

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ REGULAR MEETING*

Thursday, April 15, 2021 at 6:30 p.m.

Virtual Meeting via ZOOM

*In an effort to adhere to social distancing guidelines, this meeting was held without normal in-person public access. However, the meeting was broadcasted live on the City of Waterbury's Government Access Channel (Comcast 96, Frontier 6096), streamed live at <https://youtu.be/v2K1CordkJM>, and available via teleconference by calling 1-701-802-5303 with access code 7755337.*

**PRESENT:** President Pagano, Commissioners Brown, Harvey, Hernandez, Nardozzi, Orso, Serrano-Adorno (left at 8:55 p.m.), Stango, Sweeney, and Van Stone.

**ALSO PRESENT:** Superintendent Verna D. Ruffin, Chief Financial Officer Doreen Biolo, Assistant Superintendent Noreen Buckley, Chief Operating Officer William Clark, Assistant Superintendent Janice Epperson, Attorney Tara Shaw, and Director of Communications Sujata Wycoff.

**STUDENT REPRESENTATIVES:** Fatima Ally and Ashley Gallego-Calle from Waterbury Career Academy.

### **1. SILENT PRAYER**

President Pagano called the meeting to order at 6:30 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:

- Jane Healey: Former teacher at various elementary schools, passed away on March 16, 2021.
- Stella Condaris: Former secretary with Waterbury Public Schools, passed away on March 19, 2021.
- Rosalyn Gualtieri: Retired health aide at Kennedy High School, passed away on March 26, 2021.
- Robert Fusco, Sr.: Retired mason for Waterbury Public Schools, passed away on March 30, 2021.

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

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

### **3. ROLL CALL**

CLERK: Commissioner Brown.

BROWN: Here.

CLERK: Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hernandez

HERNANDEZ: Here.

CLERK: Commissioner Nardozzi.

NARDOZZI: Here.

CLERK: Commissioner Orso.

ORSO: Here.

CLERK: Commissioner Serrano-Adorno.

SERRANO-ADORNO: (inaudible but present).

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Van Stone.

T. VAN STONE: Present.

CLERK: President Pagano.

PAGANO: Present. I'd like to welcome our two student representatives – Fatima Ally and Ashley Gallego-Calle. Thank you for being here tonight.

### **4. COMMUNICATIONS**

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

- a) Copy of communication dated March 17, 2021 from Civil Service certifying Miguel Pabon for the position of Director of Special Services.
- b) Copy of communication dated March 18, 2021 from Civil Service to Ashley Lopez regarding temporary and at will employment as Temporary Administrative Associate I.
- c) Copy of communication dated March 18, 2021 from Civil Service certifying Leah Gifford for the position of Attendance Counselor.

- d) Copy of communications dated March 19, 2021 from Civil Service certifying Cindy Kee and Marcie Petrucci for the position of Paraprofessional.
- e) Copy of communication dated March 19, 2021 from Civil Service to Kelly Schipritt regarding the position of Food Service Worker.
- f) Email communication dated March 19, 2021 from CABE regarding Policy Highlights.
- g) Copy of communication dated March 25, 2021 from Civil Service certifying Enoida Kuqi for the position of Paraprofessional.
- h) Copy of communications dated March 25, 2021 from Civil Service to Arjana Dulatahu and Mitchell Ferguson regarding the position of Food Service Worker.
- i) Copy of communication dated March 26, 2021 from Civil Service certifying Dylan Nonamaker for the position of Maintainer I.
- j) Email communication dated April 2, 2021 from CABE regarding Policy Highlights.
- k) Copy of communication dated March 29, 2021 from Civil Service certifying Zachary Francisco for the position of Maintainer I.
- l) Copy of communication dated March 31, 2021 from Civil Service certifying Kamar Schofield for the position of Maintainer I.
- m) Copy of communication dated April 1, 2021 from Civil Service certifying Ryan Marquis for the position of Maintainer I.
- n) Copy of communication dated April 1, 2021 from Civil Service to Ines Quinones regarding the position of Food Service Worker.

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

*The public was offered the opportunity to address the Board during the public portion of the meeting by calling 1-701-802-5303 with access code 7755337 between 6:00 and 6:15 p.m.*

*There were no public speakers.*

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

Dr. Ruffin informed the Board that Mr. Miguel Pabon, Director of Pupil Services, will begin on April 26; Ms. Quineshia Brown, began today as School Community Engagement Manager; and Mr. Daniel Barry, School Safety Coordinator, will begin April 22.

