriguez for the position of Paraprofessional.
- r) Copy of communication dated March 3, 2022 from Civil Service certifying Tiffani Brophy for the position of Administrative Associate II.
- s) Copy of communication dated March 3, 2022 from Civil Service to Marcela Visciano regarding offer of employment as Food Service Worker.
- t) Email communication dated March 4, 2022 from CABE regarding Policy Highlights.
- u) Email communication dated March 14, 2022 from Tim Moynahan regarding article about Julie Overbaugh.

5. PUBLIC ADDRESSES THE BOARD

There were no public speakers.

6. SUPERINTENDENT'S ANNOUNCEMENTS

In honor of Board of Education Appreciation Month, Wilby High School's Culinary students prepared refreshments for the Board prior to the meeting, students from Waterbury Arts Magnet School provided musical entertainment, and Dr. Ruffin presented a video from staff and students wishing them a Happy Commissioner's Appreciation Month and thanking them for their service.

Dr. Ruffin recognized Crosby and Wilby High School's accomplishments during the 2022 New England District FIRST Robotics Competition.

Mr. Schwartz gave a verbal update on COVID metrics as of last week.

7. PRESIDENT'S COMMENTS

President Sweeney commented on the following:

- Noted that the April Workshop and Regular Meeting has been rescheduled due to a community event and spring break – the April Workshop will be held Monday, April 4 at 5:30 p.m., in the WAMS Café. The April Regular Meeting will be held on Tuesday, April 26 at 6:30 p.m. in WAMS Atrium.
- In an effort to better align with the Board of Aldermen submittal and cutoff dates, May meetings will be rescheduled to the Mondays before the first and third Thursday. This will put our May Workshop on May 2 and the Regular Meeting on May 16.
- Beginning in April, we will allow Commissioners who with good reason cannot attend in person for meetings to attend remotely. This is allowed per PA 21-2

through April 30. A request will be made for a Policy Meeting to approve this going forward.

8. STUDENT REPRESENTATIVES' COMMENTS

Fatima Aly, Waterbury Career Academy, grade 12:

- WCA had a student-led Black History month celebration/presentation in February as well as a Women's History month visual dedication.
- A monthly fundraiser is being planned starting with Ukraine for April.
- Thirty-seven students passed the Seal of Biliteracy test and that is going to go on their diploma.
- Eight proposals were accepted for the State's Voice for Change Program and we'll be voting on those.
- The Sustainability Club started a free little libraries project and is adding new locations across Waterbury
- Our first NEASC meeting is next week for accreditation.

Mary Jane Vazquez, Waterbury Career Academy, grade 11:

- WCA PBIS honors both a staff and student monthly.
- Both boys and girls basketball teams qualified for the State Tournament; the boys advanced to the second round.
- Twenty students qualified for the NVL Championships in indoor track as well as one student qualified for the CIAC Class S Championship in the 50-meter dash.
- Seventy-seven percent of our students have completed the FAFSA ranking us third in the state for completion. On Fridays we recognize the students who completed the FAFSA by entering them in weekly raffles.
- Band, drumline, chorus, and dance team performed at the Palace on March 8 and we received a lot of positive feedback from the community. Twenty students also showcased their art work.
- Our Education and Training students have been studying trauma and effects and created a pamphlet for educators to remind them what and how trauma may look like and how to respond. A representative from SAFE Haven talked about student trauma on a separate occasion
- Health and Science – 80 sophomores are currently receiving training as public health ambassadors. Thirty students received their CPR certification. There is an upcoming blood drive on April 29.
- Manufacturing – currently in partnerships with Cly-Del, Island Crafter, H & T Manufacturing, Platt Brothers and working on partnering with new companies for internships.
- IT/Engineering – currently working on Shark Tank investment projects.
- All career pathways were preparing to take position exams where they can earn their certifications.
- The school is currently running an advisory once a month including motivation, social media awareness, and communication. Next month we will focus on healthy relationships.

Fatima touched on general concerns/comments in talking to teachers and fellow students and their feelings on the current grading system of the lowest grade being a

50. *They want to advocate trying to go back to our normal grading system to raise standards for students and maintain the rigor that we had before. Also, they would like to incorporate climate change awareness into the curriculum.*

Let Youth Lead posted a meeting a few weeks ago discussing Boards of Ed and invited parents to express their concerns. Parents expressed concerns about students' mental health, life skill courses, and the guidance counselor to student ratio. They want students to advocate for themselves more and get more involved with the Board of Education meetings and to reach out to Commissioners when they had concerns or suggestions.

