

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Thursday, December 17, 2020 at 6:30 p.m.

Virtual Meeting via ZOOM

In an effort to adhere to social distancing guidelines, this meeting was held without normal in-person public access. However, the meeting was broadcasted live on the City of Waterbury's Government Access Channel (Comcast 96, Frontier 6096), streamed live at <https://youtu.be/q3Vcde9eftE>, or listened to via teleconference by calling 1-701-802-5303 with access code 7755337.

PRESENT: President Pagano, Commissioners Brown, Devan (6:35 p.m.) Harvey, Hernandez, Orso, Serrano-Adorno, Stango, Sweeney, and Van Stone.

ALSO PRESENT: Superintendent Verna D. Ruffin, Chief Financial Officer Doreen Biolo, Assistant Superintendent Noreen Buckley, Chief Operating Officer William Clark, Interim Director of Personnel Juan Mendoza, Chief Academic Officer Darren Schwartz, Attorney Tara Shaw, and Director of Communications Sujata Wycoff.

STUDENT REPRESENTATIVES: Tenly Dessalines and Sumreen Moughal of Wilby High School.

1. SILENT PRAYER

President Pagano called the meeting to order at 6:30 p.m. with a moment of silence.

SUPERINTENDENT: For our moment of silence today, the following we ask to keep in memory:

- *Kathleen Sugrue, 61, retired teachers' aide for more than 30 years, passed away on November 12, 2020.*
- *Diane Moran, 85, retired teacher at North End Middle School, passed away on November 18, 2020.*
- *Constance Del Principe, 96, former school aide at Bunker Hill Elementary School for 20 years, passed away on November 19, 2020.*
- *Stacy Metz, 52, paraprofessional for 22 years, 4 years at State Street School and 18 years at Tinker School, passed away on November 22, 2020.*
- *Irene Smith, 92, former teacher in Waterbury Public Schools, passed away on November 26, 2020.*
- *Barbara Giglio, 96, retired Librarian at Crosby High School for 22 years, passed away on December 9, 2020.*

- *Dr. Paul Sequeira, 80, former Assistant Superintendent of Curriculum and Instruction for many years, and ending his Waterbury career as Special Advisor to the Superintendent, passed away on December 11, 2020.*
- *Marilyn Gerace, 75, former English and Latin teacher at Wilby High School, in addition to teaching part time at Adult Education, passed away on December 13, 2020.*

Let us remember them and their families and recognize their dedication and passion to the Waterbury School Community.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

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

3. ROLL CALL

CLERK: Commissioner Brown.

BROWN: Here.

CLERK: Commissioner Devan (arrived at 6:35 p.m.). Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hernandez

HERNANDEZ: Here.

CLERK: Commissioner Orso.

ORSO: Here.

CLERK: Commissioner Serrano-Adorno.

SERRANO-ADORNO: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Van Stone.

T. VAN STONE: Present.

CLERK: President Pagano.

PAGANO: Here.

4. COMMUNICATIONS

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

- a) Copy of communication dated November 12, 2020 from Civil Service certifying Robert Malon, Jr. for the position of Painter II.

- b) Copy of communication dated November 12, 2020 from Civil Service certifying Ivan Alvarez for the position of Network Manager.
- c) Copy of communication dated November 19, 2020 from Civil Service offering Michelle Velez the position of Temporary Attendance Counselor on a temporary and at will employment.
- d) Email communication dated November 27, 2020 from C.A.B.E.

PAGANO: Any discussion or comments? Seeing no one raising their hands I'll ask for a vote. All in favor please say aye, opposed or abstain? Thank you. Motion carries.

5. APPROVAL OF MINUTES

Upon a motion by Commissioner Hernandez and duly seconded by Commissioner Brown, it was voted unanimously to approve the minutes of the Regular Meeting of November 19, 2020 and Workshop of December 3, 2020.

PAGANO: Any discussion or comments? A vote of yea if you're for it. Opposed, negated, abstain. The motion carries. Thank you everyone.

6. PUBLIC ADDRESSES THE BOARD

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

There were no public speakers.

7. SUPERINTENDENT'S ANNOUNCEMENTS

SUPERINTENDENT: I believe that Sujata will share the screen. In the meantime, I would like to recognize our two student representatives who are here this evening Sumreen and Tenly, both from Wilby High School. So welcome to our student advisors to the Board. Beginning for our next month now that we have representatives from all of our schools we will have training before our next board meeting and then we will have regular attendance from our student advisors.