Dr. Ruffin and the administration gave a PowerPoint presentation of ESSER II Grant Overview.

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

PAGANO: Thank you very much Dr. Ruffin. I've had a couple of personal issues over the last couple of weeks. I've gone back to Richard Carlson's book *Don't Sweat the*

*Small Stuff – P.S. It's all Small Stuff.* So I want to thank Vice President Harvey for pitching in for me as I couldn't be at the last meeting as I was attending my third wake in the quarter. And I want to just make sure everyone stays healthy and stays on track for what the real stuff is all about, don't sweat it because it's all small stuff.

All right, our two student representatives, would you like to add anything more?

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

FATIMA ALLY: We had some ideas just for in terms of next year like the curriculum and professional development, we had some ideas for that but I don't know if you want us to talk about them now.

PAGANO: Well it would probably be good to get ahold of Mr. Schwartz next week, he's running the shop isn't he?

SUPERINTENDENT: Only temporarily.

VAN STONE: Fatima, you're always welcome at the Curriculum Committee.

SUPERINTENDENT: Fatima and Ashley asked for contact information and I sent that to them so we're going to talk about, I look forward to it actually.

PAGANO: Commissioner Van Stone invited you to the Curriculum Committee whenever and that would probably be a good launching pad to start the ideation process at that level. Thank you Fatima.

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

*President Pagano proceeded to read the Consent Calendar, items 9.1 through 9.11.*

## **9. CONSENT CALENDAR**

**Upon a motion by Commissioner Harvey and duly seconded by Commissioner Orso, it was voted unanimously to approve the Consent Calendar, items 9.1 through 9.11, as listed:**

- 9.1 The Committee on Finance recommends the Waterbury Board of Education approve the Healthy Food Option, pursuant to C.G.S. Section 10-215f, and certifies that all food items offered for sale to students in the schools under its jurisdiction, and not exempted from the Connecticut Nutrition Standards published by the Connecticut State Department of Education, will comply with the Connecticut Nutrition Standards during the period of July 1, 2021, through June 30, 2022. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to, school stores, vending machines, school cafeterias, culinary programs and any fundraising activities on school premises sponsored by the school or by non-school organizations and groups.

- 9.2 The Committee on Finance recommends the Waterbury Board of Education approve to participate in the Connecticut State Department of Education's Healthy Food Certification Program pursuant to Section 10-215f of the Connecticut General Statutes and *will allow* the sale to students of food items that do not meet the Connecticut Nutrition Standards and beverages not listed in Section 10-221q of the Connecticut General Statutes provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the food and beverage items are not sold from a vending machine or school store. An "event" is an occurrence that involves more than just a regularly scheduled practice, meeting or extracurricular activity. For example, soccer games, school plays, and interscholastic debates are events but soccer practices, play rehearsals, and debate team meetings are not. The "regular school day" is the period from midnight before to 30 minutes after the end of the official school day. "Location" means where the event is being held.
- 9.3 The Committee on Finance recommends the Waterbury Board of Education approve the Connecticut Office of Early Childhood School Readiness Grant Fiscal Year 2021-22 Waterbury School Readiness Continuation Funding Grant Application and the Quality Enhancement Grant which is incorporated into said application and sub-grantees for the same.
- 9.4 The Committee on Finance recommends the Waterbury Board of Education approve the Connecticut State Department of Education State Afterschool Grant Program Grant application for Kingsbury and Wilson Elementary Schools for the period of 07/01/21 through 06/30/2023.
- 9.5 The Committee on Finance recommends the Waterbury Board of Education approve the Connecticut State Department of Education State Afterschool Grant Program Grant applications for Wallace and North End Middle Schools for the period of 07/01/21 through 06/30/2023.
- 9.6 The Committee on Finance recommends the Waterbury Board of Education approve the Connecticut State Department of Education State Afterschool Grant Program Grant applications for Duggan and Tinker Elementary Schools for the period of 07/01/21 through 06/30/2023.
- 9.7 The Committee on Finance recommends the Waterbury Board of Education approve the Connecticut State Department of Education State Afterschool Grant Program Grant applications for Hopeville and Washington Elementary Schools for the period of 07/01/21 through 06/30/2023.
- 9.8 The Committee on Finance recommends the Waterbury Board of Education approve to apply for the Connecticut State Department of Education Individuals with Disabilities Act (IDEA) 2022 Grant for the 2021-2023 grant period.
- 9.9 The Committee on Finance recommends the Waterbury Board of Education approve a Professional Services Agreement with Milestone C, LLC, for a three-year period, to provide Aerospace, Engineering and Computer Science Curriculum.

