

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ REGULAR MEETING*

Thursday, December 16, 2021 at 6:30 p.m.

Virtual Meeting via ZOOM

*In an effort to adhere to social distancing guidelines, this meeting will be held without normal in-person public access. However, the meeting will be broadcasted live on the City of Waterbury's Government Access Channel (Comcast 96, Frontier 6096), streamed live on YouTube at <https://youtu.be/LQTZqoFRvo8> or listened to via teleconference by calling 1-203-590-9756 with access code 552487.*

**PRESENT:** President Sweeney, Commissioners Brown, Hernandez, Ireland, Nardoizzi, O'Brien, Orso, Pagano, Serrano-Adorno and Van Stone.

**ALSO PRESENT:** Superintendent Verna D. Ruffin, Chief Financial Officer Doreen Biolo, Chief Turnaround Officer Matthew Brown, Assistant Superintendent Noreen Buckley, Assistant Superintendent Jade Gopie, Interim Chief Operating Officer Rochdi Maghfour, Assistant Superintendent Juan Mendoza, Director of Communications Belen Michelis, Director of Pupil Services Miguel Pabon, Interim Deputy Superintendent Darren Schwartz, Attorney Tara Shaw, Director of College and Career Readiness Nyree Toucet, Director of Equity and Inclusion Lara White, and Supervisor of Management and Technology Will Zhuta.

**STUDENT REPRESENTATIVES:** Diana Sooknauth and Dania Gray from Kennedy High School.

### **1. SILENT PRAYER**

President Sweeney called the meeting to order at 6:30 pm 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:

- *Neville July: Former bus driver in Waterbury Public Schools passed away on November 14, 2021.*
- *Michael Hayes: Retired Algebra and Geometry teacher at Croft and Wilby High Schools, as well as Adult Education passed away on November 23, 2021.*
- *Carol Angelicola: Former Library Aide at Sprague Elementary School and North End Middle School passed away on November 24, 2021.*
- *Alan Sica: Retired Adult Education teacher having spent 46 years in Waterbury Public Schools passed away on November 26, 2021.*
- *Robert "Bobby" Brown: Retired Typing, Accounting and Business Law Teacher at Crosby High School for 34 years and a well known Waterbury athlete, coach, sports official. He was also an officer in the Waterbury Teachers Association for 20 years, and ran campaigns for several Waterbury Mayors. He passed away on November 28, 2021.*

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

Student representatives, Diana Sooknauth and Dania Gray, led everyone in the Pledge of Allegiance to the Flag.

## **3. ROLL CALL**

CLERK: Commissioner Brown.

BROWN: Here.

CLERK: 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.

PAGANO: Present.

CLERK: Commissioner Serrano-Adorno.

SERRANO-ADORNO: Here.

CLERK: President Sweeney.

SWEENEY: Here.

CLERK: Commissioner Tom Van Stone.

T. VAN STONE: Present.

## **4. COMMUNICATIONS**

**Upon a motion by Commissioner Serrano-Adorno and duly seconded by Commissioner Orso, it was voted unanimously to receive and place on file the following communications:**

- a) Copy of communication dated November 8, 2021 from Civil Service certifying Andrew Jamele for the position of Maintainer II.
- b) Copy of communications dated November 9, 2021 from Civil Service to Siera Minnis and Marcia Dunham regarding offer of employment for the position of Food Service Worker.
- c) Copy of communication dated November 10, 2021 from Civil Service certifying Raymond Campos for the position of Maintainer I.

- d) Copy of communications dated November 18, 2021 from Civil Service certifying Taurean Jackson for the position of Maintainer I and Jason Hailstones for the position of Plumber.
- e) Email communication dated November 18, 2021 from Tim Moynahan regarding 1619 Project.
- f) Email communication dated November 24 2021 from Tim Moynahan regarding Free Speech Suit.
- g) Email communication dated November 26, 2021 from CABE regarding Policy Highlights.
- h) Email communication dated November 29, 2021 from Tim Moynahan regarding state of children's education.

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

**Upon a motion by Commissioner Serrano-Adorno and duly seconded by Commissioner Hernandez, it was voted unanimously to suspend the regular order of business at 6:36 p.m. to allow the public to address the Board.**

Isa and Julio Alves of 83 Mildred Avenue, Waterbury, spoke about the need for more teachers and substitutes, especially at Carrington where their special needs son attends. They would like more transparency about teacher hiring and for parents to be made aware of teachers, para or substitutes absences. They would like WPS to reach out to the news and inform them WPS needs more teachers as a way to get free publicity. They would like more positive stories about Waterbury in the news.

