

# Board of Education

## REGULAR MEETING

Thursday, February 18, 2021 – 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 at <https://youtu.be/weU4zi00Pfl>, or listened to via teleconference by calling 1-701-802-5303 with access code 7755337.*

*For information regarding agenda items please visit [www.waterbury.k12.ct.us/board](http://www.waterbury.k12.ct.us/board) and refer to the February 18, 2021 Meeting Agenda AND February 4, 2021 Workshop Agenda which will provide additional backup materials for agenda items.*

***If you wish to address the Board during the public portion of the meeting please call 1-701-802-5303 with access code 7755337 between 6:00 and 6:15 p.m. and provide your name, address, and phone number. You will then need to participate via the above teleconference call information at 6:30 p.m. The Board President will call upon you to address the Board during the public speaking portion of the meeting.***

## A G E N D A

### **1. Silent Prayer**

### **2. Pledge of Allegiance to the Flag**

### **3. Roll Call**

### **4. Communications**

- a) Email communications dated January 20, 2021 from the following regarding Agenda Item 10.1/MOU with Waterbury Police Department: Karolina Ksiazek, Lisa Anderson, Tashieka Omaria, Clancy Emanuel, Katherine Jones, Mikaila Gordon, Emma Martinez-Daniel, Joey Galante, Megan McCarthy, Tyler Wrenn, Celeste Gander, Jose Salinas, Robin Fierberg, Claire Olivier, Ireland Gilmore, Kyle Cleary.
- b) Email communications dated January 21, 2021 from the following regarding Agenda Item 10.1/MOU with Waterbury Police Department: Jasmine Walton, Maybeth Morales-Davis, Jared Tolbert, Nadia Jimenez-Jackson, Yasmine Harker, Christi Ollero, Veronica Tripodi, Alex Donald, Kristel Bedregal, Miranda Valerio, Franchesca Araujo, Bernadotte Sufka, Victoria Guardino, Dona Roci, Katie Taylor, Keren Cazary, Sara Aldarondo, Laura Cadavid, Kerone Walters, Desiree Parker, April Brown, Jamila Blair, Alicia Abbaspour, Gladi Suero, Christian Milian, Ishmyne Bhamra, Liz Keenan, Elizabeth Nearing, Jillian Valerio, Brianna Vincent, Kerri Mastrantuono, Laurel McCormack, Donald Streater, Judith Pickering, Teresa Wrenn, Katherine Montanez, Angela Clinton, K. Sarah Ostrach, Chynnia Piland, Tashieka Sangster, Jordan Carfino, Sumayah Abdulkarim, Lyne Charles, Robert Goodrich, Kacey Perkins, Thalia E. Palacios, Mollie Dananberg, Julio Olivencia, Isaiah Young, Rosalinda Virella, Janee Lennox, Samantha Jacques, Michaela Barratt, Daniel Valerio, Ana Cepin, Marco Frascione, Andrea Guevara.
- c) Email communications dated January 22, 2021 from the following regarding Agenda Item 10.1/MOU with Waterbury Police Department: Ameika King, Isabel Marchand, and Caroline Scanian.
- d) Email communication dated January 22, 2021 from Carol Meglio regarding return to school.
- e) Email communication dated January 22, 2021 from CABE regarding Policy Highlights.
- f) Email communicated dated January 23, 2021 from Maytae Harge regarding Agenda Item 10.1/MOU with Waterbury Police Department.
- g) Email communications dated January 24, 2021 from Elizabeth Mantz and Jerome James regarding Item 10.1/MOU with Waterbury Police Department.

- h) Email communication dated January 26, 2021 from Shannon Raider regarding Item 10.1/MOU with Waterbury Police Department.
- i) Email communication dated January 28, 2021 from Rebecca Pickering regarding Item 10.1/MOU with Waterbury Police Department.
- j) Copy of communication dated February 1, 2021 from Civil Service certifying Eddie Cabrera for the position of Maintainer II.
- k) Copy of communications dated February 4, 2021 from Civil Service certifying David Crenshaw, Edwin Garcia, Ian Zabbara, Michael Rosa, Troy Thompson, Jr., and Jason Douglas for the position of Maintainer I.
- l) Copy of communication dated February 5, 2021 from Civil Service certifying Paul Bouffard for the position of Food Service Driver.
- m) Email communication dated February 5, 2021 from CABA regarding Policy Highlights.
- n) Email communication dated February 8, 2021 from Eavan Flanagan regarding Agenda Item 10.1/MOU with Waterbury Police Department.

**5. *Public Addresses the Board*** (see instructions above) - All speakers are encouraged to submit prepared written statements to the Commissioners. Comments shall be limited to a maximum of five 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.

**6. *Superintendent's Announcements***

**7. *President's Comments***

**8. *Student Representatives' Comments***

**9. *Consent Calendar***

9.1 *Committee of the Whole:* Request approval of Amendment No. 1 to the Memorandum of Understanding (MOU) with the State Education Resource Center (SERC) for professional learning to support, promote, and develop racial equity in education.

9.2 *Committee on Finance:* Request approval of Amendment No. 1 to the Professional Services Agreement with Cormier Consulting, LLC for Teacher and Administrator Professional Development.

9.3 *Committee on Finance:* Request approval of Amendment No. 1 to the Professional Services Agreement with Teaching Strategies, LLC, to provide preschool curriculum, assessment material, and professional learning services.

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

**10. *Items removed from Consent Calendar***

**11. *Committee on Finance*** – Commissioner Orso

11.1 Request approval to transmit the proposed 2020-21 Department of Education's Budget request to the Mayor.

## **12. Superintendent's Notification to the Board**

### **12.1 Athletic appointments:**

Flammia, Peter – WCA Varsity Baseball Coach, effective 03/22/21.

Soucey, David – KHS Girls Basketball Coach, effective 02/02/2021.

### **12.2 Grant funded appointments:**

| <u>Name</u>          | <u>Position/Location</u>              |           | <u>Rate<br/>p/hour</u> | <u>Union</u> | <u>Effective</u> |
|----------------------|---------------------------------------|-----------|------------------------|--------------|------------------|
| Ruth DiLeone         | Secretary 2<br>Special Education      | Full Time | \$16.18                | SEIU3        | 01/28/21         |
| Cherry Terrero-Ortiz | Birth-to Three<br>Transition Coordin. | Full Time | \$22.00                | Non BOE      | 01/28/21         |
| Nathan Melchor       | Network Specialist<br>WSMS            | Full Time | \$19.48                | SEIU3        | 02/18/21         |
| Brian DiBella        | Network Specialist<br>NEMS            | Full Time | \$19.00                | SEIU3        | 02/18/21         |
| Evelynn Devin        | Parent Liaison<br>NEMS                | Full Time | \$15.12                | NonBOE       | 02/18/21         |

### **12.3 Rotella Magnet School's Virtual After-school Program, 2/2/21 through 4/15/21 (Tuesdays, Wednesdays, and Thursdays) from 3:35 pm to 5:00 pm:**

|                |                       |                          |
|----------------|-----------------------|--------------------------|
| Administrator: | Dana Wallace          | Robin Henry (sub)        |
| Teachers:      | Jessica Minty         | Monica Santovasi         |
|                | Angela Heidgerd       | Mary Monroe              |
|                | Stephanie Ciuffo      | Stefanie Porcaro         |
|                | Vanessa Greaney (sub) | Danielle Toussaint (sub) |
|                | Suzanne Dionne (sub)  |                          |

### **12.4 Commissioner's Network Appointments:**

| <u>NAME</u>         | <u>SCHOOL</u> | <u>TITLE</u>                           |
|---------------------|---------------|--|
| Bonner, Patience    | WMS           | ELA Lead Teacher/After-school Program  |
| Bosques, Julio      | WMS           | Content Coordinator EL                 |
| Bunko, Katherine    | WMS           | Communications Coordinator             |
| Demirali, Linda     | WMS           | Content Coordinator SPED               |
| Desiderio, Jennifer | WMS           | Math Lead Teacher/After-school Program |
| Farley, Amanda      | WMS           | ELA Teacher/After-school Program       |
| Iannantuoni, Jolee  | WMS           | ELA Teacher/After-school Program       |
| Minton, Anna        | WMS           | Communications Coordinator             |
| Quinlan, Stacey     | WMS           | School Leadership Team                 |
| Stotler, Natasha    | WMS           | ELA Teacher/After-school Program       |
|                     |               |  |
| Terenzi, Tim        | WMS           | We Are Wallace Mentors – 1 mentee      |
| Jannetty, Dana      | WMS           | We Are Wallace Mentors – 2 mentee      |
| Lounsbury, Alan     | WMS           | We Are Wallace Mentors – 1 mentee      |

|                       |     |                                   |
|-----------------------|-----|-----------------------------------|
| Thayer, Aaron         | WMS | We Are Wallace Mentors – 1 mentee |
| Pelosi, Emily         | WMS | We Are Wallace Mentors – 3 mentee |
| Mucciacciaro, Kathryn | WMS | We Are Wallace Mentors – 2 mentee |
| Banks, Melissa        | WMS | We Are Wallace Mentors – 2 mentee |
| Iannantuoni, Jolee    | WMS | We Are Wallace Mentors – 2 mentee |
| Zupperoli, Robert     | WMS | We Are Wallace Mentors – 1 mentee |
| Demirs, Matt          | WMS | We Are Wallace Mentors – 1 mentee |

12.5 Extended School Hours (ESH) appointments:

| <u>SCHOOL</u> | <u>LAST NAME</u> | <u>FIRST</u> | <u>ASSIGNMENT</u>             |
|---------------|------------------|--------------|-------------------------------|
| Bucks Hill    | Brunelli         | Teri         | Secretary                     |
|               | Comeau           | Elizabeth    | Teacher                       |
|               | Jimenez          | Maria        | Administrator                 |
|               | Montes De Oca    | Delmaliz     | Teacher                       |
|               | O'Donnell        | Jennifer     | Teacher                       |
|               | Rizzo            | Lisa         | Reading Specialist            |
|               | Santiago         | Koulla       | ESL Teacher                   |
|               | Swain            | Erica        | Para                          |
|               | Wheeler          | Kristen      | Substitute Teacher            |
|               | Zuniga-Cacho     | Lurbin       | Para                          |
| Bunker Hill   | Barbieri         | Amber        | Teacher                       |
|               | Cruess           | Steven       | Lead Teacher                  |
|               | Gay              | Rebecca      | Teacher                       |
|               | Hargrave         | Phil         | Teacher                       |
|               | Lance            | Michelle     | Teacher                       |
|               | Mahan            | Eileen       | Teacher                       |
|               | Stango           | Melissa      | Substitute Teacher            |
|               | Virdee           | Robin        | Teacher                       |
| Carrington    | Boivin           | Rachel       | Substitute Teacher            |
|               | Conway           | Jaimie       | Secretary                     |
|               | Gwiazdoski       | Kristen      | Administrator (split with KR) |
|               | Napp             | Nicholas     | Building Sub                  |
|               | Renna            | Karen        | Administrator (split with KG) |
|               | Riggi            | Lori         | Teacher                       |
| Chase         | Arroyo           | Ivet         | Substitute Para               |
|               | Caldarella       | Lorri        | Teacher                       |
|               | Campagna         | Amanda       | Teacher                       |
|               | Cianfagna        | Traci        | Teacher                       |
|               | Del Moral        | Denise       | Para                          |
|               | DiGiovancarlo    | Krista       | Secretary                     |
|               | Eldridge         | Lori         | Admin./Lead Teacher           |
|               | Evans-Foster     | Shernett     | Sub. Admin./Lead Teacher      |
|               | Galvin           | Dina         | Substitute Teacher            |
|               | Gonzalez         | Stephanie    | Teacher                       |



|           |                 |           |                            |
|-----------|-----------------|-----------|----------------------------|
|           | Grossman        | Melissa   | Substitute Para            |
|           | Lopez           | Marlene   | Para                       |
|           | Mancuso         | Abby      | Teacher                    |
|           | Matthews        | Steven    | Substitute Teacher         |
|           | McCue           | Erin      | Teacher                    |
|           | McKenna         | Eibhilin  | Teacher                    |
|           | Rinaldi         | Nicole    | Substitute Teacher         |
|           | Turner          | Gina      | Para                       |
| Driggs    | Abarzua         | Lauren    | Teacher                    |
|           | Albino          | Christine | Teacher                    |
|           | Atkinson        | Jennifer  | Secretary                  |
|           | Bartoletti      | Heather   | Teacher                    |
|           | Dorso           | Marissa   | Substitute Teacher         |
|           | Gomez           | Bridgett  | Substitute Administrator   |
|           | Gomez           | Bridgette | Substitute Teacher         |
|           | Ijomah          | Kathryn   | Teacher                    |
|           | Pastore-Quesada | Paula     | Substitute Teacher         |
|           | Pinho           | Kelly     | Administrator              |
|           | Proulx          | Sarah     | Substitute Teacher         |
| Duggan    | Auen            | Amanda    | Teacher                    |
|           | Conlan          | Taylor    | Teacher                    |
|           | Ferrare         | Patricia  | Teacher                    |
|           | Johnson         | Dominique | Secretary                  |
|           | McCasland       | Maureen   | Teacher                    |
|           | Pelletier       | Alison    | Substitute Teacher         |
|           | Sanzari         | Dina      | Administrator              |
|           | St. Pierre      | Theodora  | Parent Liaison             |
|           | Tzepos          | Ioulia    | Substitute Teacher         |
| Generali  | DellaCamera     | Ashley    | Teacher                    |
|           | Mangino         | Maria     | Substitute Teacher         |
|           | Nadolny         | Karen     | Teacher                    |
|           | Neibel          | Amy       | Teacher                    |
|           | Pelletier       | Rosann    | Substitute Teacher         |
|           | Poulter         | Dennis    | Teacher                    |
|           | Rhinesmith      | Wendy     | Teacher                    |
|           | Rock            | Stefanie  | Administrator              |
|           | Sodano          | Gina      | Teacher                    |
| Gilmartin | Dwyer           | Catherine | Teacher                    |
|           | Fenn            | Myra      | Substitute Teacher         |
|           | Garafola        | Denise    | Para                       |
|           | Moore           | Christina | Lead Teacher/Administrator |
|           | Rose            | Mary      | Secretary                  |
|           | Trudeau         | Lorraine  | Teacher                    |
| Reed      | Dunn            | Brittany  | Administrator              |
|           | Galanos         | Eleni     | Substitute Teacher         |

|                          |             |            |                           |
|--------------------------|-------------|------------|---------------------------|
|                          | Grant       | Natalie    | Teacher                   |
|                          | Martinez    | Latasha    | Assistant/Enrichment      |
|                          | Rogers      | Kimberly   | Teacher                   |
|                          | Shampang    | Marie      | Teacher                   |
|                          | Valletta    | Kimberly   | Teacher                   |
|                          | Poulter     | Patty      | Parent Liaison            |
|                          | Swartz      | Elizabeth  | Teacher                   |
|                          | Wojtunik    | Katilynn   | Substitute Teacher        |
| Sprague                  | Bakewell    | Diane      | Administrator             |
|                          | Ferrao      | Marlene    | Para                      |
|                          | Katrenya    | Kim        | Teacher                   |
|                          | Minnis      | Natasha    | Para                      |
|                          | Newman      | Suzanne    | Teacher                   |
| Tinker                   | Beemer      | Maura      | Teacher                   |
|                          | DeFeo       | Sharon     | Teacher                   |
|                          | Sagendorf   | Janet      | Teacher                   |
| WMS/<br>Academic Academy | Abuhamed    | Hoda       | Substitute Teacher        |
|                          | Coughlin    | Timothy    | Lead Teacher              |
|                          | Farley      | Amanda     | Substitute Teacher        |
|                          | Gluz        | Debra      | Substitute Teacher        |
|                          | Haynes      | Oddette    | Secretary                 |
|                          | Hill        | Elaine     | Teacher                   |
|                          | Iannantuoni | Jolee      | Substitute Teacher        |
|                          | Minton      | Anna       | Teacher                   |
|                          | Zareck      | Corrin     | Substitute Teacher        |
| Walsh                    | Bilbrough   | Allyson    | Lead Teacher              |
|                          | Eagan       | Karen      | Secretary                 |
|                          | Lubus       | Nicole     | Substitute Teacher        |
|                          | Natoli      | Jane       | Teacher                   |
|                          | Pawson      | Erika      | Teacher/Sub. Lead Teacher |
| Washington               | Bochicchio  | Judith     | Substitute Para           |
|                          | Cocchiola   | Kaitlyn    | Para                      |
|                          | Corbo       | Cherie     | Substitute Teacher        |
|                          | Fitzgerald  | Kris       | Clerical                  |
|                          | Lanouette   | Jay        | Substitute Teacher        |
|                          | Levasseur   | Justine    | Teacher                   |
|                          | Rua         | Stephanie  | Teacher                   |
|                          | Santos      | Melanie    | Para                      |
|                          | Sullivan    | Mariannina | Substitute Teacher        |
| W. Cross                 | Knapp       | Kelly      | Teacher                   |
|                          | MacDuff     | Molly      | Teacher                   |
|                          | Ponte       | Debra      | Administrator             |
|                          | Rocco       | Margaret   | Parent Liaison            |
| Wilson                   | Coelho      | Dana       | Lead Administrator        |

|  |         |          |                             |
|--|---------|----------|-----------------------------|
|  | Guisti  | Noelia   | Secretary                   |
|  | Orsatti | Donna    | Para/Administrative support |
|  | Shaffer | Andrea   | Teacher                     |
|  | Vargas  | Shirelle | Teacher                     |
|  | Viegas  | Stacy    | Teacher                     |
|  | Vinca   | Valmira  | Para                        |