- 9.10 The Committee on Building & School Facilities recommends 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
Human Resources L. Criscuolo	KHS Café: Friday, April 9, 1 – 4:30 p.m. (Admin I Exam)
Tax Office N. Olson	KHS Auditorium: Thursday, April 22, 4:30 – 8:00 p.m. (Tax Auction)
*C. Newmark	Crosby rm. #230D: Students working on Life Smarts Competition - 4/17, 1-9 pm; 4/18, 12:30-8pm; and 4/19, 1:30-6pm
*Fire Dept. S. Noreika	Kennedy aud.: Fri., April 30, 2:30-9:00 pm (rehearsal and ceremony/promotional ceremony)
*N. Augelli	Crosby gym: Thursdays in April, May, and June, 6:00-9:00 pm (Practice for CIAC tournament in June)
*S. Smyth	Crosby aud.: May 1, 8,15, and 22, 11:00am-2:00pm (rehearsals – 11 people) and May 21 & 22, 6:00-10:00pm (performances-100 people)

- 9.11 The Committee on Building & School Facilities recommends 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
Boy Scouts S. Laliberte	KHS Parking Lot: Easter & Mother’s Day Flower Sale 4/2 noon – 7:00 p.m. 4/3 8:00 a.m. – 6:00 p.m. 4/4 8:00 a.m. – 3:00 p.m. 5/7 noon – 7:00 p.m. 5/8 8:00 a.m. – 6:00 p.m. 5/9 8:00 a.m. – 3:00 p.m.

PAGANO: Any discussion or comments? All those in favor please say aye. Opposed? Abstain? The motion carries. Thank you everyone.

**10. ITEMS REMOVED FROM CONSENT**

*There were no items removed from the Consent Calendar.*

**11. COMMITTEE ON POLICY & LEGISLATION**

**Item #11.1**

SWEENEY: Ladies and gentlemen, the Committee on Policy and Legislation recommends the Waterbury Board of Education approve revised policy 9010, Organization and Methods of Operation, formerly named Bylaws, **so moved.**

BROWN: **Second.**

PAGANO: Discussion?

**BROWN: I'd like to make a motion to add to the "order of business" in this section, after "committee reports", "new business".**

HARVEY: **Second.**

BROWN: It's on page 29.

PAGANO: I see Commissioner Van Stone's hand up.

VAN STONE: Never mind.

PAGANO: Alright.

BROWN: So I'm offering this amendment because I think we as Board members need an opportunity in the agenda, under new business Board members would have the opportunity to speak. This is the only part of the agenda where we have the opportunity to speak. We could react to certain things of course from the Superintendent, we do have a good discussion, but I think it's important to have a specific agenda item where Board members can speak

PAGANO: Thank you. Commissioner Harvey.

HARVEY: President Pagano, I want to just echo what Commissioner Brown has stated, with the removal of the two, the old business and then new business, it really doesn't give us, Commissioners, an opportunity that may have occurred during the week or if we have not had a chance to discuss certain things or it does not appear on the agenda and I believe that we kind of need that without having to make a motion, without having to do all this stuff, it's on the agenda and that we're able to address issues that may or may not be on the agenda during that time. So I fully go along with this amendment.

PAGANO: Thank you. Commissioner Ann Sweeney, I see your hand up.

SWEENEY: Thank you Mr. President. The Committee voted to remove those two items because Roberts Rules of Order allow opportunities under personal privilege and under the making of a motion to bring up any items that are not on the agenda that a commissioner wishes to speak to. The current use of those two agenda items is not consistent with parliamentary procedure and often times just becomes a place for people to talk about personal opinions and it doesn't give a representative of flavor to the meeting. So, again, it was voted out of Committee to remove it.

PAGANO: Thank you Commissioner Sweeney. Anybody else want to add anything? Alright, just so I'm straight, we are now going to vote on...

SWEENEY: No, we have to vote on the amendment sir.

PAGANO: So we're going to vote on the amendment and then move forward after that.