The first slide that you're looking at is our revised grab and go pickup schedule for our meals. Previously we didn't know whether we were going to be able to provide it on Friday but we are and we want to make that known. We've sent it out in multiple media blurbs across our student enrollment but we want to remind everyone that the grab and go meals for tomorrow will be at the following locations. It will begin at 12 noon through 2:00 p.m. And the meals that are provided will include breakfast, lunch, a snack, and supper. And of course all of the children 18 and under are eligible to pick up a meal and if a parent or guardian wish to pick them up it's fine as well. They will be provided at those locations from 12 o'clock noon until 2:00 p.m.

Our next slides we have several great things to share with you. We are not going to play everything from beginning to end but I do want to demonstrate to our Board members the great work that our teachers and our students are doing across the district whether it's virtual or in person, this happens to be virtual and you can see some of the creativity that is flowing. We have some amazing children and teachers in our district.

This next slide is from North End Middle School Choir. The fine arts teachers across the district are continuing to adapt and overcome the challenges associated with teaching and performing in distance learning. We'd like to thank Mr. Camacho who is the Choir Director at North End Middle School, he had his students virtually perform and I think you're gonna be very uplifted by what you're going to be hearing for a few seconds. "Oye Como Va" is performed by the students at North End with Mr. Camacho.

Let's go to the next slide. At North End Middle School Randy Ramdin and Mia Castillo, on December 9 Randy and Mai attended a virtual lobby meeting with Congresswoman Jahana Hayes' Office. They discussed the opportunity to co-sponsor a bill in Congress and asked for her support to declare a climate emergency for cities. We are extremely proud of RAM FAM which is the team.

Waterbury Career Academy Student Art Gallery – Art Teacher Mr. Blasavage created the virtual art gallery that shares student's artwork. Amazing work our students have done. You'll be able to click some of the amazing work.

Waterbury Arts Magnet School students brightened up the holiday. They participated in the United Way Community Card Making program by creating holiday cards for healthcare workers. Here are a few examples from students in Jill Hodges' art classes.

At Kingsbury Elementary they are doing School Brain Breaks to promote student creativity and involvement. The activity reinforces the school's mission to prepare their students academically, artistically, emotionally, physically and socially to make sure they succeed.

There will be an Early College High School Information Session for all 8th grade students living in Waterbury. Virtual information session will be on Monday, December 21, 2020.

This concludes the Superintendent's Announcements. I want to wish everyone a wonderful holiday season. We enjoyed our first of the snow days while still virtually connected to our teachers and our students today. The snow is beautiful and I hope that people did have a chance to enjoy it because the way that our school day was built our students and staff were able to enjoy it while also learning and particularly what I am pleased about is it kept everyone safe and it also made certain that we are not in question as to when we end in June and we can possibly set graduation dates a little early knowing that we will not be subjected to having to move them the end of June. I certainly look forward to what happens in January, mid-January, when I hope that we are able to return to our hybrid model and then eventually be able to encourage more in-person as we will be opening a 20/21 school year. So thank you everyone and I hope that you have a happy holiday and this concludes my announcements for today.

8. PRESIDENT'S COMMENTS

PAGANO: Thank you very much Dr. Ruffin and happy holidays to you and your family also. I'll keep them brief. As a . . . our colleague Commissioner Jason Van Stone who relocated and parted this Board I had the responsibility to do some assignments for filling his seat and absence and I've gotten it straightened out in my head here so please bear with me. Under the Building and School Facilities of which Jason was Chair and as he depended on Ann Sweeney to be his Vice-Chair for this Committee, I too have depended on her for this interim roll that she's been doing since Jason's departure. She's done a wonderful job and I do encourage . . . and since Ann has been involved with each and every project over the last couple of years with this I need her mostly for a continuation and I've asked her to keep on as the Chair of that Committee and I backfilled her position with Charles Stango who has also ably raised his hand and volunteered. So thank you to both Charles and Ann and congratulations. Filling Jason's other two slots – one on Finance and one on Policy and Legislation I have assigned that to Amanda Devan which is exactly the, the roll that she's filling to begin with is Jason's, and I think her back ground is going to be complimenting those roles very nicely. So Amanda, thank you for agreeing to serve on those two committees and I look forward to working with you.

DEVAN: Thank you.

PAGANO: And lastly we're doing a little abracadabra roll switching here because our colleague Juanita Hernandez ran into a little conflict issue on Tuesday night with the Curriculum Committee and asked to be reassigned to something else and our friend Liz Brown ably volunteered to swap Policy and Legislation that she's serving on with Juanita and Juanita is coming off of Curriculum and Liz is going to Curriculum. So thank you both ladies for solving a problem before it was even apparent to any of us so thank you ladies.