12.6 21st Century Grant After-school Appointments effective 01/04/21, salary according to contract:

|  |  |
|--|--|
| <b><i>Carrington Elementary (Grades 6-8)</i></b>   | <b><i>Driggs Elementary (Grades 3-5)</i></b>     |
| Melissa Thompson Admin                             | Justine Kuncas                                   |
| Karen Renna Admin                                  | Carmen Rijos                                     |
| Justin Froese                                      | Jillian Menzies                                  |
| Marissa Calabro                                    | Nicole Rodrigues                                 |
| Linda Ligi   | Lucy Sheetz                                      |
| Jos Gagnon (sub)                                   | Lauren Abarzua                                   |
|  | Hailey Marquis                                   |
| <b><i>Duggan Elementary (Grade 6-8)</i></b>        | Wesley Katrenya                                  |
| Melissa DiGiovanni Admin                           | Brianne Modeen                                   |
| Carla Fidanza Admin                                |  |
| Cara Files   | <b><i>Gilmartin Elementary ( Grades 6-8)</i></b> |
| David Lucian                                       | Amy Petruzzi- Admin                              |
| Joseph Perrucci                                    | Laura Curley-Colon Admin                         |
| Michele Brittingham                                | Brenda Falcone                                   |
| Rachel Donahue                                     | Catherine Dwyer                                  |
| Ioulia Tzepos (sub)                                | Christine Taylor-Braxton                         |
| Courtney Peters (sub)                              | Lisa Klem  |
|  | Jennifer Whipple                                 |
| <b><i>North End Middle School (Grades 6-8)</i></b> | Kelly Marcal                                     |
| Jennifer Rosa - Admin                              | Myra Fenn  |
| Lucille Rivera Admin                               | Tricia Meaney                                    |
| Adriana Terenzi - Admin                            | Tim Terenzi                                      |
| Mary Colgan  |  |
| Rocco Guerrera                                     | <b><i>Reed Elementary (Grades 6-8)</i></b>       |
| Elizabeth Frank                                    | Diurca Tomasella Admin                           |
| Kara Poulter                                       | Brittany Dunn Admin                              |
| Ray Santovasi                                      | Jessica Boratko                                  |
| Anthony Della Calce                                | Kathryn Bolduc                                   |
| Wesley Katrenya                                    | Nataine Grant                                    |
| Kelly Munoz  | Eleni Galanos                                    |
| Adriana Terenzi                                    | Melissa Steffero                                 |
|  |  |
| <b><i>Regan Elementary ( Grades 2-5)</i></b>       | <b><i>Walsh Elementary ( Grades 3-5)</i></b>     |
| Angela Razza Admin                                 | Andre Foote                                      |
| Maria Milo Admin                                   | Joanne Maldonado                                 |
| Alana DeFazio                                      | Patricia Justs                                   |
| Stacy Cipriano                                     | Jennifer Lillian                                 |

|                               |              |
|-------------------------------|--------------|
| Nikole Tyrrell                | Nicole Lubus |
| Alexander Welch               |              |
| Lindsay Chiucarello           |              |
|                               |              |
| <b>Washington Grades 3-5)</b> |              |
| Carli Carpentieri - Admin     |              |
| Marianne Sullivan- Admin      |              |
| Emily Byron                   |              |
| Greg Homewood                 |              |
| Colleen Langan                |              |
| Shannon Colby                 |              |
| Cherie Corbo                  |              |
| Marianne Sullivan             |              |
| Justine LeVasseur-Burke (sub) |              |

12.7 State Department of Education After School Program Grant appointments effective 01/04/21, salary according to contract:

|  |   |
|--|---|
| <b>Duggan (Grades 2-5)</b>                   | <b>Hopeville (Grades 3-5)</b>             |
| Shea Moriarty Admin                          | Erika Lanza Admin                         |
| Cassandra Salemme Admin                      | Maria Alicia Azar Admin                   |
| Jennifer D'Alessio Admin                     | Gina Paternostro                          |
| Susan Field                                  | Mark Mancini                              |
| Frances Finkenzeller                         | Jason Mastrianni                          |
| Karen Gaudiosi-Angurio                       | Michelle Callahan (sub)                   |
| Richard Hart                                 | Nilsa Garcia (sub)                        |
| Courtney Peters (sub)                        |   |
| Ioulia Tzepos (sub)                          | <b>Tinker (Grades 2-5)</b>                |
| Taylor Conlon (sub)                          | Imani Jones Admin                         |
| Charlene Brown (sub)                         | Danielle Gannon Admin                     |
|  | Michele Parks                             |
| <b>Kingsbury (Grades 3-5)</b>                | Edith Brown                               |
| Margaruite Pesce Admin                       | McKenzie Abraham                          |
| Bret Bisaillon                               | Marissa Paglia                            |
| Brian Larkin                                 |   |
| Claire Hamel                                 | <b>Wallace Middle School (Grades 6-8)</b> |
| Liley Lombardo                               | Marcy Pogodzienski- Admin                 |
| Abigail Radzimirski                          | Timothy Terenzi                           |
|  | Robin Davitt                              |
| <b>West Side Middle School ( Grades 6-8)</b> | Kelly McCorry                             |
| Rosalyn Glass Admin                          | Corrin Zareck                             |
| Heather Brown Admin                          | Kathryn Mucciacciaro                      |
| Gustavo Oliveira                             | Kathrine Bunko ( sub)                     |
| Alberto Rodriguez                            | Jolee Iannantuoni(sub)                    |
| Laurie Scurso                                | Natasha Stotler (sub)                     |
| Nicholaus Patnaude (sub)                     |   |
|  |   |
| <b>Wilson Elementary ( Grades 3-5)</b>       |   |

|                       |  |
|-----------------------|--|
| Jennifer Rosser Admin |  |
| Dana Coelho – Admin   |  |
| Tara Healey           |  |
| Katie Feest           |  |
| Jaime Donhue          |  |
| Andrea Schaffer (sub) |  |

12.8 Teacher transfers:

Webb, George – from WCA Guidance Counselor to WSMS SEL Counselor, effective 02/11/21.

12.9 Retirements:

DeCarlo, Ann Marie – Bucks Hill PreK, effective 06/30/21.

Delaney, Kathy – Carrington Special Education, effective 08/31/21.

George, Laurie R. – WMS Speech Language Pathologist, effective 02/28/21.

Rochon, Howard III – Bunker Hill Grade 2, effective 06/30/21.

Warhola, Gayle – WSMS Special Education, effective 03/19/21.

12.10 Resignations:

Norman, Khadijah – RMS/MMS School Psychologist, effective 03/07/21.

**13. Unfinished Business of Preceding Meeting Only**

**14. Other Unfinished, New, and Miscellaneous Business**

**15. Executive Session** for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.

**16. Adjournment**

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **COMMITTEE OF THE WHOLE**

Item #9.1

February 18, 2021

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Committee of the Whole recommends the Waterbury Board of Education approve Amendment No. 1 to the Memorandum of Understanding (MOU) with the State Education Resource Center (SERC) for professional learning to support, promote, and develop racial equity in education.

Approved

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Karen E. Harvey

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **COMMITTEE ON FINANCE**

Item #9.2

February 18, 2021

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Committee on Finance recommends the Waterbury Board of Education approve Amendment No. 1 to the Professional Services Agreement with Cormier Consulting, LLC for Teacher and Administrator Professional Development.

Approved:

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Rocco F. Orso

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **COMMITTEE ON FINANCE**

Item #9.3

February 18, 2021

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Committee on Finance recommends the Waterbury Board of Education approve Amendment No. 1 to the Professional Services Agreement with Teaching Strategies, LLC, to provide preschool curriculum, assessment material, and professional learning services.

Approved:

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Rocco F. Orso



# BOARD OF EDUCATION

*Waterbury, Connecticut*

## COMMITTEE ON BUILDING AND SCHOOL FACILITIES

Item #9.4

February 18, 2021

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Committee on Building and School Facilities recommends the Waterbury Board of Education approve the use of school facilities, at no charge, by the following groups and organizations, subject to fees and insurance as required:

| <b>GROUP</b>                          | <b>FACILITIES AND DATES/TIMES</b>   |
|---------------------------------------|---|
| East Mt. Sports<br>Rich Godsil, Pres. | Rotella lobby: Thursdays, February 11 & 18, 5:00 – 7:30 p.m.<br>(Sign-up for baseball)      |
| **Devon Dzicek<br>Girls Scouts        | WSMS Parking Lot: Saturday, February 27, 7:00 a.m. – 3:00 p.m.<br>(Girl Scout Cookie Depot) |

Approved:

\_\_\_\_\_  
Ann M. Sweeney

## DEPARTMENT OF EDUCATION - WATERBURY, CONNECTICUT

SCHOOL BUSINESS OFFICE  
236 GRAND ST., WATERBURY, CT 06702

CONTRACT#

USE OF BUILDING PERMIT  
TYPE OR USE PEN AND PRESS FIRMLY

APPLICANT Devon Dzicek NAME OF ORGANIZATION GIRL SCOUTS OF CT  
 ADDRESS 20 Washington Ave North Haven Ct 06473 TELEPHONE # 203-757-1340 x3339  
 (street) (city) (state) (zip code)  
 SCHOOL REQUESTED West Side Middle DATES Saturday 2/27/21 ROOM(S) parking lot only  
 OPENING TIME 7AM CLOSING TIME 3PM PURPOSE girl scout cookie depot  
 ADMISSION (if any) n/a CHARGE TO BE DEVOTED TO n/a  
 APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 130 CHILDREN 0  
 SIGNATURE OF APPLICANT Devon Dzicek DATE 2/4/2021  
 PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION:

In the event that the Board of Education should need to resort to legal proceedings to collect any outstanding balances, the lessee is responsible for any and all attorney's fees, sheriff's fees and court costs associated with said proceedings. DD (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: \_\_\_\_\_  
 RENTAL FEES: n/a  
 MISCELLANEOUS FEES: \_\_\_\_\_

SECURITY DEPOSIT \$ \_\_\_\_\_ INSURANCE COVERAGE \_\_\_\_\_ YES \_\_\_\_\_ NO

## PLEASE READ THE FOLLOWING CAREFULLY

APPLICATION MUST BE RECEIVED AT LEAST THREE (3) WEEKS PRIOR TO THE ACTIVITY.

A COPY OF YOUR INSURANCE MUST ACCOMPANY YOUR APPLICATION ( IF APPLICABLE)

IF SCHOOL IS CANCELLED FOR SNOW OR ANY OTHER REASON - ALL ACTIVITIES ARE CANCELLED ALSO.

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

CANCELLATIONS MUST BE MADE AT LEAST 48 HOURS IN ADVANCE OR YOU WILL BE CHARGED.

POLICE AND FIRE PROTECTION MUST BE ARRANGED AND/OR CANCELLED BY THE RENTER. PLEASE CALL EACH DEPARTMENT FOR INFORMATION. POLICE DEPT. 574-6963 FIRE DEPT. 597-3452

CALL THE SCHOOL CUSTODIAN AT LEAST ONE WEEK PRIOR TO YOUR ACTIVITY FOR ANY ARRANGEMENTS RE: PA SYSTEM, LIGHTING, ETC. (FOR WHICH THERE WILL BE AN EXTRA CHARGE).

KITCHEN FACILITIES CAN NOT BE USED BY GROUPS WITHOUT SUPERVISION - PLEASE CALL THE FOOD SERVICE DEPT. AT 574-8210 TO ARRANGE FOR A FOOD SERVICE PERSON (FOR WHICH THERE WILL BE AN EXTRA CHARGE)

PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

IT IS AGREED THAT REGULATIONS ADOPTED BY THE BOARD OF EDUCATION FOR USE OF SCHOOL BUILDINGS WILL BE RIGIDLY ENFORCED.

APPROVAL DATE \_\_\_\_\_ SCHOOL BUSINESS OFFICE

CHECKS OR MONEY ORDERS FOR FEES SHOULD BE MADE OUT TO THE BOARD OF EDUCATION AND MAILED TO THE SCHOOL BUSINESS OFFICE. NO CASH WILL BE ACCEPTED.

White-Permittee

Goldenrod-School Business Office

Pink-Principal

Blue-Custodian

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **COMMITTEE ON FINANCE**

Item #11.1

February 18, 2021

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Finance, the Board of Education authorizes the Superintendent of Schools to transmit the 2021-2022 Department of Education's budget request in the amount of \$162,275,000, and working towards a reduction of \$3,900,000 to total \$158,375,000.00, to the Mayor.