VAN STONE: I just want to make sure we have a clarification from the Chair on the definition of a “yes” vote and a “no” vote for this item. I would think it would go back to the Chair of the Committee to just define a “yes” vote or a “no” vote, or whoever, through the Chair, I think the definition of a “yes” vote is appropriate.

SWEENEY: I just want to clarify Commissioner Van Stone’s question. Are you asking for what the vote was, how many yes’s, how many no’s, at the Committee level?

VAN STONE: What I’m asking for is the definition of a “yes” vote or a “no” vote right now on the amendment just so people are clear on what they’re voting for “yes” or “no” on. My interpretation, if I may, would be a “yes” vote says leave it as part of the agenda and a “no” vote would say go with the committee and remove it.

SWEENEY: No, the amendment was to add that language back in so a “yes” vote would be to add it back in, a “no” vote would be leave it off.

VAN STONE: I think we said it in different ways but yes, I agree.

PAGANO: So we’re clear?

VAN STONE: I am, I just wanted, through the Chair, to make sure voting members were clear.

PAGANO: Okay, so now we want to take a vote on the amendment.

***ROLL CALL VOTE ON AMENDMENT TO ITEM 11.1:***

Yeas: Brown, Harvey, Nardozi, and Van Stone – 4

Nays: Hernandez, Orso, Serrano-Adorno, Stango, Sweeney, and President Pagano – 6

CLERK: Four/six – the amendment fails.

PAGANO: Thank you everyone. So now we move onto 11.1. Commissioner Sweeney.

SWEENEY: **Motion to amend the revised bylaws under item, under the Committee on School Personnel, item “d”, to strike the language “the committee may perform other duties necessary to ensure an equitable and diverse staff”.**

STANGO: **Second.**

PAGANO: Discussion?

SWEENEY: I spoke to this at the Workshop as well as at the Committee level that I don’t believe this language is appropriate for the School Personnel Committee. Our personnel policies, our equity policy, our mission statement, all speak to equity and diversity and it is the Board’s duty to hold the superintendent and his/her staff responsible for delivering on that. It is not a committee function. So I have asked that we remove that language.



PAGANO: Okay. Commissioner Liz Brown.

BROWN: I get that Commissioner Sweeney but I think it's important for the Personnel Committee to review those things, the committee may perform any other duties necessary to ensure an equitable and diverse staff. That may be a revision of policy, it may be other ways that the responsibility of the Personnel Committee to be looking at those issues. So I think it's important to kind of explicitly give the Personnel Committee that responsibility and that obligation to work on these issues. So I'm not in favor of eliminating it.

PAGANO: Thank you Commissioner Brown. Commissioner Harvey.

HARVEY: You know it scares me that in this current climate that we're in that, particularly with everything going on and that we want to eliminate these key words out of our bylaws. You know I had the opportunity quickly to look at, just take a sampling of you know Hartford Public Schools and I'm sure that if it was, if I go further and go to New Haven or Windsor, et cetera, Hartford Public Schools, under Personnel Committee – recruit, develop, and retain a diverse, culturally competent, highly effective staff, to ensure equity and excellence in achieving goals – Board and system goals. And you know for us here at Waterbury, particularly with personnel and knowing what we've been through, 2016, you know we had to answer to CHRO over our hiring practices and we were able to get through that with the coordinated help of the Advisory Committee working with the Personnel Committee. That was a time when then Jahana Hayes was in charge, in Personnel she was a supervisor, so I just think that it's a wrong move for us particularly the Board, the Commissioners, I mean we need to be reminded too that this is what we need to do. Tonight we are going to vote on a Director of Equity and Inclusion and it just seems like this wording, these words need to be here or remain where they are just as a reminder to us as to what we need to do. So I just wanted to interject that. So I echo what Commissioner Brown has said. Thank you.

PAGANO: Thank you Commissioner Harvey. Commissioner Rocco Orso and then Commissioner Tom Van Stone.

ORSO: I just have a question, I know we're in a difficult situation as you said Commissioner Harvey, but as a Board our chore, to do any hiring is hiring of the Superintendent, if there's other hiring that goes on isn't it the responsibility of the HR Department or the School Department to hire these people? Even if we didn't see anything that was going wrong can we do anything about it? I don't know, this is my question. Maybe somebody could answer the question for me.

PAGANO: That's a good question. That's what delineates what a Board is versus what a management structure is and I personally don't believe we're management we're a Board. Anybody want to comment on that?