**Upon a motion by Commissioner Serrano-Adorno and duly seconded by Commissioner Brown, it was voted unanimously to return to the regular order of business at 6:43 p.m.**

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

- *Dr. Ruffin addressed how public comments to the Board are handled by her and appropriate level staff.*
- *Overview of State of the District discussions for staff and parents (addressed what WPS is doing specifically regarding recruiting and retaining staff, resources, COVID details, technology, professional learning, social and emotional needs of students and staff, college and career readiness, diversity and inclusion, pupil services including mental and emotional services and supports, after-hours counseling and one-on-one counseling with designated agents for each student).*
- *Thanked the Board and others who attended the State of the District and the Safety Symposium. Some surveys were submitted, but not enough. Requested symposium surveys to be submitted in a timely fashion.*
- *Congratulating Darren Schwartz as Interim Deputy Superintendent and Rochdi Maghfour at Interim Chief Operating Officer and welcomed them to the team. She will meet with Senior Cabinet shortly about delineating duties.*
- *WFSB surprised Sprague Elementary School by donating \$500 worth of toys to the Toy Drive run by students Ailyah and Arianna Morales and their mother Darlene Morales. WFSB also gave the Morales family toys and a trip to the Great Wolf Lodge.*
- *Superintendent Ruffin invited parents to the Safety Symposium for parents on Monday, 12/20 at 6 pm. Parents can register through Parent Square.*
- *Superintendent Ruffin announced Waterbury Promise Virtual Webinar for high school students on Tuesday, January 4, 2022 at 1:00 pm. Mayor O'Leary will also be on the webinar.*

- *Dr. Ruffin will begin visiting more schools in 2022. Visits were on a limited level in 2021 due to COVID. WPS hasn't had to go into total quarantine or shut down schools since many people are vaccinated and being tested. She is pleased that the City of Waterbury has been able to provide regular testing and vaccines.*
- *Winter vacation is from December 24 through December 31, 2021.*

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

- *Will Zhuta suggested using 'raised hand' feature in ZOOM beginning at January 6, 2022 workshop.*
- *Policy & Legislation Committee began planning Legislative Dinner with Waterbury delegation. Commissioner Brown will keep BOE informed going forward.*
- *President Sweeney welcomed Diana Sooknauth and Dania Gray from Kennedy High School.*

## **8. STUDENT REPRESENTATIVES' COMMENTS**

Diana Sooknauth thinks Waterbury Symphony Orchestra program would be beneficial to all schools, not just WAMS. This should count as an extra-curricular, so they can add it to their college resume. A lot of info is given to seniors at the beginning of senior year. She feels it would be beneficial if counselors began giving out information at the end of junior year, since it is a lot to digest while they are adjusting for the new year. Underclassmen would benefit from college preparation information in their freshman and sophomore year so they can prepare as well. Advocating for mental health resources for social and emotional needs from the school would be beneficial for the students.

Dania Gray spoke about counselors informing them of college preparation and virtual college visits. She would like more focus on assistance with essays, extra-curriculars, and recommendations. Information doesn't need to come from counselors only.

## **9. CONSENT CALENDAR**

SWEENEY: Does anyone wish to remove an item from the Consent Calendar tonight?

BROWN: I'd like to remove number 9.10 - request approval of the Board Members Handbook. Would like to give members a chance to learn what it was and have a discussion on it before voting on it tonight.

*President Sweeney proceeded to read the Consent Calendar, Items 9.1 through 9.9 and 9.11 through 9.12.*

**Upon a motion by Commissioner Brown and duly seconded by Commissioner Serrano-Adorno it was voted unanimously to approve the Consent Calendar, Items 9.1 through 9.9 and 9.11 through 9.12 as read:**

- 9.1 *Committee on Finance: Request approval of an Agreement with Waterbury Symphony Orchestra, Inc., for music mentoring services at Waterbury Arts Magnet School.*
- 9.2 *Committee on Finance: Request approval of an Agreement with Waterbury Symphony Orchestra, Inc., for band mentoring services for Waterbury Public Schools.*

- 9.3 *Committee on Finance:* Request approval to apply for the Connecticut State Department of Education Family Resource Center ESSER II Grant for Reed and Wilson Schools.
- 9.4 *Committee on Policy & Legislation:* Request approval of revised Individualized Education Program/Specialized Education Program Policy #6159.
- 9.5 *Committee on Policy & Legislation:* Request approval of revised Ages of Attendance Policy #5112.
- 9.6 *Committee on Policy & Legislation:* Request approval of revised Attendance Requirements for Course Credit or Promotion Policy #5113.
- 9.7 *Committee on Policy & Legislation:* Request approval of revised Attendance Requirements for Students Under 18 Years of Age with Respect to Truancy Policy #5113.2.
- 9.8 *Committee on Policy & Legislation:* Request approval of revised High School Grading/QPR Policy #6146.1.
- 9.9 *Committee on Policy & Legislation:* Request approval of Appendix A to Organization and Methods of Operation Policy #9010.
- 9.11 *Committee on Building & School Facilities:* Use of school facilities by school organizations and/or City departments.