Approved:

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Rocco F. Orso

# Education Department

## 2021-2022 Proposed Budget Summary

|   | Expenditures<br>2019-2020 | Approved Budget<br>2020-2021 | Proposed Budget<br>2021-2022 | Inc/Dec            |
|---|---------------------------|------------------------------|------------------------------|--------------------|
| Salaries  | \$109,040,611             | \$142,252,468                | \$142,972,022                | \$719,554          |
| Health Benefits Expense                         | \$4,073,112               | \$6,094,800                  | \$8,094,800                  | \$2,000,000        |
| Instructional Expense                           | \$2,099,725               | \$2,488,840                  | \$2,446,840                  | (\$42,000)         |
| Purchased Services Expense                      | \$25,215,809              | \$29,428,006                 | \$29,969,185                 | \$541,179          |
| Property Expense                                | \$10,327,838              | \$8,595,607                  | \$8,459,060                  | (\$136,547)        |
| Miscellaneous Expense                           | \$7,610,405               | \$265,200                    | \$265,200                    | \$0                |
| New Items                                       | \$0                       | \$317,860                    | \$1,574,720                  | \$1,256,860        |
| <b>Gross Budget Proposal</b>                    | <b>\$158,367,500</b>      | <b>\$189,442,782</b>         | <b>\$193,781,827</b>         | <b>\$4,339,045</b> |
| Alliance Year 9                                 |                           | (\$23,442,782)               | \$0                          | \$23,442,782       |
| Alliance Year 9 Adjustment                      |                           | (\$4,000,000)                | \$0                          | \$4,000,000        |
| Alliance Reform & Non Reform Year 10 Assumption |                           |                              | (\$27,881,827)               | (\$27,881,827)     |
| General Fund 2016-2017 Surplus                  |                           | (\$450,000)                  | (\$450,000)                  | \$0                |
| General Fund 2015-2016 Surplus                  |                           | (\$1,000,000)                | (\$1,000,000)                | \$0                |
| General Fund 2014-2015 Surplus                  |                           | (\$1,000,000)                | (\$1,000,000)                | \$0                |
| City Non Lapsing Account                        |                           | (\$500,000)                  | (\$500,000)                  | \$0                |
| Contingency Surplus                             |                           | (\$675,000)                  | (\$675,000)                  | \$0                |
| <b>New Budget Proposal</b>                      | <b>\$158,367,500</b>      | <b>\$158,375,000</b>         | <b>\$162,275,000</b>         | <b>\$3,900,000</b> |

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

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

Item #12.1

February 18, 2021

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following athletic appointments:

Flammia, Peter – WCA Varsity Baseball Coach, effective 03/22/21.  
Soucey, David – KHS Girls Basketball Coach, effective 02/02/21.

Respectfully submitted,

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Dr. Verna D. Ruffin  
Superintendent of Schools

# BOARD OF EDUCATION

*Waterbury, Connecticut*

## SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #12.2

February 18, 2021

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following grant funded appointments:

| <u>Name</u>          | <u>Position/Location</u>              |           | <u>Rate</u><br><u>p/hour</u> | <u>Union</u> | <u>Effective</u> |
|----------------------|---------------------------------------|-----------|------------------------------|--------------|------------------|
| Ruth DiLeone         | Secretary 2<br>Special Education      | Full Time | \$16.18                      | SEIU3        | 01/28/21         |
| Cherry Terrero-Ortiz | Birth-to Three<br>Transition Coordin. | Full Time | \$22.00                      | Non BOE      | 01/28/21         |
| Nathan Melchor       | Network Specialist<br>WSMS            | Full Time | \$19.48                      | SEIU3        | 02/18/21         |
| Brian DiBella        | Network Specialist<br>NEMS            | Full Time | \$19.00                      | SEIU3        | 02/18/21         |
| Evelynn Devin        | Parent Liaison<br>NEMS                | Full Time | \$15.12                      | NonBOE       | 02/18/21         |

Respectfully submitted,

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Dr. Verna D. Ruffin  
Superintendent of Schools

# BOARD OF EDUCATION

*Waterbury, Connecticut*

## SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #12.3

February 18, 2021

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following Rotella Magnet School's Virtual After-school Program, 2/2/21 through 4/15/21 (Tuesdays, Wednesdays, and Thursdays) from 3:35 pm to 5:00 pm:

|                |                       |                          |
|----------------|-----------------------|--------------------------|
| Administrator: | Dana Wallace          | Robin Henry (sub)        |
| Teachers:      | Jessica Minty         | Monica Santovasi         |
|                | Angela Heidgerd       | Mary Monroe              |
|                | Stephanie Ciuffo      | Stefanie Porcaro         |
|                | Vanessa Greaney (sub) | Danielle Toussaint (sub) |
|                | Suzanne Dionne (sub)  |                          |

Respectfully submitted,

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Dr. Verna D. Ruffin  
Superintendent of Schools

# BOARD OF EDUCATION

*Waterbury, Connecticut*

## SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #12.4

February 18, 2021

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following  
Commissioner's Network Appointments:

| <u>NAME</u>           | <u>SCHOOL</u> | <u>TITLE</u>                           |
|-----------------------|---------------|--|
| Bonner, Patience      | WMS           | ELA Lead Teacher/After-school Program  |
| Bosques, Julio        | WMS           | Content Coordinator EL                 |
| Bunko, Katherine      | WMS           | Communications Coordinator             |
| Demirali, Linda       | WMS           | Content Coordinator SPED               |
| Desiderio, Jennifer   | WMS           | Math Lead Teacher/After-school Program |
| Farley, Amanda        | WMS           | ELA Teacher/After-school Program       |
| Iannantuoni, Jolee    | WMS           | ELA Teacher/After-school Program       |
| Minton, Anna          | WMS           | Communications Coordinator             |
| Quinlan, Stacey       | WMS           | School Leadership Team                 |
| Stotler, Natasha      | WMS           | ELA Teacher/After-school Program       |
|                       |               |  |
| Terenzi, Tim          | WMS           | We Are Wallace Mentors – 1 mentee      |
| Jannetty, Dana        | WMS           | We Are Wallace Mentors – 2 mentee      |
| Lounsbury, Alan       | WMS           | We Are Wallace Mentors – 1 mentee      |
| Thayer, Aaron         | WMS           | We Are Wallace Mentors – 1 mentee      |
| Pelosi, Emily         | WMS           | We Are Wallace Mentors – 3 mentee      |
| Mucciacciaro, Kathryn | WMS           | We Are Wallace Mentors – 2 mentee      |
| Banks, Melissa        | WMS           | We Are Wallace Mentors – 2 mentee      |
| Iannantuoni, Jolee    | WMS           | We Are Wallace Mentors – 2 mentee      |
| Zupperoli, Robert     | WMS           | We Are Wallace Mentors – 1 mentee      |
| Demirs, Matt          | WMS           | We Are Wallace Mentors – 1 mentee      |

Respectfully submitted,

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Dr. Verna D. Ruffin  
Superintendent of Schools



# BOARD OF EDUCATION

*Waterbury, Connecticut*

## SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #12.5

February 18, 2021

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following Extended School Hours (ESH) appointments:

| <u>SCHOOL</u> | <u>LAST NAME</u> | <u>FIRST</u> | <u>ASSIGNMENT</u>             |
|---------------|------------------|--------------|-------------------------------|
| Bucks Hill    | Brunelli         | Teri         | Secretary                     |
|               | Comeau           | Elizabeth    | Teacher                       |
|               | Jimenez          | Maria        | Administrator                 |
|               | Montes De Oca    | Delmaliz     | Teacher                       |
|               | O'Donnell        | Jennifer     | Teacher                       |
|               | Rizzo            | Lisa         | Reading Specialist            |
|               | Santiago         | Koulla       | ESL Teacher                   |
|               | Swain            | Erica        | Para                          |
|               | Wheeler          | Kristen      | Substitute Teacher            |
|               | Zuniga-Cacho     | Lurbin       | Para                          |
| Bunker Hill   | Barbieri         | Amber        | Teacher                       |
|               | Cruess           | Steven       | Lead Teacher                  |
|               | Gay              | Rebecca      | Teacher                       |
|               | Hargrave         | Phil         | Teacher                       |
|               | Lance            | Michelle     | Teacher                       |
|               | Mahan            | Eileen       | Teacher                       |
|               | Stango           | Melissa      | Substitute Teacher            |
|               | Virdee           | Robin        | Teacher                       |
| Carrington    | Boivin           | Rachel       | Substitute Teacher            |
|               | Conway           | Jaimie       | Secretary                     |
|               | Gwiazdoski       | Kristen      | Administrator (split with KR) |
|               | Napp             | Nicholas     | Building Sub                  |
|               | Renna            | Karen        | Administrator (split with KG) |
|               | Riggi            | Lori         | Teacher                       |
| Chase         | Arroyo           | Ivet         | Substitute Para               |
|               | Caldarella       | Lorri        | Teacher                       |
|               | Campagna         | Amanda       | Teacher                       |
|               | Cianfagna        | Traci        | Teacher                       |
|               | Del Moral        | Denise       | Para                          |
|               | DiGiovancarlo    | Krista       | Secretary                     |
|               | Eldridge         | Lori         | Admin./Lead Teacher           |
|               | Evans-Foster     | Shernett     | Sub. Admin./Lead Teacher      |
|               | Galvin           | Dina         | Substitute Teacher            |
|               | Gonzalez         | Stephanie    | Teacher                       |
|               | Grossman         | Melissa      | Substitute Para               |

|           |                 |           |                            |
|-----------|-----------------|-----------|----------------------------|
|           | Lopez           | Marlene   | Para                       |
|           | Mancuso         | Abby      | Teacher                    |
|           | Matthews        | Steven    | Substitute Teacher         |
|           | McCue           | Erin      | Teacher                    |
|           | McKenna         | Eibhilin  | Teacher                    |
|           | Rinaldi         | Nicole    | Substitute Teacher         |
|           | Turner          | Gina      | Para                       |
| Driggs    | Abarzua         | Lauren    | Teacher                    |
|           | Albino          | Christine | Teacher                    |
|           | Atkinson        | Jennifer  | Secretary                  |
|           | Bartoletti      | Heather   | Teacher                    |
|           | Dorso           | Marissa   | Substitute Teacher         |
|           | Gomez           | Bridgett  | Substitute Administrator   |
|           | Gomez           | Bridgette | Substitute Teacher         |
|           | Ijomah          | Kathryn   | Teacher                    |
|           | Pastore-Quesada | Paula     | Substitute Teacher         |
|           | Pinho           | Kelly     | Administrator              |
|           | Proulx          | Sarah     | Substitute Teacher         |
| Duggan    | Auen            | Amanda    | Teacher                    |
|           | Conlan          | Taylor    | Teacher                    |
|           | Ferrare         | Patricia  | Teacher                    |
|           | Johnson         | Dominque  | Secretary                  |
|           | McCasland       | Maureen   | Teacher                    |
|           | Pelletier       | Alison    | Substitute Teacher         |
|           | Sanzari         | Dina      | Administrator              |
|           | St. Pierre      | Theodora  | Parent Liaison             |
|           | Tzepos          | Ioulia    | Substitute Teacher         |
| Generali  | DellaCamera     | Ashley    | Teacher                    |
|           | Mangino         | Maria     | Substitute Teacher         |
|           | Nadolny         | Karen     | Teacher                    |
|           | Neibel          | Amy       | Teacher                    |
|           | Pelletier       | Rosann    | Substitute Teacher         |
|           | Poulter         | Dennis    | Teacher                    |
|           | Rhinesmith      | Wendy     | Teacher                    |
|           | Rock            | Stefanie  | Administrator              |
|           | Sodano          | Gina      | Teacher                    |
| Gilmartin | Dwyer           | Catherine | Teacher                    |
|           | Fenn            | Myra      | Substitute Teacher         |
|           | Garafola        | Denise    | Para                       |
|           | Moore           | Christina | Lead Teacher/Administrator |
|           | Rose            | Mary      | Secretary                  |
|           | Trudeau         | Lorraine  | Teacher                    |
| Reed      | Dunn            | Brittany  | Administrator              |
|           | Galanos         | Eleni     | Substitute Teacher         |
|           | Grant           | Natalie   | Teacher                    |
|           | Martinez        | Latasha   | Assistant/Enrichment       |
|           | Rogers          | Kimberly  | Teacher                    |
|           | Shampang        | Marie     | Teacher                    |
|           | Valletta        | Kimberly  | Teacher                    |
|           | Poulter         | Patty     | Parent Liaison             |
|           | Swartz          | Elizabeth | Teacher                    |
|           | Wojtunik        | Katilynn  | Substitute Teacher         |

|                          |             |            |                             |
|--------------------------|-------------|------------|-----------------------------|
| Sprague                  | Bakewell    | Diane      | Administrator               |
|                          | Ferrao      | Marlene    | Para                        |
|                          | Katrenya    | Kim        | Teacher                     |
|                          | Minnis      | Natasha    | Para                        |
|                          | Newman      | Suzanne    | Teacher                     |
| Tinker                   | Beemer      | Maura      | Teacher                     |
|                          | DeFeo       | Sharon     | Teacher                     |
|                          | Sagendorf   | Janet      | Teacher                     |
| WMS/<br>Academic Academy | Abuhamed    | Hoda       | Substitute Teacher          |
|                          | Coughlin    | Timothy    | Lead Teacher                |
|                          | Farley      | Amanda     | Substitute Teacher          |
|                          | Gluz        | Debra      | Substitute Teacher          |
|                          | Haynes      | Oddette    | Secretary                   |
|                          | Hill        | Elaine     | Teacher                     |
|                          | Iannantuoni | Jolee      | Substitute Teacher          |
|                          | Minton      | Anna       | Teacher                     |
|                          | Zareck      | Corrin     | Substitute Teacher          |
| Walsh                    | Bilbrough   | Allyson    | Lead Teacher                |
|                          | Eagan       | Karen      | Secretary                   |
|                          | Lubus       | Nicole     | Substitute Teacher          |
|                          | Natoli      | Jane       | Teacher                     |
|                          | Pawson      | Erika      | Teacher/Sub. Lead Teacher   |
| Washington               | Bochicchio  | Judith     | Substitute Para             |
|                          | Cocchiola   | Kaitlyn    | Para                        |
|                          | Corbo       | Cherie     | Substitute Teacher          |
|                          | Fitzgerald  | Kris       | Clerical                    |
|                          | Lanouette   | Jay        | Substitute Teacher          |
|                          | Levasseur   | Justine    | Teacher                     |
|                          | Rua         | Stephanie  | Teacher                     |
|                          | Santos      | Melanie    | Para                        |
|                          | Sullivan    | Mariannina | Substitute Teacher          |
| W. Cross                 | Knapp       | Kelly      | Teacher                     |
|                          | MacDuff     | Molly      | Teacher                     |
|                          | Ponte       | Debra      | Administrator               |
|                          | Rocco       | Margaret   | Parent Liaison              |
| Wilson                   | Coelho      | Dana       | Lead Administrator          |
|                          | Guisti      | Noelia     | Secretary                   |
|                          | Orsatti     | Donna      | Para/Administrative support |
|                          | Shaffer     | Andrea     | Teacher                     |
|                          | Vargas      | Shirelle   | Teacher                     |
|                          | Viegas      | Stacy      | Teacher                     |
|                          | Vinca       | Valmira    | Para                        |

Respectfully submitted,

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Dr. Verna D. Ruffin  
Superintendent of Schools