BROWN: I agree with you Commissioner Pagano but the wording in this is more, it's policy and not actual hiring, so I think it's appropriate for the Personnel Committee to look at, to hold the system accountable and not actually do the hiring, but you're absolutely right.

PAGANO: Thank you Commissioner Brown. Commissioner Ann Sweeney.

SWEENEY: So, again, the Personnel Committee doesn't have any authority over the actual Personnel Department. As with any other committee, something comes out of the committee and goes to the Board for a vote. So the real mechanics of what gets put into our Personnel Department comes from the top down, comes from the Superintendent and her staff and how she builds her staff and in particular how she builds that staff in the Personnel Department, he or she, whoever it may be at the time. So it really is the Board as a whole to hold those people accountable for following our hiring policy, for following our equity policy, for following our mission statement and delivering on all of those and that's the way I see this. And so I think the importance to the whole Board should be in that venue and not in a committee where it's only half the Board. So that's my take on it.

PAGANO: Commissioner Van Stone, I got sidetracked, the floor is yours.

VAN STONE: No problem. Ditto to what Commissioner Brown said, I'm looking more as this is a policy comment not an HR comment so I will be in favor but in addition to that if, again through the Chair, just make sure the full Board knows what a "no" and what a "yes" vote is again on this please.

PAGANO: Commissioner Stango.

STANGO: The last time we spoke about this in Workshop I was going to offer up an amendment, I don't think I need to at this point. I agree with the amendment of Commissioner Sweeney; the language should be removed completely rather than change it around. It's not what we do is correct as a Board. We can take that line, that we want to remove, we can take that line and just change the name of the committee and put it in every single committee and if we think it makes sense in Personnel, that line makes sense in Building, makes sense in Policy, it makes sense in any committee that we have but we're not doing it, we're not doing it because we don't need it there. So I would not be in favor of leaving that line there. I'd be in favor of removing it. Thank you.

PAGANO: Thank you Commissioner Stango. Commissioner Harvey.

HARVEY: Again, you know this is on policy and frankly Commissioner Stango, maybe we should put this in every single standing committee, this type of verbiage. But, again, what are we saying? It's not important to have these words in here to remind us about what we should be doing? Again, I remind you that it was the Board of Education okay and the Mayor that had to appear before CHRO regarding our hiring practices. And we came through that but we had to go, there was a lot of work that was involved with rewording, different procedures that we had to, and it was the Personnel Committee that had to do that along with the Advisory Committee. So, again, I have to repeat what Hartford, what Hartford believes is important to keep diversity and equity. We are looking at other districts for this handbook so why can't we look at what's happening in Hartford as an example. So I think it's a bad movement to exclude these words in an urban district, under personnel, with our history. So I agree with keeping those words in. Thank you President Pagano.

PAGANO: Thank you for your comments. Now Ann, do you want to go back and answer Commissioner Van Stone's delineation on "yes" and "no"?

SWEENEY: I will do that Mr. Chairman if you would allow me a comment here. I don't think I heard anybody say that those words are not important. This District takes them, and this Board takes those words very seriously, that is why they are in our Mission Statement, that is why they are in our, why we have an Equity Policy, that is why we have, I am losing some of my thoughts here, but they are very important to all of us. I see them in places where when the public comes to our website they see that, when they come to that district site they see our Mission Statement, they see our Equity Policy. I don't see that people are going to go and peruse our bylaws looking for where our Equity Statement is, where our commitment to equity in learning is. So I think that it's already in some very prominent spots where people could hold this Board accountable for holding our district employees accountable for delivering on that. It is our responsibility to make sure this district makes sure this district delivers on our Mission Statement, delivers on our Equity Policy, and that's where I believe it belongs.

In terms of the vote on the amendment, a "yes" vote would delete the language, a "no" vote would leave it in.

PAGANO: Thank you. Commissioner Harvey, do you want to talk again?

HARVEY: Yes, I don't want to leave that standing, if it's important to this Board then it should be important enough to leave it where it is. So I just want to make that comment. Thank you President Pagano.

CLERK: It's going to be a roll call on the second amendment request.

PAGANO: Correct.

***ROLL CALL VOTE ON SECOND AMENDMENT REQUEST TO ITEM 11.1:***

Yeas: Hernandez, Orso, Serrano-Adorno, Stango, Sweeney, and President Pagano – 6  
Nays: Brown, Harvey, Nardozzi, and Van Stone – 4

CLERK: Motion to amend passes six/four. So the motion on the floor is 11.1 as amended.