9. CONSENT CALENDAR

SWEENEY: Does anyone wish to remove anything from the Consent Calendar?

President Sweeney proceeded to read the Consent Calendar, Items 9.1 through 9.12.

Upon a motion by Commissioner Van Stone and duly seconded by Commissioner Hernandez, it was voted unanimously to approve the Consent Calendar, items 9.1 through 9.12, as listed:

- 9.1 The Committee on Finance moves that the Waterbury Board of Education approve a Professional Services Agreement with Tri State Material Testing Lab, LLC to provide Materials Testing On-Call Services, subject to any non-substantive changes approved by the Corporation Counsel's office.
- 9.2 The Committee on Finance moves that the Waterbury Board of Education approve a Professional Services Agreement with Test-Con to provide Materials Testing On-Call Services, subject to any non-substantive changes approved by the Corporation Counsel's office.
- 9.3 The Committee on Finance moves that the Waterbury Board of Education approve a Professional Services Agreement with Independent Material Testing Laboratories, Inc. to provide Materials Testing On-Call Services, subject to any non-substantive changes approved by the Corporation Counsel's office.
- 9.4 The Committee on Finance moves that the Waterbury Board of Education approve a Professional Services Agreement with Special Testing Laboratories, Inc. to provide Materials Testing On-Call Services, subject to any non-substantive changes approved by the Corporation Counsel's office.
- 9.5 The Committee on Finance moves that the Waterbury Board of Education approve Amendment One (1) to the Professional Services Agreement with Connecticut Communications, LLC for Mitel Voice Over IP Solution, subject to any non-substantive changes approved by the Office of the Corporation Counsel.
- 9.6 The Committee on Finance moves that the Waterbury Board of Education approve Amendment One (1) to the Professional Services Agreement with Connecticut Behavioral Health, LLC for Registered Behavioral Technician Services, subject to any non-substantive changes approved by the Office of the Corporation Counsel.

- 9.7 The Committee on School Personnel moves that the Waterbury Board of Education approve the job specifications for, and new position of, Communications Specialist as recommended by the Superintendent of Schools.
- 9.8 The Committee on School Personnel moves that the Waterbury Board of Education approve the job specifications for, and new position of, Communications Assistant as recommended by the Superintendent of Schools.
- 9.9 The Committee on School Personnel moves that the Waterbury Board of Education approve of an additional High School Vice Principal position as recommended by the Superintendent of Schools.
- 9.10 The Committee on School Personnel moves that the Waterbury Board of Education approve of an additional Elementary School Vice Principal position as recommended by the Superintendent of Schools.
- 9.11 The Committee on Building & School Facilities moves that the Waterbury Board of Education approve the use of school facilities, at no charge, by the following school organizations and/or City departments:

| GROUP | FACILITIES AND DATES/TIMES |
|-------------------------------|---|
| J. LaBonie | Wilby auditorium: May 2 thru May 7, 7:20am to 9:00pm (school production of play) |
| Adult Education A. Musto | Kennedy classrooms: 3/14 thru 6/2/2022, 5:30pm – 9:30pm (Spring Enrichment Program) |
| Human Resources C. Lamb | Crosby aud., café, classrooms: Saturday, March 12, 7:45am to 4:00pm and Sunday, March 13, 7:45am to 2:00pm (Police Exam) |
| H. Maxson | WAMS large & small dance studios: Friday, March 4, 2022 8:00am to 8:00pm (Dance Education Lab for teachers) |
| *Blue Collar Union L. Calo | Kennedy Auditorium: Sunday, March 27, 9am-12pm (General Membership Meeting) |

- 9.12 The Committee on Building & School Facilities moves that the Waterbury Board of Education approve the use of school facilities by groups and organizations subject to fees and insurance as required:

| GROUP | FACILITIES AND DATES/TIMES |
|--|--|
| <u>REQUESTING WAIVERS:</u> | |
| Waterbury P.A.L. Ofc. C. Amatruda | Crosby gym: Sunday, March 27, 2022, 8:00am – 7:00pm (Wrestling event) (\$1,512.) |
| *Neighb. Housing Services/K. Taylor | Reed gym & café: Friday, April 8, 5pm – 8pm and Sat., April 9, 11am – 4pm, (Prom Dress Giveaway) (\$252.) |
| *Waterbury Ballers T. Lott, Jr. | Career Acad.: 3/26, 9am-9pm & 3/27, 9am-5pm Sprague gym: 3/26, 9am-9pm & 3/27, 9am-5pm Chase gym: 3/26, 9am-9pm & 3/27, 9am-5pm Duggan gym: 3/26, 9am-9pm & 3/27, 9am-5pm (basketball tournament) (\$7,392.) |