# BOARD OF EDUCATION

*Waterbury, Connecticut*

## SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #12.6

February 18, 2021

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following 21st Century Grant After-school Appointments effective 01/04/21, salary according to contract:

| <b><i>Carrington Elementary (Grades 6-8)</i></b>   | <b><i>Driggs Elementary (Grades 3-5)</i></b>    |
|--|---|
| Melissa Thompson Admin                             | Justine Kuncas                                  |
| Karen Renna Admin                                  | Carmen Rijos                                    |
| Justin Froese                                      | Jillian Menzies                                 |
| Marissa Calabro                                    | Nicole Rodrigues                                |
| Linda Ligi   | Lucy Sheetz                                     |
| Jos Gagnon (sub)                                   | Lauren Abarzua                                  |
|  | Hailey Marquis                                  |
| <b><i>Duggan Elementary (Grade 6-8)</i></b>        | Wesley Katrenya                                 |
| Melissa DiGiovanni Admin                           | Brianne Modeen                                  |
| Carla Fidanza Admin                                |   |
| Cara Files   | <b><i>Gilmartin Elementary (Grades 6-8)</i></b> |
| David Lucian                                       | Amy Petruzzi- Admin                             |
| Joseph Perrucci                                    | Laura Curley-Colon Admin                        |
| Michele Brittingham                                | Brenda Falcone                                  |
| Rachel Donahue                                     | Catherine Dwyer                                 |
| Ioulia Tzepos (sub)                                | Christine Taylor-Braxton                        |
| Courtney Peters (sub)                              | Lisa Klem                                       |
|  | Jennifer Whipple                                |
| <b><i>North End Middle School (Grades 6-8)</i></b> | Kelly Marcal                                    |
| Jennifer Rosa - Admin                              | Myra Fenn                                       |
| Lucille Rivera Admin                               | Tricia Meaney                                   |
| Adriana Terenzi - Admin                            | Tim Terenzi                                     |
| Mary Colgan  |   |
| Rocco Guerrera                                     | <b><i>Reed Elementary (Grades 6-8)</i></b>      |
| Elizabeth Frank                                    | Diurca Tomasella Admin                          |
| Kara Poulter                                       | Brittany Dunn Admin                             |
| Ray Santovasi                                      | Jessica Boratko                                 |
| Anthony Della Calce                                | Kathryn Bolduc                                  |
| Wesley Katrenya                                    | Nataine Grant                                   |
| Kelly Munoz  | Eleni Galanos                                   |
| Adriana Terenzi                                    | Melissa Steffero                                |

|  |  |
|--|--|
|  |  |
| <b><i>Regan Elementary ( Grades 2-5)</i></b> | <b><i>Walsh Elementary ( Grades 3-5)</i></b> |
| Angela Razza Admin                           | Andre Foote                                  |
| Maria Milo Admin                             | Joanne Maldonado                             |
| Alana DeFazio                                | Patricia Justs                               |
| Stacy Cipriano                               | Jennifer Lillian                             |
| Nikole Tyrrell                               | Nicole Lubus                                 |
| Alexander Welch                              |  |
| Lindsay Chiucarello                          |  |
|  |  |
| <b><i>Washington Grades 3-5)</i></b>         |  |
| Carli Carpentieri - Admin                    |  |
| Marianne Sullivan- Admin                     |  |
| Emily Byron                                  |  |
| Greg Homewood                                |  |
| Colleen Langan                               |  |
| Shannon Colby                                |  |
| Cherie Corbo                                 |  |
| Marianne Sullivan                            |  |
| Justine LeVasseur-Burke (sub)                |  |

Respectfully submitted,

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Dr. Verna D. Ruffin  
Superintendent of Schools

# BOARD OF EDUCATION

*Waterbury, Connecticut*

## SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #12.7

February 18, 2021

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following State Department of Education After School Program Grant appointments effective 01/04/21, salary according to contract:

|  |  |
|--|--|
| <b><i>Duggan (Grades 2-5)</i></b>                  | <b><i>Hopeville (Grades 3-5)</i></b>             |
| Shea Moriarty Admin                                | Erika Lanza Admin                                |
| Cassandra Salemme Admin                            | Maria Alicia Azar Admin                          |
| Jennifer D'Alessio Admin                           | Gina Paternostro                                 |
| Susan Field  | Mark Mancini                                     |
| Frances Finkenzeller                               | Jason Mastrianni                                 |
| Karen Gaudiosi-Angurio                             | Michelle Callahan (sub)                          |
| Richard Hart                                       | Nilsa Garcia (sub)                               |
| Courtney Peters (sub)                              |  |
| Ioulia Tzepos (sub)                                | <b><i>Tinker (Grades 2-5)</i></b>                |
| Taylor Conlon (sub)                                | Imani Jones Admin                                |
| Charlene Brown (sub)                               | Danielle Gannon Admin                            |
|  | Michele Parks                                    |
| <b><i>Kingsbury (Grades 3-5)</i></b>               | Edith Brown                                      |
| Margaruite Pesce Admin                             | McKenzie Abraham                                 |
| Bret Bisaillon                                     | Marissa Paglia                                   |
| Brian Larkin                                       |  |
| Claire Hamel                                       | <b><i>Wallace Middle School (Grades 6-8)</i></b> |
| Liley Lombardo                                     | Marcy Pogodzienski- Admin                        |
| Abigail Radzimirski                                | Timothy Terenzi                                  |
|  | Robin Davitt                                     |
| <b><i>West Side Middle School (Grades 6-8)</i></b> | Kelly McCorry                                    |
| Rosalyn Glass Admin                                | Corrin Zareck                                    |
| Heather Brown Admin                                | Kathryn Mucciacciaro                             |
| Gustavo Oliveira                                   | Kathrine Bunko (sub)                             |
| Alberto Rodriguez                                  | Jolee Iannantuoni(sub)                           |
| Laurie Scurssso                                    | Natasha Stotler (sub)                            |
| Nicholaus Patnaude (sub)                           |  |

|   |  |
|---|--|
|   |  |
| <b><i>Wilson Elementary ( Grades 3-5)</i></b> |  |
| Jennifer Rosser Admin                         |  |
| Dana Coelho – Admin                           |  |
| Tara Healey                                   |  |
| Katie Feest                                   |  |
| Jaime Donhue                                  |  |
| Andrea Schaffer (sub)                         |  |

Respectfully submitted,

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Dr. Verna D. Ruffin  
Superintendent of Schools

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

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

Item #12.8

February 18, 2021

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following teacher transfers:

Webb, George – from WCA Guidance Counselor to WSMS SEL Counselor,  
effective 02/11/21.

Respectfully submitted,

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Dr. Verna D. Ruffin  
Superintendent of Schools



# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

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

Item #12.9

February 18, 2021

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following retirements:

DeCarlo, Ann Marie – Bucks Hill PreK, effective 06/30/21.

Delaney, Kathy – Carrington Special Education, effective 08/31/21.

George, Laurie R. – WMS Speech Language Pathologist, effective 02/28/21.

Rochon, Howard III – Bunker Hill Grade 2, effective 06/30/21.

Warhola, Gayle – WSMS Special Education, effective 03/19/21.

Respectfully submitted,

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Dr. Verna D. Ruffin  
Superintendent of Schools

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

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

Item #12.10

February 18, 2021

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

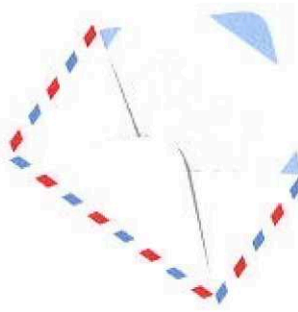
The Superintendent of Schools notifies the Board of Education of the following resignations:

Norman, Khadijah – RMS/MMS School Psychologist, effective 03/07/21.

Respectfully submitted,

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Dr. Verna D. Ruffin  
Superintendent of Schools



# COMMUNICATIONS



For the period of  
January 20, 2021 through February 16, 2021

**From:** Karolina Ksiazek <karolinaksiazek93@gmail.com>  
**Sent:** Wednesday, January 20, 2021 8:11 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/MOU with Waterbury Police Dept.

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Commissioner Pagano and Commissioner Harvey,

My name is Karolina Ksiazek. I am an educator, urban planner, and outreach worker, and I am writing to share my concerns about the process that has been used to create, introduce and vote on Item 10.1, the MOU between the schools and the police department.

Rushing a vote on this MOU communicates a grave lack of concern for the students who will be impacted by this expanded role of police officers in schools. Excluding students, parents, community members and experts on school-based arrests from this process is undemocratic.

It is the responsibility of the Board of Education to represent the diverse community of Waterbury and to make informed decisions on matters such as these. Failure to do right by this process will be a clear message that the Board of Ed is not willing to take the steps necessary to advance racial justice in this community.

The presence of police in schools disrupts learning and perpetuates systemic racism. Black and Latinx students in Waterbury Schools are being arrested at greater rates than their white peers, and at greater rates Black and Latinx students than in other school districts. In the 2017-2018 school year, students 12 and younger in Waterbury were more than 6 times more likely to be arrested than students the same age in Hartford, Bridgeport, and New Haven.

The proposed MOU is deeply flawed in giving School Resource Officers wide-ranging power without requiring any meaningful accountability to ensure that the SROs don't further exacerbate the racially-biased school-to-prison pipeline. The Board of Education must immediately table the approval of the MOU until experts, students, and community members have had an opportunity to participate in the conversation.

Sincerely,  
Karolina Ksiazek

## Carrie Swain

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**From:** Lisa Anderson <lisaanderson62@gmail.com>  
**Sent:** Wednesday, January 20, 2021 8:36 PM  
**To:** CHARLES PAGANO  
**Cc:** Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Department

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Dear Commissioner Pagano,

I am Lisa J. Anderson. I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process. I watched this meeting and was frankly appalled by the rationale used to push this important matter forward without any public review. Yes it appears that you are in violation of state law at the moment. Rushing through a bad policy is not the way to redress this situation. You are only creating more legal problems for Waterbury and great community distress.

Not only is this action undemocratic you are not taking advantage of an opportunity to build public trust between the school community and the police department. We all know that Waterbury students have the highest arrest rates in the State of Connecticut which has created a damaging school-to-prison pipeline in Waterbury. Education is suppose to be the path to a successful meaningful life yet the Board is implementing a M.O.U. which intensifies the deep divide between the police and our school community. Getting the community involved in the M.O.U. is just what you need to reverse this trend.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

- 1.
2. Address
3. the school-to-prison pipeline in Waterbury
- 4.
- 5.
6. Require
7. student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
- 8.
- 9.
10. Require
11. more and timely reporting of student arrest data and police officer-based data
- 12.
- 13.
14. Hold



## Carrie Swain

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**From:** tashieka omaria <otashieka@yahoo.com>  
**Sent:** Wednesday, January 20, 2021 7:14 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept

**EXTERNAL MAIL-** This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Pagano and Commissioner Harvey

Hello, my name is Tashieka Sangster. I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

- 1.
2. Address
3. the school-to-prison pipeline in Waterbury
- 4.
- 5.
6. Require
7. student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
- 8.
- 9.
10. Require
11. more and timely reporting of student arrest data and police officer-based data
- 12.
- 13.
14. Hold
15. police and school staff accountable for executing all aspects of the M.O.U.
- 16.
- 17.
18. Reduce
19. the roles that police have in schools
- 20.

I have only highlighted a few examples There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to

## Carrie Swain

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**From:** Clancy Emanuel <clancyemanuel@gmail.com>  
**Sent:** Wednesday, January 20, 2021 7:13 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL-** This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Pagano and Commissioner Harvey

My name is Clancy Emanuel. I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

- 1.
2. Address the school-to-prison
3. pipeline in Waterbury
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- 5.
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7. the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
- 8.
- 9.
10. Require more and timely
11. reporting of student arrest data and police officer-based data
- 12.
- 13.
14. Hold police and school staff
15. accountable for executing all aspects of the M.O.U.
- 16.
- 17.
18. Reduce the roles that police
19. have in schools
- 20.

I have only highlighted a few examples There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.



## Carrie Swain

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**From:** Katie Jones <kbeatjones@gmail.com>  
**Sent:** Wednesday, January 20, 2021 7:28 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL-** This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Pagano and Commissioner Harvey

I am Katherine Jones. I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This is undemocratic, and it is bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

- 1.
2. Address the school-to-prison pipeline in Waterbury
- 3.
- 4.
5. Require student input on the creation of the M.O.U.
6. as well as be members of an oversight committee for the M.O.U.
- 7.
- 8.
9. Require more and timely reporting of student arrest
10. data and police officer-based data
- 11.
- 12.
13. Hold police and school staff accountable for executing
14. all aspects of the M.O.U.
- 15.
- 16.
17. Reduce the roles that police have in schools.
- 18.

I have only highlighted a few examples There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.



Failure to do right by this process, and rushing this vote will send a clear message that the Board of Ed perpetuates white supremacy, by continuing to make more decisions to police and patrol Black and Brown people's bodies and rights without their consent. It speaks volumes of the values and priorities of those who wish to rush this process and allocate more funding to police rather than toward student supports like mentors and teachers, and the anti-racist training that all administrators clearly need.

Rooting for your humanity, humility, and growth,

Katherine Jones

## Carrie Swain

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**From:** Mikaila Gordon <mikailagrdrn@gmail.com>  
**Sent:** Wednesday, January 20, 2021 7:49 PM  
**To:** Carrie Swain; KAREN HARVEY  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL-** This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Pagano and Commissioner Harvey,

I am Mikaila Gordon, and I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you as it's undemocratic, and overall a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

Address the school-to-prison pipeline in Waterbury

Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.

Require more and timely reporting of student arrest data and police officer-based data

Hold police and school staff accountable for executing all aspects of the M.O.U.

Reduce the roles that police have in schools

I have only highlighted a few examples There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

I look forward to hearing from you,

Mikaila Gordon.

## Carrie Swain

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**From:** Emma Martinez-Daniel <iemadrid3@gmail.com>  
**Sent:** Wednesday, January 20, 2021 11:01 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M/O.U. with Waterbury Police Dept.

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Commissioner Harvey and Commissioner Pagano,

My name is Emma Martinez Daniel, and as a resident of Waterbury, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
2. Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.



**From:** Joey Galante <iveygalante96@yahoo.com>  
**Sent:** Wednesday, January 20, 2021 10:54 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Joseph Galante, a Kennedy High School graduate, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
2. Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

## Carrie Swain

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**From:** Megan McCarthy <meganmccarthy07@gmail.com>  
**Sent:** Wednesday, January 20, 2021 10:46 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Megan McCarthy, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U. must:

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3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

**From:** Tyler Wrenn <wrenn.tyler@gmail.com>  
**Sent:** Wednesday, January 20, 2021 10:31 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Pagano and Commissioner Harvey,

My name is Ty Wrenn, I am an alum of Kennedy ('15) and I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

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3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.



## Carrie Swain

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**From:** Celeste Gander <c3l3st3ad3l3@gmail.com>  
**Sent:** Wednesday, January 20, 2021 10:39 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Celeste and I am a Waterbury resident, and I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U. must:

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3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

## Carrie Swain

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**From:** Jose Salinas <jdsalina@usc.edu>  
**Sent:** Wednesday, January 20, 2021 10:41 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Jose Salinas and I graduated from Kennedy High School in 2012, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

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3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

Sent from my iPhone



**From:** Robin Fierberg <robin.fierberg@gmail.com>  
**Sent:** Wednesday, January 20, 2021 10:43 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Robin from Waterbury, and I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

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4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

## Carrie Swain

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**From:** claire olivier <claireolivier4@yahoo.com>  
**Sent:** Wednesday, January 20, 2021 11:03 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Subject: Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

1/20/2021

Commissioner Pagano and Commissioner Harvey

My name is Claire Olivier. I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

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4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

Failure to do right by this process, and rushing this vote will be a clear message that the Board of Ed perpetuates white supremacy, by continuing to make more decisions to police and patrol Black and Brown people's bodies and rights without their consent. It speaks volumes of the values and priorities of those who wish to rush this process and allocate more funding to police rather than toward student supports like mentors and teachers, and the anti-racist training that all administrators clearly need.