PAGANO: Commissioner Sweeney, did you want to speak on this at all?

SWEENEY: I'm all set as long as the other Commissioners are all set with the other parts of this. It really should have a read. If the Board would like I will read the whole section, the whole revised section if the Board would like, but I think everybody has a copy in your packet so as long as the Board is fine with that. This does require a two-thirds vote to pass and a roll call vote.

PAGANO: Anybody have a comment or request of Commissioner Sweeney? I know I read it three times already so I don't need her to read it to me again. Commissioner Tom Van Stone.

VAN STONE: I don't need her to read it to me. I have questions and comments on the item. So for the Committee I do have some comments and questions certainly not on the whole thing. The first one was the order of business, I had a comment on that, we already took care of that. The next section would have been, it's under standing committees, organizational and methods of operation, there's a section here that talks about, I had an old section and a new section, I'm kind of comparing two sets of notes here, I'm sorry. But there's a section that talks about the majority and minority, and it took out, I believe it was the old letter "c" where if a report goes in it should be signed by the committee chair and the minority group on the committee would be allowed to present maybe a different opinion and that was totally removed and I just take a little exception for anything from the minority party being removed out of anything. I know I never actually done it before, I actually didn't know the paragraph was in there, but it's under "standing committees" and I think it needs to stay in there because why should if we always had a policy that says the minority party could write an opinion and basically present it why would we take it out? What was the reasoning for taking it out?

PAGANO: Commissioner Sweeney.

SWEENEY: The reason for taking it out is because it didn't every occur and it doesn't occur I believe because we work on a Workshop. So if you look at the Board of Aldermen they have their committee meetings just prior to the meeting and there's no discussion in between so...

VAN STONE: That's fine what they do, I'm talking about what we do.

SWEENEY: What we do is we do a Workshop and we discuss everything that comes through so hence the important of not pushing things through to a voting meeting if there's any contention at the committee meeting.

VAN STONE: Well there may not be contention but what I'm speaking to is something that was there at some point in time some Board of Education felt that it was necessary to put that sentence in there, it's only one sentence, a couple of sentences, but I just take exception to anything that eliminates an opportunity for the minority party to write an opinion. I just don't think that's right. It was put in there at some point in time and I take exception, I didn't make a motion, I'm just telling you I take exception to it being taken out because I'm smart enough to know after my eight years on this Board to know that I could have put this up for an amendment and it would have failed. So I wouldn't even waste my time doing that. I'm just standing here now to give an opinion that a minority party should not be eliminated when the opportunity presents itself because right now the minority party never gets a vote passed, it's just the way it is, so I'm not looking to take an opportunity to state an opinion of the minority on anything. I think it's wrong to have taken that out. I got more on this policy. Maybe someone could take the floor later.

The next one I have is under Policy and Legislation, now I'm going back to the old paper because the new one of course it disappears.

PAGANO: I will be right back guys. Commissioner Harvey please watch in my absence.

VAN STONE: We previously had a letter “d” under Legislation that said “the committee shall report to the committee as a whole prior to the Board action, approval of the full Board is required for all communications of positions on legislative issues on behalf of the Board”. I absolutely take exception to that. We had a letter go out recently that a couple of us on the Board did not like the way it was worded but of course it was voted to send it anyway. And if you totally take it away from the committee as a whole that means if the Legislative Committee on a given night has only three members there and that’s a quorum, three members will now write a letter speaking for seven other members that were not present and we had no input into that letter. So I really take exception again, again I won’t bring it up as an amendment because it will fail. How can, in a true situation, three people on the legislative board, or the Legislative Committee, write a letter that speaks for 10 people when only three people there is a quorum? So that was my next one. And that was it on this particular item. So I make my disagreements, I want them known, I want them on record. I just know very well that if they went to an amendment like everything we try it will fail. So thank you.

HARVEY: All right, thank you Commissioner Van Stone. Commissioner Sweeney.

SWEENEY: In regards to that it was taken out because there is a section that says under “organization and methods of operation” it’s headed 9010(d), and it was section “c”, it says “all committee actions”, not just personnel committee, “all committee actions are subject to the approval of the Board”. So it was not necessary to put that in just that one committee, because this applies to all committees, so nothing goes through without the approval of the Board.

VAN STONE: Where is that please?

SWEENEY: 9010(d) as in David.

VAN STONE: That’s not in the packet tonight is it?