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

| | | | | |
|---------------------|---|----------|-----|---------|
| Girl Scouts of CT. | West Side MS Parking Lot: Saturday, March 5, 2022 | | | |
| D. Dzicek | 7:00am – 11:30am (Cookie Distribution) | | | |
| *Boy Scout Troop 41 | Kennedy parking lot/sidewalk: Fundraiser/Flower Sales | | | |
| S. Laliberte | 4/15 | 12pm-8pm | 5/6 | 3pm-8pm |
| | 4/16 | 8am-6pm | 5/7 | 8am-6pm |
| | 4/17 | 8am-2pm | 5/8 | 8am-2pm |
| *Boy Scouts Troop 3 | Crosby pool: Mondays, 3/21 & 3/28, 7:00-9:15pm | | | |
| A. Marchetti | (swim requirements) | | | |
| *Special Olympics | Crosby track: Wednesdays, 4/13 to 6/1/22, 5:30-7:00pm | | | |
| C. Manforte | (practice/track) | | | |

10. ITEMS REMOVED FROM CONSENT

There were no items removed from the Consent Calendar.

EXECUTIVE SESSION

Upon a motion by Commissioner Hernandez and duly seconded by Commissioner Serrano-Adorno, it was voted unanimously to convene into executive session at 6:58 p.m. for discussion concerning the appointment, employment, performance, health, or dismissal of a public officer or employee.

Present: President Sweeney, Commissioners Hernandez, Ireland, Nardoizzi, O'Brien, Orso, Serrano-Adorno, and Van Stone. Also present was Dr. Ruffin, Mr. Mendoza, and Attorney Shaw.

Upon a motion by Commissioner Hernandez and duly seconded by Commissioner Serrano-Adorno, it was voted unanimously to return to the regular order of business at 7:04 p.m. with no votes taken.

11. COMMITTEE OF THE WHOLE

11.1 Upon a motion by Commissioner Hernandez and duly seconded by Commissioner Serrano-Adorno, it was voted, by roll call vote, to approve to terminate the employment contract of Kerry Caviasca as recommended by the Superintendent of Schools, effective immediately.

ROLL CALL VOTE: Yeas – Commissioners Hernandez, Ireland, Nardoizzi, O'Brien, Orso, Serrano-Adorno, Van Stone, and President Sweeney.

12. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Ireland and duly seconded by Commissioner Serrano-Adorno, it was voted unanimously to receive and place on file items 12.1 through 12.7, Superintendent's Notification to the Board, as listed:

12.1 Athletic appointments:
Harris, Marquis – WHS Freshman Boys Basketball Coach, effective 12/22/21.
Torres-Dozier, Bianca – KHS Assistant Outdoor Track Coach, effective 03/19/22.
Galante, Joseph – KHS Assistant Football Coach, effective 8/11/2022.

- 12.2 Miscellaneous appointments effective immediately:
 Donofrio, Christi – teacher, CHS Academic Support Program.
 Donohue, Kelly – teacher, CHS Academic Support Program.
 Dunn, Brittany – Extended Academic Support (EAS) Elementary Summer School Coordinator.
 Loh, Pam – Bilingual Coordinator, WHS Parent University.
 Neal, Cameron – teacher, CHS After-school Crosby Better Bulldogs Program (ESSA/SIG Cohort 2 Grant).