GROUP	FACILITIES AND DATES/TIMES
UPSEU C. Garfman	Rotella café: Thurs., Dec. 16, 4:00-5:30 pm (union membership meeting)

- 9.12 *Committee on Building & School Facilities:* Use of school facilities by outside organizations and/or waiver requests.

GROUP	FACILITIES AND DATES/TIMES
Bais Yaakov of Waterbury Ita Selengut	Rotella aud.: performance on Feb. 27, 9:30am – 4:00pm and rehearsal: 2/17, 23, 24, 6:30-10:00pm/snow dates: 3/2 or 3/3, 6-10pm

**REQUESTING WAIVERS:**

*P.A.L.	Chase Gym: Saturdays, 1/8/22-3/26/22, 9:00am-2:00pm (\$3,024) Reed Gym: Saturdays, 1/8/22-3/26/22, 9:00am-2:00pm (\$6,930)
Ofc. T. Lott	(Basketball Program)
*Waterbury Ballers T. Lott	Sprague Gym: Saturdays, 2/11/21-3/26/22, 10:00am-12:00pm (\$1,512) (basketball)

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

*Team Locked In A. Johnson	Wilson Gym: 1/3/22-4/28/22, 6-9pm, Monday thru Friday (basketball program)
*P.A.L.	Bucks Hill Sch. Gym. 1/10/22-4/1/22 6-9 pm Monday thru Friday
Ofc. T. Lott	Chase Sch. Gym 1/10/22-4/1/22 6-9 pm Monday thru Friday
	Driggs Sch. Gym 1/10/22-4/1/22 6-9 pm Monday thru Friday
	Generali Sch. Gym 1/10/22-4/1/22 6-9 pm Monday thru Friday
	Kingsbury Sch. Gym 1/10/22-4/1/22 6-9 pm Monday thru Friday
	Maloney Sch. Gym 1/10/22-4/1/22 6-9 pm Monday thru Friday
	Reed Sch. Gym 1/10/22-4/1/22 6-9 pm Monday thru Friday
	Walsh Sch. Gym 1/10/22-4/1/22 6-9 pm Monday thru Friday
	(Basketball Program)

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

### **Item #9.10 – Committee on Policy & Legislation**

Upon a motion by Commissioner Brown and duly seconded by Commissioner Serrano-Adorno, it was voted to approve the Board Member Handbook.

## **11. COMMITTEE OF THE WHOLE** – Commissioner Hernandez

- 11.1 Upon a motion by Commissioner Hernandez and duly seconded by Commissioner Serrano-Adorno, it was voted unanimously to approve to extend Board of Education appointment and contract of Dr. Kweki Sam as School Medical Advisor per CT General Statute 10-205 from December 11, 2021 to February 11, 2022.
- 11.2 Upon a motion by Commissioner Hernandez and duly seconded by Commissioner Serrano-Adorno, it was voted unanimously to approve to delegate to Dr. Ruffin, the authority to appoint a temporary impartial hearing officer to preside over District expulsion proceedings in accordance with Section 10-233d of the CT General Statutes.
- 11.3 Upon a motion by Commissioner Hernandez and duly seconded by Commissioner Serrano-Adorno, it was voted unanimously to approve to apply for CSDE grant funds for a reach-in blast chiller for the Food Services Central Kitchen.
- 11.4 Upon a motion by Commissioner Hernandez and duly seconded by Commissioner Serrano-Adorno, it was voted unanimously to approve to subdivide property currently occupied by Frank G. Regan Elementary School into two parcels, the larger parcel to continue to be used by Frank G. Regan Elementary School and the smaller parcel to be used by the Bureau of Water for the construction of a water pump station.
- 11.5 Upon a motion by Commissioner Hernandez and duly seconded by Commissioner Serrano-Adorno, it was voted unanimously to approve to accept the 2021 Cristal Pen Awards Contest Grant Award and product donation from BIC Corporation.

## **12. COMMITTEE ON FINANCE** – Commissioner Orso

- 12.1a Upon a motion by Commissioner Orso and duly seconded by Commissioner Brown, it was voted unanimously to approve Amendment No. 1 to the Engineer Agreement with SLR International Corporation, formerly Milone and MacBroom, Inc., for on-call engineering services.
- 12.1b Upon a motion by Commissioner Orso and duly seconded by Commissioner Hernandez, it was voted unanimously to approve Amendment No. 1 to the Engineer Agreement with AI Engineers, Inc. for on-call engineering services.