SWEENEY: Yes, that’s the revised.

VAN STONE: Okay, let me get to it. I think my argument was legitimate if it was completely gone. Okay. Thank you for the explanation and I apologize, if I had been an active member of the Workshop I probably would have heard that. So thank you very much.

PAGANO: Thank you Commissioner Van Stone. Commissioner Brown.

BROWN: Just a quick clarification. I know, Tom, my reading of that was not a minority party. Are you thinking the minority party? I thought it was just a minority opinion of the committee, not a specific party. That was my understanding.

VAN STONE: Well considering that I’m not only the minority party, I’m always the minority opinion, I would once again go again saying that it shouldn’t be eliminated. Is that better?

BROWN: I just wanted to clarify it for myself because I never thought it meant minority party.

PAGANO: Any other comments?

SWEENEY: This is a vote on the amended revised organization and methods of operation.

PAGANO: A “yes” vote delineates what?

SWEENEY: The acceptance of the amended new version.

***ROLL CALL VOTE ON SECOND AMENDMENT REQUEST TO ITEM 11.1:***

Yeas: Brown, Hernandez, Nardoizzi, Orso, Serrano-Adorno, Stango, Sweeney, and President Pagano – 8

Nays: Harvey and Van Stone – 2

CLERK: Eight/two – motion carries.

PAGANO: Thank you very much.

**11.2 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Brown, it was voted unanimously to approve new Policy #9012 – Powers, Purposes, and Duties.**

**11.3 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to approve new Policy #9222 – Resignation/Censure.**

PAGANO: Any discussion?

HERNANDEZ: Can you just go over that Ann please a little bit.

SWEENEY: This was one of the policies recommended by our Board Attorney Tara Shaw – Resignation and Censure. Resignation – if for reasons of health, change in domicile, or any other compelling reason a member does decide to terminate services the Board requests as early as possible notification of intent to resign so that the Board may plan appropriately. When a member of a Board of Education shall cease to be a bona fide resident of the City of Waterbury, membership in Board shall immediately cease. Under Censure – the Board may vote to censure or reprimand a member by two-thirds majority vote of the membership of the whole Board.

HERNANDEZ: Thank you.

PAGANO: Commissioner Hernandez, does that answer your question?

HERNANDEZ: Yes it does President Pagano.

PAGANO: Commissioner Tom Van Stone.

VAN STONE: Yea, just a quick note, not disagreeing or anything, just the fact, when we get notified, I'm not sure what we plan for because we don't have any authority in choosing that next member so we're out of the picture totally. So I'm just wondering why we thought that was necessary.

PAGANO: Commissioner Sweeney.

SWEENEY: It was recommended by Attorney Shaw that we should have something in place that states some kind of a procedure even if it is that there is no procedure. So she just recommended both of those as just good practice to have.

VAN STONE: Okay, understood. I just wanted to make that point that it's out of our hands.

PAGANO: It's a valid question sir. Anybody else have a comment or question? All in favor please signify by saying aye. Opposed? Abstain? Motion carries.

**11.4 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to approve new Policy #9270 – Conflict of Interest/Code of Ethics.**

**11.5 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to approve Policy #9314 – Suspension of Policies.**

PAGANO: Any discussion, question, or comment?

HERNANDEZ: Can you please go over that one as well, read it, thank you.

SWEENEY: Suspension of Policies – the Board sets policy. The Superintendent's administration develops regulations to carry out said policies. The Board may review regulations at its discretion. Policies, bylaws, and Board-adopted regulations may be suspended for a specified purpose, and for a limited time, by a majority vote of the Board.

PAGANO: Thank you. Anybody else have a comment or question? If you're in agreement, please signify by saying aye. Opposed – no. Abstain? Motion carries, the ayes have it. Thank you very much.

**11.6 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to approve new Policy #9325 – Quorum/Parliamentary Procedure/Rules of Order.**

**11.7 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to approve new Policy #9327 – Electronic Mail Communications.**

PAGANO: Any discussion, comments, questions? If you're in agreement with this new policy, please signify by saying aye. Opposed – no. The ayes have it. Motion carries.