12.3 Commissioner Network appointments:

| | | |
|---------------------|---------------------------------------|-----|
| LaBonte, Stephanie | Advisor – WAWA | WHS |
| Loh, Pamela | Advisor – WAWA | WHS |
| Opalenik, Michelle | Advisor – WAWA | WHS |
| Carroll, Jonathan | 9 th grade SLC Coordinator | WHS |
| DiCarlo, Marissa | 9 th grade SLC Coordinator | WHS |
| Mancini, Dana | 9 th grade SLC Coordinator | WHS |
| Correa, Jennifer | Bridge Program Coordinator | WHS |
| Valletta, Marnie | Bridge Program Coordinator | WHS |
| Arias, Eulini | After-school Teacher | WHS |
| Brown, Samuel | After-school Teacher | WHS |
| Byrd, Diana | After-school Teacher | WHS |
| Chavarry, Jose | After-school Teacher | WHS |
| DiCarlo, Marissa | After-school Teacher | WHS |
| Flematti, Jessica | After-school Teacher | WHS |
| Jusino, Jillian | After-school Teacher | WHS |
| LaPointe, Michael | After-school Teacher | WHS |
| Loh, Pamela | After-school Teacher | WHS |
| Pannoni, Michael | After-school Teacher | WHS |
| Porco, Abigail | After-school Teacher | WHS |
| Zappone, Evette | After-school Lead Teacher | WHS |
| | | |
| Coughlin, Tim | After-school Teacher | WMS |
| Desiderio, Jennifer | After-school Lead Teacher | WMS |
| Meringer, Cynthia | After-school Teacher | WMS |
| Pelosi, Emily | After-school Teacher | WMS |
| Quinlan, Stacey | After-school Teacher | WMS |
| Roman, Lisa | After-school Teacher | WMS |
| Thayer, Aaron | After-school Teacher | WMS |

12.4 Teacher hires:

| <u>Name</u> | | <u>Position</u> | <u>Location</u> | <u>Effective</u> |
|--------------|----------|-------------------|-----------------|------------------|
| Berg | Roni | Math | Carrington | 02/14/22 |
| Brown | Harriet | Special Education | Maloney | 01/03/22 |
| Emini | Edona | Early Childhood | Driggs | 01/31/22 |
| HoldaVaccaro | Michelle | Reading/ELA | WSMS | 02/03/22 |
| King-Evans | Noshina | Special Education | WHS | 01/31/22 |
| Mahan | Jill | Science | CHS | 01/13/22 |
| Marin | Irma | Bilingual | Washington | 01/20/22 |

| | | | | |
|------------------|-----------|-------------------|------------|----------|
| McCarthy | Erica | Social Studies | WHS | 10/29/21 |
| Mecca | Kaylie | Elementary | Sprague | 01/18/22 |
| Montes | Jorge | Other | WHS | 03/17/22 |
| Mukherjee | Manidipa | Science | CHS | 02/17/22 |
| Murtaza | Saima | Science | Gilmartin | 03/07/22 |
| Pertab Purnawasi | Deowattie | Math | WCA | 12/22/21 |
| Pulie | Lisa | Social Studies | CHS | 02/07/22 |
| Ruel | Cynthia | Special Education | Maloney | 01/03/22 |
| Schaefer | Courtney | Special Education | Hopeville | 01/19/22 |
| Stetzer | Jessica | Reading/ELA | Carrington | 01/24/22 |
| Valencia | Brando | World Languages | CHS | 01/31/22 |
| Xhaferi | Manjola | Math | WAMS | 02/14/22 |

12.5 Resignations:

| <i>Name</i> | <i>Position</i> | <i>Effective</i> |
|---------------------|------------------------------|------------------|
| Alfano, Chelsea | Tinker Grade 5 | 03-11-22 |
| Doubleday, Maribeth | WCA ESL | 03-18-22 |
| Fusco, Cody | Wilson Literacy Facilitator | 04-01-22 |
| Geanacopoulos, John | WHS Science | 03-04-22 |
| Guisti, Kate | Carrington Special Education | 04-08-22 |
| Zukowski, Diane | Reed Literacy Facilitator | 02-18-22 |

12.6 Resignation rescissions:


Manka, Michelle – Districtwide SLP, rescinding resignation of 03/07/22.

12.7 Retirements:

Agudo, Edith – Chase Bilingual Reading, effective 06/30/22.
 Arnson, Mary Lou – Generali Arts, effective 02/28/22.
 Calo, JoAnn – WHS Social Studies, effective 06/30/22.
 Hubbard, Medelise – PreK Special Education, effective 07/13/22.
 Murphy, Christopher – KHS ELA, effective 06/30/22.
 Pulit, Rossella – WHS Art, effective 06/30/22.

ADJOURNMENT

Upon a motion by Commissioner Orso and duly seconded by Commissioner Hernandez, it was voted unanimously to adjourn at 7:07 p.m.

ATTEST: 
 Carrie A. Swain, Clerk
 Board of Education