Sincerely,

Claire C. Olivier  
MSW  
claireolivier4@yahoo.com



## Carrie Swain

---

**From:** Ireland Gilmore <ireland.gilmore@uconn.edu>  
**Sent:** Wednesday, January 20, 2021 11:04 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Ireland Gilmore, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
2. Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

All my thanks,

Ireland

## Carrie Swain

---

**From:** Kyle Cleary <kyle.cleary2016@gmail.com>  
**Sent:** Wednesday, January 20, 2021 11:31 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Kyle Cleary, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
2. Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

-KC

## Carrie Swain

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**From:** Jasmine Walton <jazzyisfabulous77@gmail.com>  
**Sent:** Thursday, January 21, 2021 1:03 AM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Jasmine Walton, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

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5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.



## Carrie Swain

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**From:** Maybeth Morales-Davis <maybethdav@gmail.com>  
**Sent:** Thursday, January 21, 2021 1:10 AM  
**To:** CHARLES PAGANO; Carrie Swain; KAREN HARVEY  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Dear Commissioners,

I am Maybeth Morales-Davis. I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U. must:

1. Address the school-to-prison pipeline in Waterbury
2. Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

Failure to do right by this process, and rushing this vote will be a clear message that the Board of Ed perpetuates white supremacy, by continuing to make more decisions to police and patrol Black and Brown people's bodies and rights without their consent. It speaks volumes of the values and priorities of those who wish to rush this process and allocate more funding to police rather than toward student supports like mentors and teachers, and the anti-racist training that all administrators clearly need.

Thank you for your time.

MMD

## Carrie Swain

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**From:** Jared Tolbert <jaredw.tolbert@gmail.com>  
**Sent:** Thursday, January 21, 2021 1:40 AM  
**To:** CHARLES PAGANO; Carrie Swain; KAREN HARVEY  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL-** This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano, My name is Jared T., I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process. This should alarm you. It's a bad practice that leaves vulnerable students and families excluded from this decision making that will ultimately affect their way of life. We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
2. Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools I have only highlighted a few examples.

There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight. The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

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Thank you and have a great day!

Jared W. Tolbert  
Registered Veterinary Technologist  
[jaredw.tolbert@gmail.com](mailto:jaredw.tolbert@gmail.com)





## Carrie Swain

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**From:** Nadia Jimenez-Jackson <n.jimenezjackson@gmail.com>  
**Sent:** Thursday, January 21, 2021 2:12 AM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Nadia Jackson, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U. must:

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4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

Best regards,

Nadia Jackson



## Carrie Swain

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**From:** Yasmine Harker <ybharker1@gmail.com>  
**Sent:** Thursday, January 21, 2021 5:42 AM  
**To:** CHARLES PAGANO; Carrie Swain; KAREN HARVEY  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL-** This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Yasmin Harker a resident of Waterbury, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

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The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

## Carrie Swain

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**From:** Chisti Ollero <chrollero@gmail.com>  
**Sent:** Thursday, January 21, 2021 7:05 AM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Chisti Ollero I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

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4. Hold police and school staff accountable for executing all aspects of the M.O.U.
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I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

Chisti Ollero

## Carrie Swain

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**From:** Veronica Tripodi <veronicatripod@gmail.com>  
**Sent:** Thursday, January 21, 2021 7:27 AM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Vero Tripodi. I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

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4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

Sent from my iPhone



## Carrie Swain

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**From:** ajdonaldd@gmail.com  
**Sent:** Thursday, January 21, 2021 7:35 AM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Alex Donald, resident of Waterbury. I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
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4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

**From:** Kristel Bedregal <kristelkarimbp@gmail.com>  
**Sent:** Thursday, January 21, 2021 7:43 AM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Commissioner Harvey and Commissioner Pagano,

My name is Kristel Bedregal, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

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4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

Thank you for your time

Kristel Bedregal  
Resident of Waterbury



## Carrie Swain

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**From:** Miranda Valerio <mvalerio313@gmail.com>  
**Sent:** Thursday, January 21, 2021 8:46 AM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Commissioner Pagano and Commissioner Harvey

I am Miranda Valerio, the property manager at an affordable housing complex and an activist and advocate for social justice. I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

- 1.
2. Address the school-to-prison
3. pipeline in Waterbury
- 4.
- 5.
6. Require student input on
7. the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
- 8.
- 9.
10. Require more and timely
11. reporting of student arrest data and police officer-based data
- 12.
- 13.
14. Hold police and school staff
15. accountable for executing all aspects of the M.O.U.
- 16.
- 17.
18. Reduce the roles that police
19. have in schools
- 20.

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this

## Carrie Swain

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**From:** araujofranchesca@gmail.com  
**Sent:** Thursday, January 21, 2021 8:38 AM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Franchesca Araujo, and I am an alumni of John f Kennedy high school, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

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3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.



## Carrie Swain

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**From:** Bernadotte Sufka <berna388@icloud.com>  
**Sent:** Thursday, January 21, 2021 8:44 AM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Bernadotte Sufka. I am an alumni of John F. Kennedy High School. I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

I believe it's a mandatory obligation to keep providing Waterbury public schools with better budgets rather than the police department. Already a lot of programs are free to students there and act as a very good assistance to low income families. To blow the budget strongly to the police only is not helping students or even teachers seek more opportunities within their schools. Giving our future leaders the needed supplies of better school lunches, textbooks, educational activities, field trips to colleges, etc all play an essential role of creating a better school environment. By having a balanced budget within the school, this can be achieved. Yet right now, this cannot be achieved if the police department is receiving the budget money more. They're taking away what's rightfully should be going to students in Waterbury Public Schools.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
2. Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
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5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.



## Carrie Swain

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**From:** Victoria Guardino <vguardino@icloud.com>  
**Sent:** Thursday, January 21, 2021 9:01 AM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is victoria, resident of Waterbury, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

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The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

## Carrie Swain

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**From:** Dona Roci <donaroci98@icloud.com>  
**Sent:** Thursday, January 21, 2021 9:15 AM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Edona Roci, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

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I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

Sent from my iPhone

## Carrie Swain

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**From:** Katie Taylor <katenadam@yahoo.com>  
**Sent:** Thursday, January 21, 2021 9:30 AM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Kate and want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
2. Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.



**From:** keren cazary <kcazary@gmail.com>  
**Sent:** Thursday, January 21, 2021 9:31 AM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Commissioner Harvey and Commissioner Pagano,

My name is Keren Cazary, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
2. Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

**From:** Sara Aldarondo <saraaldarondo@gmail.com>  
**Sent:** Thursday, January 21, 2021 9:32 AM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Sara Aldarondo and as a high schooler I attended John F Kennedy High School, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
2. Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.



## Carrie Swain

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**From:** Laura Cadavid <laura.cadavid09@gmail.com>  
**Sent:** Thursday, January 21, 2021 10:07 AM  
**To:** CHARLES PAGANO; Carrie Swain; KAREN HARVEY  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Commissioner Pagano and Commissioner Harvey

I am Laura Cadavid. I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
2. Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

Thank you

**From:** Kerone Walters <kerone99@gmail.com>  
**Sent:** Thursday, January 21, 2021 10:08 AM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Kerone Walters, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
2. Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

Sent from my iPhone

## Carrie Swain

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**From:** Desiree Parker <desparker1024@gmail.com>  
**Sent:** Thursday, January 21, 2021 10:09 AM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Desiree Parker, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
2. Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.



## Carrie Swain

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**From:** April Brown <misspeterson21@gmail.com>  
**Sent:** Thursday, January 21, 2021 10:35 AM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Commissioner Harvey and Commissioner Pagano,

My name is April Brown and I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
2. Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

April Brown, M.Ed  
Education Consultant  
Trauma Informed Specialist  
Putney, Vermont

## Carrie Swain

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**From:** Jamila Blair <blair.jams@gmail.com>  
**Sent:** Thursday, January 21, 2021 11:00 AM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Blair, a resident of Waterbury, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
2. Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.



## Carrie Swain

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**From:** Alicia <aliciaabbaspour@gmail.com>  
**Sent:** Thursday, January 21, 2021 11:15 AM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Alicia Abbaspour, and as a resident of Waterbury, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
2. Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

I appreciate your concern and attention to this matter immediately.

Best,  
Alicia

## Carrie Swain

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**From:** Gladi Suero <gladi.suero@uconn.edu>  
**Sent:** Thursday, January 21, 2021 11:50 AM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Commissioner Harvey and Commissioner Pagano,

My name is Gladi Suero I am a WPS alum and I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
2. Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.



## Carrie Swain

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**From:** Christian Milian <cmilianstgo@gmail.com>  
**Sent:** Thursday, January 21, 2021 11:54 AM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Dear Commissioner Pagano and Commissioner Harvey,

My name is Christian Milian. I am a graduate of the Waterbury Public Schools system and a current senior at Yale College. I wanted you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members, and experts on school-based arrests were excluded from this process. This should concern you.

We all know that the more voices and experiences that are used to craft public policy and programs, the more effective these policies will be. There are a number of problems with the M.O.U. As such, I believe the M.O.U must achieve the following:

- 1.
2. Address the school-to-prison
3. pipeline in Waterbury
- 4.
- 5.
6. Require student input on
7. the creation of the M.O.U. while allowing them to be members of an oversight committee for the M.O.U.
- 8.
- 9.
10. Require an increase in timely
11. reporting of student arrest data and police officer-based data
- 12.
- 13.
14. Hold police and school staff
15. accountable for executing all aspects of the M.O.U.
- 16.
- 17.
18. Reduce the roles that police
19. have in schools
- 20.

I have only highlighted a few examples of the issues with the M.O.U. above. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years already. While there is no penalty in the statute for noncompliance, there should be. There is no reason to rush the M.O.U. at this



## Carrie Swain

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**From:** Ishmyne Bhamra <ishmynebhamra@gmail.com>  
**Sent:** Thursday, January 21, 2021 12:06 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Commissioner Harvey and Commissioner Pagano,

My name is Ishmhne Bhamra, resident of Waterbury, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
2. Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

## Carrie Swain

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**From:** Liz Keenan <elizabethkeen61@gmail.com>  
**Sent:** Thursday, January 21, 2021 12:30 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Request: Stop the MOU tonight

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Dear Waterbury Board of Education Commissioners,

My name is Elizabeth Keenan. While I live in New Haven, I teach students at Southern Connecticut State University who live in Waterbury. These students have either graduated from the Waterbury School system and/or work with current students in their social work internships.

I recently became aware of the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. I have been informed that only one attorney, one district staff member and the police chief worked to create the M.O.U. before you. No students, no parents, no community members and not a single local or state expert on school-based arrests was included.

This is extremely worrisome to me, because current and past students have shared significant concerns about the role of police within the schools.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective they will be. I'm asking you to stop the M.O.U. Take it off the consent calendar and table it until a more democratic process can be used to create an M.O.U. that:

- 1.
2. Addresses the school-to-prison
3. pipeline in Waterbury-[We](#)
4. [arrest more students than any other district in the state](#)
- 5.
- 6.
7. Requires community member
8. as well as state and local experts collaboration on creation and oversight
- 9.
- 10.
11. Requires student input on
12. the creation of the M.O.U. as well as members of an oversight committee for the M.O.U.
- 13.
- 14.
15. Requires more and timely
16. reporting of student arrest data and police officer-based data
- 17.
- 18.
19. Holds police and school
20. staff accountable for executing all aspects of the M.O.U.
- 21.
- 22.
23. Reduces the roles that police
24. have in schools



## Carrie Swain

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**From:** Elizabeth Nearing <elizabeth.nearing@gmail.com>  
**Sent:** Thursday, January 21, 2021 12:42 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL-** This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Good Afternoon,

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that only one attorney, one district staff member and the police chief worked to create the M.O.U. before you. No students, no parents, no community members and not a single local or state expert on school-based arrests was included.

This should concern you. It's undemocratic. It's a bad practice. You can and should demand better from yourselves as well as from the police and school staff. It is your job.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective they will be. Stop the M.O.U. Take it off the consent calendar and table it until a more democratic process can be used to create an M.O.U. that:

- 1.
2. Addresses the school-to-prison pipeline
3. in Waterbury-We
4. arrest more students than any other district in the state
- 5.
- 6.
7. Requires community member as well as state
8. and local experts collaboration on creation and oversight
- 9.
- 10.
11. Requires student input on the creation
12. of the M.O.U. as well as members of an oversight committee for the M.O.U.
- 13.
- 14.
15. Requires more and timely reporting of student
16. arrest data and police officer-based data
- 17.
- 18.
19. Holds police and school staff accountable
20. for executing all aspects of the M.O.U.
- 21.
- 22.
23. Reduces the roles that police have in schools
- 24.

## Carrie Swain

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**From:** Jillian Valerio <jillian.valerio@gmail.com>  
**Sent:** Thursday, January 21, 2021 1:01 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL-** This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Pagano and Commissioner Harvey,

I am Jillian Valerio. I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

- 1.
2. Address the school-to-prison
3. pipeline in Waterbury
- 4.
- 5.
6. Require student input on
7. the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
- 8.
- 9.
10. Require more and timely
11. reporting of student arrest data and police officer-based data
- 12.
- 13.
14. Hold police and school staff
15. accountable for executing all aspects of the M.O.U.
- 16.
- 17.
18. Reduce the roles that police
19. have in schools
- 20.

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.



## Carrie Swain

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**From:** Brianna Vincent <briannav198@gmail.com>  
**Sent:** Thursday, January 21, 2021 1:15 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is \_\_\_\_\_ Brianna \_\_\_\_\_, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
2. Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

Español Abajo

Comisionado Pagano y Comisionado Harvey



## Carrie Swain

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**From:** Kerri Mastrantuono <kerrimastrantuono@gmail.com>  
**Sent:** Thursday, January 21, 2021 1:17 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Kerri Mastrantuono, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

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I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

## Carrie Swain

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**From:** Laurel McCormack <laurel.mccormack@uconn.edu>  
**Sent:** Thursday, January 21, 2021 1:25 PM  
**To:** Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Dear Clerk Swain,

I am Laurel McCormack, a youth worker who lives and works with diverse youth in New Haven. I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

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- 5.
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7. the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
- 8.
- 9.
10. Require more and timely
11. reporting of student arrest data and police officer-based data
- 12.
- 13.
14. Hold police and school staff
15. accountable for executing all aspects of the M.O.U.
- 16.
- 17.
18. Reduce the roles that police
19. have in schools
- 20.

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to

## Carrie Swain

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**From:** donald\_streater <donald\_streater@aol.com>  
**Sent:** Thursday, January 21, 2021 1:29 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Donald Streater, Sacred Heart High school Alum, Graduate of Howard University, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
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3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

Sent from my iPhone



## Carrie Swain

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**From:** Judith Pickering <judith.pickering@gmail.com>  
**Sent:** Thursday, January 21, 2021 1:42 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Citizen concerned regarding Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Judith Pickering, I want you to share my concerns with your fellow board members.

It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from the recent process to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. That's unacceptable.

I believe that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
2. Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
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5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

Thank you,  
Judith  
Sent from my iPhone

## Carrie Swain

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**From:** Teresa Wrenn <tfw815@gmail.com>  
**Sent:** Thursday, January 21, 2021 1:49 PM  
**To:** CHARLES PAGANO; Carrie Swain; KAREN HARVEY  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL-** This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Teresa Wrenn\_, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
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4. Hold police and school staff accountable for executing all aspects of the M.O.U.