- 12.1c Upon a motion by Commissioner Orso and duly seconded by Commissioner Hernandez, it was voted unanimously to approve Amendment No. 1 to the Engineer Agreement with Barton and Loguidice, LLC for on-call engineering services.
- 12.2 Upon a motion by Commissioner Orso and duly seconded by Commissioner Brown, it was voted unanimously to approve of the Engineer Agreement with CDM Smith, Inc. for on-call Engineering Services (ARPA/ESSER Funded).
- 12.3 Upon a motion by Commissioner Orso and duly seconded by Commissioner Hernandez, it was voted unanimously to approve the Engineer Agreement with Loureiro Engineering Associates, Inc. for on-call Engineering Services (ARPA/ESSER Funded).
- 12.4 Upon a motion by Commissioner Orso and duly seconded by Commissioner Serrano-Adorno, it was voted unanimously to approve Amendment #3 to the Professional Services Agreement (RFP#6700) for Substitute Teachers and Paraprofessional Staffing between the City of Waterbury, Connecticut Board of Education, Education Department with ESS Northeast, LLC.

**13. SUPERINTENDENT’S NOTIFICATION TO THE BOARD**

Upon a motion by Commissioner Brown and duly seconded by Commissioner Serrano-Adorno, it was voted unanimously to receive and place on file items 13.1 through 13.5, Superintendent’s Notification to the Board, as listed:

- 13.1 Athletic appointments:  
 Arisian, Michael – WSMS Assistant Swim Coach, effective 12/01/21.  
 Cynthia Meringer – Wallace Girls Basketball Coach, effective 12/6/2021.
- 13.2 Appointments:  
 DePaolo, Victoria – Instructional Tutor/Edgenuity, CHS.  
 Neff, Michele – Instructional Tutor/Edgenuity, WCA.
- 13.3 Extended School Hours appointments:

School	Last name	First Name	Assignment
Driggs	Gomez	Bridgette	Admin M-W
	Abarzua	Lauren	Teacher
	Modeen	Brianne	Teacher
	Matsuyama	Hailey	Teacher
	Rodrigues	Nicole	Teacher
	Menzies	Jillian	Teacher
	Atkinson	Jennifer	Clerical
B.W. Tinker	Sagendorf	Jan	Sub. Administrator
	Gannon	Danielle	Teacher
	Corsano	Laura	Teacher
	Aresti	Rob	Teacher
	Acosta	Elisia	Teacher
	Brown	Edith	Sub. Teacher
	Mulhern	Jacqueline	Sub Teacher
	Ramos	Sharon	Paraprofessional

	Diaz	Mildred	Paraprofessional
	Eldredge	Sandy	Paraprofessional
	Giordano	Maureen	Paraprofessional

13.4 Resignations:

Bell, Nicholas – Tinker Grade 5, effective 11/24/21.  
Caligan, Jean – WSMS ELA, effective 12/03/21.  
Camacho, Reuel – NEMS Music, effective 11/22/21.  
Condon-Santore, Zoe – DW Speech Language Pathologist, effective 12/23/21.  
Durkin, Lynda – Kingsbury/Tinker ESL, effective 12/17/21.  
Fort, Ashley – Reed Math/Science Grade 6, effective 12/02/21.  
Greene, David – WMS ELA, effective 12/10/21.  
Minty, Jessica – Rotella Special Education, effective 11/30/21.  
Ortiz, Dannah – CHS Spanish, effective 11/30/21.  
Robillard, Leigh – Kingsbury Speech Language Pathologist, effective 12/23/21.  
Yapa, Kumudinie – WHS Math, effective 12/17/21.  
Poitras, Ashley – Crosby ELA, effective 12/14/2021.

13.5 Retirements:

Evans, Blythe – Tinker/Regan Social Worker, effective 12/23/21.  
Hayes, George – WCA Social Worker, effective 01/14/22.

**EXECUTIVE SESSION**

**Upon a motion by Commissioner Hernandez and duly seconded by Commissioner Serrano-Adorno, it was voted unanimously to enter into Executive Session at 7:30 p.m. for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.**

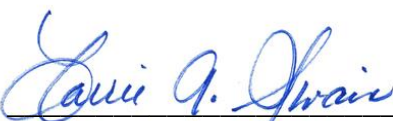
PRESENT: President Sweeney, Commissioners Brown, Hernandez, Ireland, Nardozzi, O'Brien, Orso, Pagano, Serrano-Adorno and Van Stone.

ALSO PRESENT: Dr. Ruffin and Mr. Mendoza.

**Upon a motion by Commissioner Hernandez and duly seconded by Commissioner Brown, it was voted unanimously to return from Executive Session to the regular order of business at 8:03 p.m. No votes were taken.**

**14. ADJOURNMENT**

**Upon a motion by Commissioner Orso and duly seconded by Commissioner Nardozzi, it was voted unanimously to adjourn at 8:04 p.m.**

ATTEST:   
Carrie A. Swain, Clerk  
Board of Education