**12. COMMITTEE ON SCHOOL PERSONNEL**

**12.1 Upon a motion by Commissioner Stango and duly seconded by Commissioner Sweeney, with Commissioner Van Stone voting “no”, it was voted to approve of the job specifications for, and new position of, Director of Equity and Inclusion. Said position will replace the current position of District Climate and Attendance Coordinator.**

**13. 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 13.1 through 13.8, as listed:**

**13.1 Athletic appointments:**

- Johnson, Tennyson – CHS Boys Tennis Coach, eff. 03/27/21.
- Morhous, Jennifer – CHS Girls Tennis Coach, eff. 03/27/21
- Paradis, Sara – WCA Spring Strength & Conditioning Coach, eff. 03/27/21.
- Poulter, Craig – KHS Assistant Girls Basketball Coach, eff. 03/15/21.
- Sylvester, David – WCA Assistant Baseball Coach, eff. 03/27/21.
- Wiener, Matthew – KHS Girls Tennis Coach, eff. 03/27/21.

**13.2 Waterbury Career Academy STEM After-school Program appointments:**

- Administrator:* Jade L. Gopie Jennifer Franceskino (alternate)
- Teachers:* Christina Tietz Ericka Boutote
- Admin. Assistant:* Sydney Molina

**13.3 Walsh School’s Before and After School Program appointments:**

- Crane, Evan – Lead Teacher Lubus, Nicole – Sub. Teacher
- Maldonado, Joanne – Sub Teacher Andino, Carmen – Paraprofessional
- Figueroa, Mariemjelly – Sub. Para. Gary, Chandra – Sub. Para.
- Bardhollari, Rudain – Sub. Para.

**13.4 Teacher transfers:**

Calabrese, Melissa – from Washington Kindergarten to Chase Literacy Facilitator, effective immediately.

**13.5 Teacher new hires:**

<i>Name</i>		<i>Position</i>		<i>Effective</i>
Sterner	Matthew	West Side MS	Special Ed	03/25/21
Tragni	Peter	North End MS	SEL Counselor	03/25/21
Spiegel	Felice	Wallace MS	Computer/Business	04/08/21

**13.6 Resignations:**

Cook, Nicole – Generali Special Education/Autism, effective 04/16/21.



Evanoski, Jessica – State Street Special Education, effective 04/23/21.  
 Mata, Crystal – WMS ELA Grade 6, effective 03/24/21.

13.7 Retirements:

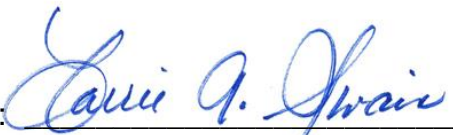
Giroux, Michele – NEMS Special Education, effective 06/16/21.  
 Pogany, Janet – Bucks Hill Bilingual, effective 06/16/21.

13.8 Grant funded appointments:

<u>Name</u>	<u>Position/Location</u>	<u>FT/PT</u>	<u>Rate of Pay</u>	<u>Union</u>	<u>Effective</u>
Ivette Lugo	Hall Monitor/Crosby	PT	\$90.00/Day	Non BOE	03/18/21
Keisha Punter	Parent Liaison/Tinker	FT	\$15.12/hour	Non BOE	03/25/21
LaTeena Bartee	Tutor/Reed	PT	\$25.00/hour	Non BOE	03/25/21
Michele Saavedra	Parent Liaison/Bunker Hill	FT	\$15.12/hour	Non BOE	03/25/21
Alexandria Monroe	Tutor/Sprague	PT	\$25.00/hour	Non BOE	04/01/21
Michelle Romero (Velez)	Truancy Specialist/WAMS	FT	\$18.14/hour	Non BOE	04/01/21
Quineshia Brown	Family Community Engagement Manager/Welcome Center	FT	\$60,000/yr.	Non BOE	04/15/21
Victoria Szantyr	Tutor/Duggan	PT	\$25.00/hour	Non BOE	04/01/21
Tiffani Brophy	Classroom Assistant/Chase	PT	\$12.00/hour	UPSEU68	04/08/21
Stacey DosSantos	Classroom Assistant/Chase	PT	\$12.00/hour	UPSEU68	04/15/21
Jashleen Abreu Flores	Behavior Counselor/Crosby	FT	\$22.00/hour	Non BOE	04/12/21
Dana Digliani	Child Associate/Sprague	PT	\$22.00/hour	Non BOE	04/15/21
Patricia Frageau	Child Associate/Duggan	PT	\$22.00/hour	Non BOE	04/15/21

**ADJOURNMENT**

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Hernandez, it was voted unanimously to adjourn at 9:03 p.m.

ATTEST:   
 Carrie A. Swain, Clerk  
 Board of Education