## 5. Reducir los roles que tiene la policía en las escuelas

Solo he destacado algunos ejemplos. Hay muchos más elementos defectuosos en el M.O.U. propuesto Eso se puede abordar si presenta la votación esta noche

Las escuelas, la junta y la policía no han cumplido durante años. No hay ningun sanción en el estatuto por eso. Debería haber. Por lo tanto, no hay razón para apresurarse ahora. Lo pragmático es sacar el M.O.U. de la agenda y permitir que expertos, estudiantes y miembros de la comunidad participen en este importante proceso.

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*Teresa*

## Carrie Swain

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**From:** Katherine Montanez <kmontane@usc.edu>  
**Sent:** Thursday, January 21, 2021 2:11 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Katherine Montanez, graduate of WAMS. I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U. must:

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3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

Español Abajo

Comisionado Pagano y Comisionado Harvey

## Carrie Swain

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**From:** Angela Clinton <angela.clinton@gmail.com>  
**Sent:** Thursday, January 21, 2021 2:15 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Commissioner Pagano and Commissioner Harvey

I am Angela Clinton, a Connecticut resident. I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

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14. Hold police and school staff
15. accountable for executing all aspects of the M.O.U.
- 16.
- 17.
18. Reduce the roles that police
19. have in schools
- 20.

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.



**From:** K. Sarah Ostrach <k.sarah.ostrach@gmail.com>  
**Sent:** Thursday, January 21, 2021 2:20 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL-** This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioners,

I am KS Ostrach and I am concerned by what I have learned regarding the process of creating, introducing, and voting on Item 10.1, the M.O.U. between the schools and the police department.

I understand that students, parents, and other community members, as well as experts studying the relationship between school policing and prisons, were excluded from the crafting of this document. If this is true, it speaks to a concerning undemocratic process that is unbefitting of a public institution, especially one that has such a direct impact on individuals' lives.

I believe that the MOU should

- 1.
2. Address the school-to-prison pipeline in
3. Waterbury;
- 4.
- 5.
6. Require student input on the creation of
7. the MOU as well as be members of an oversight committee for the MOU;
- 8.
- 9.
10. Require more and timely reporting of student
11. arrest data and police officer-based data;
- 12.
- 13.
14. Hold police and school staff accountable
15. for executing all aspects of the MOU; and
- 16.
- 17.
18. Reduce the roles that police have in local
19. schools.
- 20.

There are many more flawed elements in the proposed MOU that can be addressed if you table the vote tonight. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.



## Carrie Swain

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**From:** Chynnia Piland <chynniappiland@icloud.com>  
**Sent:** Thursday, January 21, 2021 2:38 PM  
**To:** cpagano@waterbmailto:cpagano@waterbury.k12.ct.us; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Pagano and Commissioner Harvey,

I am Chynnia Piland, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

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4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

Sent from my iPhone

## Carrie Swain

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**From:** Carrie Swain  
**Sent:** Thursday, January 21, 2021 8:09 AM  
**To:** AMANDA DEVAN; ANN SWEENEY; Carrie Swain; CHARLES L. STANGO; CHARLES PAGANO; ELIZABETH BROWN; JUANITA HERNANDEZ; 'keharvey'; MELISSA SERRANO ADORNO; Rocco Orso; THOMAS VAN STONE SR.  
**Cc:** Dr. Verna D. Ruffin (vruffin@waterbury.k12.ct.us); Tara Shaw  
**Subject:** FW: Agenda Item 10.1/M.O.U. with Waterbury Police Dept

**From:** tashieka omaria [mailto:otashieka@yahoo.com]  
**Sent:** Wednesday, January 20, 2021 7:14 PM  
**To:** CHARLES PAGANO <cpagano@waterbury.k12.ct.us>; KAREN HARVEY <kharvey@waterbury.k12.ct.us>; Carrie Swain <cswain@waterbury.k12.ct.us>  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Commissioner Pagano and Commissioner Harvey

Hello, my name is Tashieka Sangster. I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

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- 12.
- 13.
14. Hold
15. police and school staff accountable for executing all aspects of the M.O.U.
- 16.



## Carrie Swain

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**From:** Jordan Carfino <jgcarfino@gmail.com>  
**Sent:** Thursday, January 21, 2021 2:41 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Commissioner Harvey and Commissioner Pagano,

My name is Jordan Carfino and I graduated from Wilby, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

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I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

Español Abajo

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## Carrie Swain

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**From:** Sumayah Abdulkarim <sumayah.abdulkarim@uconn.edu>  
**Sent:** Thursday, January 21, 2021 2:47 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Sumayah Abdulkarim, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

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I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

Sent from my iPhone

## Carrie Swain

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**From:** Lyne Charles <charleslyne4@gmail.com>  
**Sent:** Thursday, January 21, 2021 2:57 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is \_\_\_\_\_lyne charles\_\_\_\_\_, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

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## Carrie Swain

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**From:** Robert Goodrich <rgoodrich@racce.net>  
**Sent:** Thursday, January 21, 2021 5:39 PM  
**To:** CHARLES PAGANO; KAREN HARVEY  
**Cc:** Carrie Swain; MICHAEL PUFFER  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.  
**Attachments:** RGoodrich\_BOE\_ADDRESS\_1212021.pdf

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Commissioners Pagano and Harvey

We are requesting that this board remove item 10.1 from the consent calendar and table the agreement until this board provides the space and time for full participation by all stakeholders in this process. The facts are clear this agreement was hastily put together without the input of students, experts, community members, and members of this board.

Let me remind you that it is your duty to provide oversight and governance over agreements that alter the ways in which the district operates. Let me also remind you that four of you (Commissioners Stango, Harvey, Brown, and Sweeney) who sit on this board now were responsible for ensuring the 2013 agreement was adhered to. We all know that it wasn't. Let me also remind you that seven of you (Commissioners Stango, Harvey, Brown, Sweeney, Hernandez, Vanstone, and Pagano) who sit on this board now were responsible for establishing a new agreement between the police department and the schools in 2015. We know you failed to fulfill your duties then as well. Knowing this didn't stop members of this board from shirking its responsibilities at the last board meeting by consenting to vote on tonight. Is this the type of accountability you would want for your own employees, family members, or even political allies? Don't answer that. We all know that the answer is no.

Your judgments and actions have derailed the democratic process and students will continue to suffer because of it, especially Black and Brown students. This should bother you.

Commissioner Harvey was the only one who pushed back on this undemocratic process but she was quickly overrun by the poor legal advice given by the attorney and board members who believe having the language of an agreement in place is more important than participating in a democratic process.

The 2015 state statute doesn't contain any punitive measure for folks who don't comply with the regulation, but it should. Therefore, there are no legal reasons to vote on this agreement tonight.

Furthermore, the agreement before you has been poorly designed and will not provide space for racial equity as the district's equity policy requires. If an agreement was fashioned to meet the standards of the equity policy, it would:

1. Address the school-to-prison pipeline in Waterbury-We arrest more students than any other district in the state
2. Require community members as well as state and local experts to provide oversight
3. Require students and staff from all nine schools to be members of the oversight committee
4. Require more and timely reporting and analysis of student arrest data and police officer-based data
5. Holds police and school staff accountable for executing all aspects of the M.O.U.
6. Reduce the roles that police have in schools

For years the majority of this board has chosen to ignore the 2013 M.O.U. and current state law. There is no reason to rush it now. Respect the current social context and let democratic participation.



Radical Advocates for Cross-Cultural Education

14 Stanrod Ave.  
Waterbury, CT 06704  
(203) 597-7456  
[info@racce.net](mailto:info@racce.net)  
[www.racce.net](http://www.racce.net)

January 21, 2021

Charles Pagano  
President  
Waterbury Board of Education  
236 Grand St  
Waterbury, CT 06702

Karen Harvey  
Vice President  
Waterbury Board of Education  
236 Grand St  
Waterbury, CT 06702

RE: Memorandum of Agreement between the Waterbury Public Schools and Waterbury Police Department/Item 10.1

Commissioners Pagano and Harvey

We are requesting that this board remove item 10.1 from the consent calendar and table the agreement until this board provides the space and time for full participation by all stakeholders in this process. The facts are clear this agreement was hastily put together without the input of students, experts, community members, and members of this board.

Let me remind that it is your duty to provide oversight and governance over agreements that alter the ways in which the district operates. Let me also remind you that four of you (Commissioners Stango, Harvey, Brown, and Sweeney) who sit on this board now were responsible for ensuring the 2013 agreement was adhered to. We all know that it wasn't. Let me also remind you that seven of you (Commissioners Stango, Harvey, Brown, Sweeney, Hernandez, Vanstone, and Pagano) who sit on this board now were responsible for establishing a new agreement between the police department and the schools in 2015. We know you failed to fulfill your duties then as well. Knowing this didn't stop members of this board from shirking its responsibilities at the last board meeting by consenting to vote on it tonight. Is this the type of accountability you would want for your own employees, family members, or even political allies? Don't answer that. We all know that the answer is no. Your judgments and actions have derailed the democratic process and students will continue to suffer because of it, especially Black and Brown students. This should bother you.

Commissioner Harvey was the only one who pushed back on this undemocratic process but she was quickly overrun by the poor legal advice given by the attorney and board members who believe having the language of an agreement in place is more important than participating in a democratic process.

The 2015 state statute doesn't contain any punitive measure for folx who don't comply with the regulation, but it should. Therefore, there are no legal reasons to vote on this agreement tonight.

Furthermore, the agreement before you has been poorly designed and will not provide space for racial equity as the district's equity policy requires. If an agreement was fashioned to meet the standards of the equity policy, it would:

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5. Holds police and school staff accountable for executing all aspects of the M.O.U.
6. Reduce the roles that police have in schools

For years the majority of this board has chosen to ignore the 2013 M.O.U. and current state law. There is no reason to rush it now. Respect the current social context and let democratic participation guide this process. The pragmatic and most ethical thing to do is to pull the M.O.U. from the agenda and allow experts, students and community members to participate in this important process.

Respectfully,

Robert M. Goodrich  
Co-Founder, RACCE  
[Rgoodrich@racce.net](mailto:Rgoodrich@racce.net)



## Carrie Swain

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**From:** Kacey Perkins <kacey1987@gmail.com>  
**Sent:** Thursday, January 21, 2021 4:06 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Kacey Perkins, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
2. Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

Thank you for your time and consideration,

Kacey Perkins

## Carrie Swain

---

**From:** Thalia E. Palacios <thalia@lifeinmydays.com>  
**Sent:** Thursday, January 21, 2021 4:41 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Commissioner Harvey and Commissioner Pagano,

My name is Thalia E. Palacios, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

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## Carrie Swain

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**From:** Mollie Dananberg <mdananberg@gmail.com>  
**Sent:** Thursday, January 21, 2021 4:58 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL-** This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Mollie Dananberg, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

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The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

## Carrie Swain

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**From:** Julio Olivencia <olivencia.julio@gmail.com>  
**Sent:** Thursday, January 21, 2021 5:03 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** School Resource Officer MOU

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Commissioner Pagano and Commissioner Harvey

I am Julio Olivencia. I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

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2. Address the school-to-prison
3. pipeline in Waterbury
- 4.
- 5.
6. Require student input on
7. the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
- 8.
- 9.
10. Require more and timely
11. reporting of student arrest data and police officer-based data
- 12.
- 13.
14. Hold police and school staff
15. accountable for executing all aspects of the M.O.U.
- 16.
- 17.
18. Reduce the roles that police
19. have in schools
- 20.

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.



## Carrie Swain

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**From:** Joeys WorldTour <isaiah1020.iy@gmail.com>  
**Sent:** Thursday, January 21, 2021 5:10 PM  
**To:** Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Pagano and Commissioner Harvey

I am \_\_Isaiah\_\_\_\_Young\_\_\_\_\_. I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

Address the school-to-prison pipeline in Waterbury Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.

Require more and timely reporting of student arrest data and police officer-based data Hold police and school staff accountable for executing all aspects of the M.O.U.

Reduce the roles that police have in schools

I have only highlighted a few examples There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

## Carrie Swain

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**From:** Virella, Rosalinda M <rvire0001@mail.ct.edu>  
**Sent:** Thursday, January 21, 2021 5:27 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL-** This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Rosalinda Virella, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
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4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

Get [Outlook for Android](#)

## Carrie Swain

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**From:** naenae0225@gmail.com  
**Sent:** Thursday, January 21, 2021 5:32 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Janeé , I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

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4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

Janee Lennox



## Carrie Swain

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**From:** Sam Jacques <sammy.jacques@gmail.com>  
**Sent:** Thursday, January 21, 2021 11:47 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Samantha Jacques, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

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3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

Regards,  
Samantha



## Carrie Swain

---

**From:** Shaquanna Barratt <michaela.barratt@uconn.edu>  
**Sent:** Thursday, January 21, 2021 5:56 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Michaela Barratt, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
2. Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

**From:** Daniel Valerio <daniel.j.r.valerio@gmail.com>  
**Sent:** Thursday, January 21, 2021 6:10 PM  
**To:** CHARLES PAGANO; Carrie Swain; KAREN HARVEY  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Commissioner Pagano and Commissioner Harvey

I am Daniel Valerio, and I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process. This should concern you. It's undemocratic. It's a bad practice. It's entirely unethical.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U. must:

1. Address the school-to-prison pipeline in Waterbury
2. Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
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4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

I hope that you will listen to myself and other concerned citizens with this matter.

Thank you,  
Daniel V.

## Carrie Swain

---

**From:** Ana Cepin <anacepin20@icloud.com>  
**Sent:** Thursday, January 21, 2021 7:36 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is \_\_\_\_\_, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

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Español Abajo

Comisionado Pagano y Comisionado Harvey



## Carrie Swain

---

**From:** marco frascone <marcof056@gmail.com>  
**Sent:** Thursday, January 21, 2021 8:10 PM  
**To:** KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Commissioner Pagano and Commissioner Harvey

I am Marco Frascione I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

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Sent from my iPhone



**From:** Andrea Guevara-Flores <andrea.guevara-flores@uconn.edu>  
**Sent:** Thursday, January 21, 2021 8:23 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Commissioner Harvey and Commissioner Pagano,

My name is Andrea Guevara, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

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5. Reduce the roles that police have in schools

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The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.

Sincerely,  
A Kennedy high-school graduate  
Andrea Guevara

## Carrie Swain

---

**From:** Ameika King <ameikaking@gmail.com>  
**Sent:** Friday, January 22, 2021 8:26 AM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Ameika King, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U. must:

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## Carrie Swain

---

**From:** Izzy Marchand <izzyemarchand@gmail.com>  
**Sent:** Friday, January 22, 2021 1:20 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

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Commissioner Harvey and Commissioner Pagano,

My name is Isabel Marchand, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

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Sincerely,

Isabel Marchand

Sent from my iPhone



## Carrie Swain

---

**From:** Caroline Scanlan <c.n.scanlan@gmail.com>  
**Sent:** Friday, January 22, 2021 5:12 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL-** This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Pagano and Commissioner Harvey,

I am Caroline Scanlan, a Connecticut resident. I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

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## Carrie Swain

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**From:** ANN SWEENEY  
**Sent:** Saturday, January 23, 2021 11:41 AM  
**To:** Carrie Swain  
**Subject:** Fwd: Return to school

Carrie, add to communications, if it was not already referred to you.  
Ann

Sent from my iPhone

Begin forwarded message:

**From:** Carol Meglio <cmeglio@sbcglobal.net>  
**Date:** January 22, 2021 at 10:56:18 AM EST  
**To:** "Dr. Verna D. Ruffin" <vruffin@waterbury.k12.ct.us>  
**Cc:** ELIZABETH BROWN <ebrown@waterbury.k12.ct.us>, KAREN HARVEY <kharvey@waterbury.k12.ct.us>, jheranandez@waterbury.k12.ct.us, "THOMAS VAN STONE SR." <tvanstone@waterbury.k12.ct.us>, Rocco Orso <rorso@waterbury.k12.ct.us>, CHARLES PAGANO <cpagano@waterbury.k12.ct.us>, mserranoadorono@waterbury.k12.ct.us, ANN SWEENEY <asweeney@waterbury.k12.ct.us>, JASON VAN STONE <jvanstone@waterbury.k12.ct.us>, "CHARLES L. STANGO" <clstango@waterbury.k12.ct.us>  
**Subject:** Return to school

**EXTERNAL MAIL-** This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Good Morning,

Today I am reaching out to share our experiences of virtual learning and to give some insight as to why I think it is so important for children to return to their classrooms. I had wholeheartedly agreed with the decision to remain virtual 2 weeks after the holidays. At this time, I would like my children to return to their schools. I completely understand that Covid is a risk and concern, and safety should be at the forefront. My intent of this email is to share our experiences, not to criticize or judge.

I have 3 children in 3 different Waterbury schools. At this time, each one of those children has attended school every day with the exception of when they had Covid themselves. Each child has had a different virtual experience. My oldest is self sufficient and academically driven, he has had no issues. My second is ADHD and has experienced a few challenges, such as navigating through assignments, keeping up with the 7 or 8 different google streams and multiple programs imbedded into his assignments. My youngest, A kindergartner has experienced the most challenges. The virtual classroom at this level has negatively impacted her learning experience and ability to learn. On most days, she is one of a handful of the students who logs in every day. I'd like to share some of the issues that interfere with her learning. Distractions from other children and their homes have had a big impact. There was a child who showed up to class in only a pull-up, no other clothes. There was a child who's smoke detector kept beeping. There is a child who since November has not had an instrument to write with. (The teacher has provided supplies to be picked up on two occasions since November). A parent who keeps popping into the meet with her new baby. There is a child who constantly interrupts the teacher teaching because he needs

help with his computer. When asked if there is someone at home to help, his reply is that she's sleeping on the couch. The teacher is trying her best and is working very hard. She spends her days correcting bad behavior from behind a computer screen. My own daughter who behaves and is eager to learn while she is in school has become disengaged and uninterested in learning. Even on a good day we struggle to keep her in front of the screen. She is a child who loved to go to school every day to a child we have to battle with to log in.

I'm sharing our experiences of virtual school with the hope you will take them into consideration when you decide if schools will reopen. I'm sure that many other classrooms are facing some of the same challenges.

I thank you for your time.

Carol Meglio





# Connecticut Association of Boards of Education

*Vincent A. Mustaro, Senior Staff Associate for Policy Services*

## PRESENTS POLICY HIGHLIGHTS

January 22, 2021

Volume 20 – Issue #15

**COVID-19 Leave Policy No Longer in Effect:** The Families First Coronavirus Response Act (“FFCRA”) was not renewed in 2021. Policy 4152.61/4252.61, “Paid Sick Leave Emergency Family and Medical Leave Act: COVID-19 Related,” created to inform about FFCRA, is no longer needed. If the board adopted this policy, rescinding of same is now recommended. This policy, based upon FFCRA, was a temporary policy effective only through December 31, 2020.

Congress passed on December 29, 2020, and President Trump signed into law, the Coronavirus Response and Relief Supplemental Appropriations Act, a 5,593 page appropriations bill. This new legislation has the following implications for policy #4152.61/4252.61:

- a. Mandatory paid sick leave and FMLA leave under FFCRA expired on 12/31/20.
- b. From 1/1/21 through 3/31/21, paid sick and FMLA leave related to COVID-19 is voluntary and employers can claim a payroll tax credit for such leave.
- c. After 3/31/21 employers can provide paid COVID-19 related leave at their own expense, but cannot claim a payroll tax credit.
- d. Employees do **not** get additional time added to their 80 hours of paid leave granted under FFCRA.

Paid FMLA under the FFCRA, when originally passed, followed the procedures

established under the Families with Medical Leave Act (FMLA) and covered in policy #4152.6/4252.6, “Family and Medical Leave Act.” Therefore, employees may be entitled to a new category of regular FMLA leave for COVID-19 childcare related reasons. This new category became effective as of January 1, 2021, depending upon the manner in which the district calculates its FMLA leave. (Refer to regular policy #4152.6/4252.6 regarding unpaid FMLA leave.)

Most districts, follow the language contained in CABE’s sample administrative regulation for policy #4152.6/4252.6 which indicates: “for purposes of FMLA leave a 12-month period is the district’s fiscal year, July 1 through June 30.” (However, the district has the option of designating another 12-month period based on the calendar year or other criteria set out in the Families with Medical Leave Act. Such options include:

- Calendar year
- 12-month period measured forward from the date of the employee’s first FMLA leave date
- 12-month period measured backward from the date the employee takes any FMLA leave

The new appropriations legislation does not require the provision of any additional paid leave. However, if the district as employer, does this voluntarily, such leave must be provided to all employees in the same and uniform manner.

**Policy Implications:** As previously indicated, policy #4152.61/4252.61, "Paid Sick Leave Emergency Family and Medical Leave Act: COVID-19 Related," sunset on December 31, 2020. Districts may voluntarily provide paid sick leave, up to 80 hours, and paid FMLA leave during the period 1/1/21 through 3/31/21. After 3/31/21, such leave can be provided by the district voluntarily.

**Special Education Policy Requires**

**Revision:** As a result of a court decision, *A.R. v. Connecticut State Board of Education*, all students with disabilities who have not yet turned 22 years of age and who have not received a regular high school diploma, remain eligible for special education services under the Individuals with Disabilities Education Act (IDEA) up until their 22<sup>nd</sup> birthday or until they graduate from high school with a regular high school diploma, whichever occurs first.

Districts must contact all adult students and parents impacted by this court decision and advise them that they remain eligible for special education services under the IDEA until their 22<sup>nd</sup> birthday, as outlined in their IEP until they turn 22 years of age or they graduate with a regular high school diploma, whichever occurs first. This includes continued eligibility for students who were already exited under IDEA because of turning 21 during the 2019-2020 school year, in accordance with the then effective state law.

The Connecticut State Department of Education reminded school districts that any student who exited high school during the 2019-2020 school year as a result of either completing school with other credentials (student did not graduate with a regular high school diploma), discontinued schooling, transferred to a GED program, or moving/not known to be continuing, still has an entitlement to FAPE. These students may be re-admitted to public school and maintain eligibility for receipt of special education and related services up until their 22<sup>nd</sup> birthday or until they graduate with a regular

high school diploma, whichever occurs first. These students may enroll in public school up and until their 22<sup>nd</sup> birthday.

Students whose eligibility terminated when they graduated with a regular high school diploma are not subject to an extension of eligibility until they turn 22, nor entitled to compensatory education.

The ruling found that because Connecticut provides public education to non-disabled individuals over the age of 21 in the form of adult education and GED programs, it must offer something similar for special education students.

**Policy Implications:** Policy #6159, "Individualized Education Program/Special Education Program," and Policy #6171, "Special Education," are impacted by this decision. They have been revised to be in compliance with this court ruling and directives from the State Department of Education. The modifications made to the policy, based on the ruling described above, are very limited. The policies are available upon request and/or can be found in the CORE manual found in the membership section of the CAGE website.

**OCR Rules on Protections for Transgender Students:** The U.S. Department of Education on January 8, 2021, through its Office of Civil Rights (OCR) released an internal memorandum from its acting general counsel that took the position that "sex" in Title IX refers only to biological sex, and that schools do not violate the law by refusing to allow transgender students to use rest rooms and locker rooms or participate in athletics consistent with their gender identity. The memorandum was released publically with less than two weeks remaining in the Trump administration.

The views contained in the memo are contrary to several recent federal court rulings that have interpreted Title IX to protect transgender students and allow them



to use restrooms or participate in athletics consistent with their gender identity.

The memo is “is unconscionable and legally flawed,” said Alphonso David, the president of the Human Rights Campaign (HRC), a Washington-based LGBTQ rights organization.

The OCR memo, and HRC’s response, came the same day that Education Secretary DeVos’s resignation took effect following the January 6<sup>th</sup> assault on the U.S. Capitol by supporters of President Donald Trump.

The OCR memorandum addressed athletics, restroom facilities and sex-segregated programs. In the area of athletics, the OCR memorandum stated that schools must provide “separate athletic teams to separate participants solely based on their biological sex, male or female, and not based on transgender status or homosexuality, to comply with Title IX.”

That view is consistent with an approach taken by the Department’s Office for Civil Rights over participation by transgender female athletes in female categories in sports such as track and field. The policy of the Connecticut Interscholastic Athletic Conference (CIAC) that supports the transgender female athletes has been challenged by cisgender females in the OCR action and in a lawsuit that is pending before a federal district judge.

Regarding restrooms and locker rooms, the OCR memo said the Education Department’s controlling 1970s-era Title IX regulations permit “schools to provide separate bathrooms, locker rooms, and showers ‘on the basis of sex,’ as long as the school provides comparable facilities for ‘each sex.’” And that access is based on biological sex.

The OCR memo also provided a listing of other sex-segregated programs and activities, which, according to OCR, must be based on biological sex.

The memo is not a formal regulation and it seems likely the new administration of President Joseph R. Biden Jr. could withdraw it and proffer its own views of the scope of Title IX of the Education Amendments of 1972, which bars sex discrimination in federally funded schools. In addition, OCR’s current interpretation of Title IX is in direct conflict with Connecticut Law.

Source: Title IX Protections Apply Only to ‘Biological Sex,’ Education Department Memo Says by Mark Walsh, *Education Week*, January 10, 2021.

**Policy Implications:** Policy #5145.53, “Transgender and Non-Conforming Youth,” pertains to this topic. This is considered a recommended “good practice” policy for inclusion in a district’s policy manual.

It is not advised at this time to make any changes to the current policy. It is strongly believed that this OCR memorandum and its impact will not enjoy a long life based on the new Biden administration and a new Secretary of Education, with Connecticut roots.

### **Food for Thought:**

“With this school year like no other in full swing – and no guarantee of when the pandemic will abate – it is our responsibility to make sure that the classrooms of 2020 and beyond aren’t simply new theaters in which to restage the same old inequities.”

Source: “When Social-Emotional Learning is Misused,” by Eve Colavito and Kalila Hoggard in *Education Week*, December 9, 2020.



## Carrie Swain

---

**From:** Maytae Harge <tae\_tae@student.fdu.edu>  
**Sent:** Saturday, January 23, 2021 11:20 PM  
**To:** KAREN HARVEY; Carrie Swain; cpagano@waterbury.k12.ct.uus  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Commissioner Pagano and Commissioner Harvey,

I am MayTae Harge, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

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## Carrie Swain

---

**From:** Elizabeth Mantz <elizabeth.mantz00@gmail.com>  
**Sent:** Sunday, January 24, 2021 9:24 AM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Elizabeth Mantz I graduated from Watertown HS in 2018. I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

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Sent from my iPhone



## Carrie Swain

---

**From:** jerome james <jeromemjames@outlook.com>  
**Sent:** Sunday, January 24, 2021 9:18 PM  
**To:** KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Commissioner Pagano and Commissioner Harvey,

I am \_\_Jerome James\_\_\_\_\_, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

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Sent from my iPhone



## Carrie Swain

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**From:** shannon raider-ginsburg <shannonraider@gmail.com>  
**Sent:** Tuesday, January 26, 2021 10:24 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

**EXTERNAL MAIL-** This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Pagano and Commissioner Harvey,

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## Carrie Swain

---

**From:** Rebecca Pickering <bexapickering@gmail.com>  
**Sent:** Thursday, January 28, 2021 9:55 AM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain

**EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.**

Commissioner Harvey and Commissioner Pagano:

My name is Rebecca Pickering, I'm a resident of Waterbury, and I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

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Sincerely,

Rebecca



236 Grand Street  
Waterbury, CT 06702

(203) 574-6761

The City of Waterbury  
Connecticut  
Department of Human Resources  
Office of the Civil Service Commission

February 1, 2021

Eddie Cabrera  
40 West Clay St., #C  
Waterbury, CT 06706

Dear Mr. Cabrera:

Your name is being certified to the Department of Education for the position of Maintainer II (Req. #2020228) at \$19.19 per hour. Please call Chris Harmon, School Inspector, to discuss the details of the position. The telephone number is (203) 574-8013. Failure to call the above named individual by February 8, 2021 will result in your name being removed from the eligibility list.

We have scheduled your orientation for Thursday, February 4, 2021 at 9:00 a.m. via zoom. Please refer to your email regarding instructions for the orientation via zoom. You must participate in this orientation session in order to work for the City.

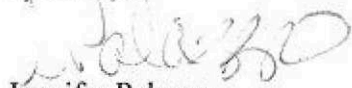
Your first day reporting to your new department/supervisor will be February 4, 2021 at your regular scheduled time.

At the orientation, we will provide you with a brief overview of the City, review its employment practices and complete all required paperwork. In addition, if you are an employee eligible for benefits, it is useful to bring the social security numbers and birth dates of your spouse and children in order to complete the insurance enrollment forms.

Please call us prior to the orientation session if you should have any questions regarding the process.

*Your new probationary period in accordance with your applicable contract will be 6 months in duration. The department head will be responsible for executing your probationary evaluation no later than 6 months from your first day in your new position.*

Sincerely,

  
Jennifer Palazzo  
Human Resources Generalist  
JP/sd

cc: Board of Education  
Dr. Ruffin, Supt. of Schools  
Chris Harmon, School Inspector  
file





236 Grand Street  
Waterbury, CT 06702

(203) 574-6761

The City of Waterbury  
**Connecticut**  
*Department of Human Resources*  
Office of the Civil Service Commission

February 4, 2021

David Crenshaw  
129 Pine St., Apt. 1  
Waterbury, CT 06710

Dear Mr. Crenshaw:

Welcome to employment with the City of Waterbury. Your name is being certified to the Education Department for the position of Maintainer I @ Driggs Elementary School (Req. #2020437) at \$15.21 per hour. Please contact Chris Harmon, School Inspector at (203) 574-8013 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, February 4, 2021 at 9:00 a.m. via zoom. Please refer to your email regarding instructions for the orientation via zoom. You must participate in this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be February 4, 2021.

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*Your new probationary period in accordance with your applicable contract will be 9 months in duration. The department head will be responsible for executing your probationary evaluation no later than 9 months from your first day in your new position.*

Again, welcome to the City of Waterbury.

Sincerely,

Jennifer Palazzo  
Human Resources Generalist  
JP/sd

cc Board of Education  
Dr. Ruffin, Supt. of Schools  
Chris Harmon, School Inspector  
file



236 Grand Street  
Waterbury, CT 06702

(203) 574-6761

The City of Waterbury  
**Connecticut**  
*Department of Human Resources*  
Office of the Civil Service Commission

February 4, 2021

Edwin Garcia  
21 Buckingham St., Apt. 2  
Waterbury, CT 06710

Dear Mr. Garcia:

Welcome to employment with the City of Waterbury. Your name is being certified to the Education Department for the position of Maintainer I @ Duggan Elementary School (Req. #2020712A) at \$15.21 per hour. Please contact Chris Harmon, School Inspector at (203) 574-8013 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, February 4, 2021 at 9:00 a.m. via zoom. Please refer to your email regarding instructions for the orientation via zoom. You must participate in this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be February 4, 2021.

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cc Board of Education  
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**Connecticut**  
*Department of Human Resources*  
Office of the Civil Service Commission

February 4, 2021

Ian Zabbara  
19 Wadsworth St.  
Waterbury, CT 06706

Dear Mr. Zabbara:

Welcome to employment with the City of Waterbury. Your name is being certified to the Education Department for the position of Maintainer I @ Bunker Hill Elementary School (Req. #2020847) at \$15.21 per hour. Please contact Chris Harmon, School Inspector at (203) 574-8013 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, February 4, 2021 at 9:00 a.m. via zoom. Please refer to your email regarding instructions for the orientation via zoom. You must participate in this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be February 4, 2021.

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Human Resources Generalist  
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cc Board of Education  
Dr. Ruffin, Supt. of Schools  
Chris Harmon, School Inspector  
file





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The City of Waterbury  
**Connecticut**

*Department of Human Resources*  
Office of the Civil Service Commission

February 4, 2021

Michael Rosa  
140 Country Club Rd.  
Waterbury, CT 06708

Dear Mr. Rosa:

Welcome to employment with the City of Waterbury. Your name is being certified to the Education Department for the position of Maintainer I @ West Side Middle School (Req. #2020943) at \$15.21 per hour. Please contact Chris Harmon, School Inspector at (203) 574-8013 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, February 4, 2021 at 9:00 a.m. via zoom. Please refer to your email regarding instructions for the orientation via zoom. You must participate in this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be February 4, 2021.


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Human Resources Generalist  
JP/sd

cc Board of Education  
Dr. Ruffin, Supt. of Schools  
Chris Harmon, School Inspector  
file



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**Connecticut**  
*Department of Human Resources*  
Office of the Civil Service Commission

February 4, 2021

Troy Thompson, Jr.  
395 Berkeley Ave.  
Waterbury, CT 06704

Dear Mr. Thompson, Jr.:

Welcome to employment with the City of Waterbury. Your name is being certified to the Education Department for the position of Maintainer I @ Chase Elementary School (Req. #2020849) at \$15.21 per hour. Please contact Chris Harmon, School Inspector at (203) 574-8013 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, February 4, 2021 at 9:00 a.m. via zoom. Please refer to your email regarding instructions for the orientation via zoom. You must participate in this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be February 4, 2021.

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Chris Harmon, School Inspector  
file



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Waterbury, CT 06702

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The City of Waterbury  
**Connecticut**  
*Department of Human Resources*  
Office of the Civil Service Commission

February 4, 2021

Jason Douglas  
654 Highland Ave., Apt. 3  
Waterbury, CT 06708

Dear Mr. Douglas:

Welcome to employment with the City of Waterbury. Your name is being certified to the Education Department for the position of Maintainer I @ Carrington Elementary School (Req. #2021038) at \$15.21 per hour. Please contact Chris Harmon, School Inspector at (203) 574-8013 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, February 4, 2021 at 9:00 a.m. via zoom. Please refer to your email regarding instructions for the orientation via zoom. You must participate in this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be February 4, 2021.

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Human Resources Generalist  
JP/sd

cc Board of Education  
Dr. Ruffin, Supt. of Schools  
Chris Harmon, School Inspector  
file





236 Grand Street  
Waterbury, CT 06702

(203) 574-6761

The City of Waterbury  
**Connecticut**  
*Department of Human Resources*  
Office of the Civil Service Commission

February 5, 2021

Paul Bouffard  
46 Dalton Ave.  
Waterbury, CT 06705

Dear Mr. Bouffard:

Welcome to employment with the City of Waterbury. Your name is being certified to the Education Department – Food Service for the position of Food Service Driver (Req. #2020339) at \$21.14 per hour. Please contact Linda Franzese, Food Service Director (203) 574-8035 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, February 18, 2021 at 9:00 a.m. via zoom. Please refer to your email regarding instructions for the orientation via zoom. You must participate in this orientation session in order to work for the City.

Your first day reporting to your new department/supervisor will be February 11, 2021 at your regular scheduled time.

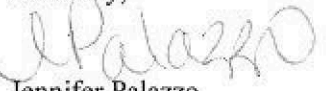
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Sincerely,

  
Jennifer Palazzo  
Human Resources Generalist

JP/sd

cc Board of Education  
Dr. Ruffin, Supt of Schools  
Linda Franzese, Fd Service Director  
file



# Connecticut Association of Boards of Education

*Vincent A. Mustaro, Senior Staff Associate for Policy Services*

## PRESENTS POLICY HIGHLIGHTS

February 5, 2021

Volume 20 – Issue #16

**CABE-Hosted District Online Policy Manuals Enhanced:** Numerous school districts across Connecticut have posted their board of education policy manual online using CABE's Connecticut Online Policy Service (C.O.P.S.). We are now pleased to announce new enhancements to the program. This service now offers multiple language translation, utilizing Google Translate in addition to ADA and Section 504 Accessibility. The service utilizes the latest technology available, which is important for future integrations and processes. The new platform is now fully operational and also includes the sample CORE Policy Manual. The CORE manual is located in the member section of the CABE Website, with all of the district posted manuals. These provide a most valuable resource to assist districts in policy development.

The C.O.P.S. program was initiated thirteen years ago. Throughout its history, fees for districts to use the program to host its manual on line in an easy searchable format have not increased. The latest enhancements also come at no additional cost to districts. CABE is proud and pleased to be able, in these difficult times, to offer an improved product without burdening district budgets.

Through CABE's online policy service, school districts get instant, current and "searchable" access they need to board policies. The service saves staff time in copying and distributing new or revised

policies. It is now possible to download policies as a Word document to facilitate local work on them. Board members, staff and the public get the information they need, at their fingertips.

The most recent enhancement, now fully operational, makes it possible to translate district policies into a multitude of different languages to better serve our increasingly diverse communities. By selecting a language from a drop-down menu, it becomes possible to translate the selected policy document from the district website into the selected language, which is subject to applicable Google Terms of Service. The translation service is made available on the website solely for user convenience, and its use is solely the option of the user.

While Google Translate uses state-of-the-art technology, it does so without the intervention of human translators. The translations provided as part of the services are an approximation of the policy's original content.

A disclaimer is provided, which indicates, as prescribed by Google, that it is possible for the translation service, which utilizes automated computer translations of web pages to not totally accurately translate the website.

The disclaimer states, "No warranty of any kind, either expressed or implied, is made to the accuracy, correctness, or reliability of



any translations made from English into any other language. The official text is the English version of the website. Any discrepancies or differences created in the translation are not binding and have no legal effect for compliance or enforcement purposes.

If any questions arise related to the accuracy of the information contained in the translated website, please refer to the English version of the website.”

**Policy Implications:** You are urged to see how the enhancement works by accessing your district’s manual, if hosted by CABE, or the district manuals listed on CABE’s website or the CABE Core manual. Board policy manuals posted on the Internet using CABE’s C.O.P.S. program enjoy these advantages:

- Instantly available to board members, staff, public
- Easy to use
- Faster updates
- Paperless efficiency
- Searchable information
- Links to Connecticut General Statutes
- Links to cross-referenced policies
- Reduced administrative costs

Contact the CABE Policy Service for more information.

**Website Accessibility for the Disabled:** As more essential information is published online, local governments, including school districts, must provide for the accessibility of web content to citizens whose disabilities inhibit their use of the web. Many disabled people use “assistive technology” to enable them to use computers and access the Internet. Such technology includes screen readers that speak the text that would normally appear on a monitor and voice recognition software to control computers with verbal commands. Other kinds of

assistive technology are continually being introduced.

Improperly designed websites can create unnecessary barriers for those with disabilities, just as an improperly designed building can prevent a disabled person from entering. Features built into a web page can assist disabled individuals.

School districts are subject to Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §794, and its implementing regulations at 34 C.F.R. pt.104, and Title II of the Americans with Disabilities Act (ADA), 42 U.S.C. §12131, et seq., and its implementing regulation at 28 C.F.R. pt. 35. These impose the obligation on school districts to make the content of their websites accessible to disabled individuals.

Website accessibility means that “people with disabilities can access the web.” This definition comes from the Web Accessibility Initiative, a project of the international standards group called the World Wide Web Consortium.

The federal Department of Justice considers Web accessibility as a high priority. This priority is based on the increasingly interconnected and dynamic nature of Web sites which allows for easy and convenient access to programs, services, and activities of public entities covered by the ADA. Individuals with disabilities are often denied equal access to the services, programs, and services of state and local governments because the public entities’ Web sites are inaccessible.

School districts that fail to comply with these obligations may be investigated by the U.S. Department of Education’s Office of Civil Rights (OCR). Most complaints received by OCR focus on accessibility issues for individuals with hearing and visual impairments. However, barriers may also exist for disabled individuals with other physical or cognitive disabilities. OCR has



the authority under law to demand from any agency that receives federal funding the information necessary to determine whether such agency is in compliance with the anti-discrimination regulations.

The question, due to the legal requirements, is how to make school district websites ADA compliant. An accessible website is one that meets the standards specified by law. It means that those with disabilities need to be able to use assistive technology to navigate your website. Two resources available to guide web developers and school personnel in managing websites are the Section 508 Standards and the more comprehensive resource called the Web Content Accessibility Guidelines (WCAG), developed by the World Wide Web Consortium (W3C).

Access to information is considered a civil right. Section 508 is the federal law that mandates the use of electronic accessibility while the WCAG develops interoperable technologies to guide the Web to its full potential. Section 508 and WCAG promote coherent navigation, legible presentation, complimentary colors and a consistent layout for websites.

To help disabled individuals to use any website, use is made of available assistive technologies. However, for assistive technologies to work, the web page must be created following either Section 508 or W3C standards.

It is recommended that districts seek compliance with two widely recognized international standards. The first is the World Wide Web Consortium's (W3C's) Web Content Accessibility Guidelines (WCAG) 2.0 Level AA. These guidelines seek to explain the ways which agencies can insure their web content is accessible to individuals with disabilities. The other set of standards is the Web Accessibility Initiative Accessible Rich Internet Applications Suite ([www.w3.org/WAI/intro/aria](http://www.w3.org/WAI/intro/aria)) which

provides agencies with the tools necessary to ensure the accessibility of complex web interfaces (i.e., "dynamic content and advanced interface controls developed with Ajax, HTML, and JavaScript and related technologies").

Initially, districts should assess if the material on its website is currently accessible to individuals with disabilities. This should be done using the "Benchmarks for Measuring Accessibility" standards. If the district is unable on its own to make such a determination, it should enlist the help of an outside vendor with the required expertise. An action plan should be developed to correct any existing online barriers to accessibility that includes a timeline for compliance. The complexity of this issue makes it likely that districts will utilize the services of a technology provider to accomplish the required accessibility.

Further, the district should develop and adopt an accessibility policy and post a notice to persons with disabilities about how to request access to online information or functionality that is currently inaccessible.

**Policy Implications:** Policy #6141.3221, "Website Accessibility," pertains to this issue. The Appendix to the policy contains sample "Website Accessibility Statements." This is considered an optional policy for inclusion in the district's policy manual. In addition, policy #6141.322, "Websites/Pages," and its accompanying administrative regulation include language pertaining to website accessibility for the disabled. These are optional for inclusion in a district's policy manual.

#### **Title IX Remains Most Requested Policy:**

On May 6, 2020, the U.S. Department of Education implemented new regulations for Title IX which made substantial changes to investigating allegations of sexual harassment. The new regulations revised the definition of sexual harassment, instituted specific procedures for districts to follow



during investigations, and required training on specific topics for staff involved in Title IX compliance.

Boards of education need to have a current, legally compliant Title IX policy in place. The new regulations require significant changes to Title IX board policies. The changed policies were required to be in place by August 14, 2020. Many boards are still in the process of fulfilling this requirement. In addition, it is important that a Title IX coordinator has been named and a process has been established for investigating complaints, all of which must comply with the district's new policy. Boards should expect that their superintendents ensure staff are appropriately trained to carry out the district's Title IX responsibilities.

The new regulations require personnel involved in Title IX compliance to be trained on several topics, including, but not limited to:

- The definition of sexual harassment,
- Properly conducting an investigation in compliance with the new grievance procedures outlined in the regulations,
- Investigating allegations impartially and avoiding conflicts of interest, and
- Creating investigative reports that fairly summarize the relevant evidence.

**Policy Implications:** CAGE has developed a new policy, applicable to personnel and students pertaining to Title IX. The documents also contain an administrative regulation outlining the grievance/investigation procedure and forms to facilitate the process. These are codified as #4000.1 (Personnel) and #5145.44 (Students).

**Gifted Students Affect Classmates in Heterogeneous Classes:** Brandon Wright in an article in *Education Gadfly* reported on a study in Switzerland of the effect gifted students had on their classmates in mixed-achievement classes (in these schools, giftedness was determined by IQ scores over 130 and qualitative measures):

- Daily exposure to gifted peers over two school years had a consistent, positive, statistically significant effect on non-gifted students' academic achievement.
- Prolonged exposure to gifted classmates increased the likelihood that non-gifted students would attend academic versus vocational tracks in subsequent years.
- The greatest impact on non-gifted students was on males and high achieving students.
- Male regular-education students benefited from being in class with gifted students regardless of the gifted students' gender.
- Female regular-education students benefited most from being in class with female gifted students.
- These benefits did not occur when gifted students had emotional or behavioral disorders; in fact, the presence of gifted students with those challenges had a negative effect on the academic achievement of their classmates.

Source: "How Gifted Students Improve the Outcomes of Their Classmates, Regardless of Their Ability Levels" by Brandon Wright in *Education Gadfly*, January 21, 2021; as summarized in *Marshall Memo 871*, January 25, 2021.

**Policy Implications:** Policy #6172.1, "Gifted Students," pertains to this topic. This is an optional policy for inclusion in the district's manual.

## Carrie Swain

---

**From:** Eavan Flanagan <eavan.flanagan@gmail.com>  
**Sent:** Monday, February 8, 2021 12:32 PM  
**To:** CHARLES PAGANO; KAREN HARVEY; Carrie Swain  
**Subject:** Agenda Item 10.1/M.O.U. with Waterbury Police Dept.

EXTERNAL MAIL- This email originated from outside the District. Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Commissioner Harvey and Commissioner Pagano,

My name is Eavan flanagan, I want you to share my concerns with your fellow board members.

I am concerned about the process that has been used to create, introduce and vote on Item 10.1, the M.O.U. between the schools and the police department. It was revealed during the last board meeting that students, parents, community members and experts on school-based arrests were excluded from this process.

This should concern you. It's undemocratic. It's a bad practice.

We all know that the more voices and experiences that are used to craft public policy and programs the more effective the policies will be. There are problems with the M.O.U. and I believe the M.O.U must:

1. Address the school-to-prison pipeline in Waterbury
2. Require student input on the creation of the M.O.U. as well as be members of an oversight committee for the M.O.U.
3. Require more and timely reporting of student arrest data and police officer-based data
4. Hold police and school staff accountable for executing all aspects of the M.O.U.
5. Reduce the roles that police have in schools

I have only highlighted a few examples. There are many more flawed elements in the proposed M.O.U. that can be addressed if you table the vote tonight.

The schools, the board, and the police have been out of compliance for years. There is no penalty in the statute for that. There should be. Therefore there is no reason to rush it now. The pragmatic thing to do is to pull the M.O.U. from the agenda and allow experts, students, and community members to participate in this important process.