Those are my comments organizationally. I just want to wish each and every one of you an incredibly rich and joyous holiday season, Christmas, whatever it is that you celebrate. This is a great team to play with, this is a good bunch of friends, and we're doing a lot of good stuff together so thank you and I look forward to working with you in 2021.

9. STUDENT REPRESENTATIVES' COMMENTS

PAGANO: Do you either of you have any comments for the Board?

SUMREEN MOUGHAL: No comments.

TENLY DESSALINES: No comments.

Upon a motion by Commissioner Hernandez and duly seconded by Commissioner Sweeney, it was voted unanimously to add to the Agenda WTA Grievance 19-20-33.

PAGANO: Any discussion? Thoughts, comments? All in favor, opposed.

Upon a motion by Commissioner Hernandez and duly seconded by Commissioner Sweeney, it was voted unanimously to add to the Agenda WTA Grievance 19-20-32.

PAGANO: Discussion? Any comments? All in favor, opposed.

Does anyone have a desire to remove any item from the Consent Calendar as delineated on the Agenda?

President Pagano proceeded to read the Consent Calendar, items 10.1 through 10.10.

10. CONSENT CALENDAR

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Brown, it was voted unanimously to approve the Consent Calendar, items 10.1 through 10.10, as read and listed:

- 10.1 The Committee of the Whole recommends the Waterbury Board of Education approve a Student Intern Affiliation Agreement with Southern Connecticut State University, at no cost, for School Counseling Student Internships.
- 10.2 The Committee of the Whole recommends the Waterbury Board of Education approve an Agreement with Brass City Charter School, Inc., for a three-year period and at no cost, to provide transition services for students with disabilities.
- 10.3 The Committee of the Whole recommends the Waterbury Board of Education approve a Student Teacher Affiliation Agreement with Central Connecticut State University, at no cost, for Student Teaching Opportunities.
- 10.4 The Committee on Finance recommends the Waterbury Board of Education approve a Professional Services Agreement with Sue Vivian, for consultant services under the School Readiness Quality Enhancement Grant.
- 10.5 The Committee on Finance recommends the Waterbury Board of Education approve a Professional Services Agreement with Easterseals Rehabilitation Center for consulting services under the School Readiness Quality Enhancement Grant.
- 10.6 The Committee on Finance recommends the Waterbury Board of Education approve of Amendment One (1) to the Agreement with EdAdvance, in the not to exceed amount of \$91,000.00, to provide transition services to a student with disabilities.
- 10.7 The Committee on Finance recommends the Waterbury Board of Education approve of Amendment Three (3) to the Agreement with Connecticut Institute for the Blind Inc. d/b/a Oak Hill, in the not to exceed amount of \$1,376,185.72, to provide education services to children with disabilities.

- 10.8 The Committee on Finance recommends the Waterbury Board of Education approve to apply for the Connecticut Department of Education 2020 Carl D. Perkins Grant.
- 10.9 The Committee on Policy and Legislation recommends the Waterbury Board of Education approve the new One-to-One Device Program Policy #6141.3291.
- 10.10 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:

GROUP FACILITIES AND DATES/TIMES

REQUESTING WAIVERS:

P.A.L.	Wilby gym: 1/23/21 to 3/20/21, Saturdays, 8 am to 6 pm	
Sgt. Bessette	(Basketball Program)	(\$4,620.)

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

P.A.L.	West Side gym: 1/19/21-3/19/21, Mon. – Fri., 6:00 - 9:00 pm
Sgt. Bessette	Bucks Hill gym: 1/19/21-3/19/21, Mon. – Fri., 6:00 - 9:00 pm
	Carrington gym: 1/19/21-3/19/21, Mon. – Fri., 6:00 - 9:00 pm
	Chase gym: 1/19/21-3/19/21, Mon. – Fri., 6:00 - 9:00 pm
	Duggan gym: 1/19/21-3/19/21, Mon. – Fri., 6:00 - 9:00 pm
	Maloney gym: 1/19/21-3/19/21, Mon. – Fri., 6:00 - 9:00 pm
	Reed gym: 1/19/21-3/19/21, Mon. – Fri., 6:00 - 9:00 pm
	Sprague gym: 1/19/21-3/19/21, Mon. – Fri., 6:00 - 9:00 pm
	Wilson gym: 1/19/21-3/19/21, Mon. – Fri., 6:00 - 9:00 pm

PAGANO: Any discussion? Comments? All in favor please signify by saying aye, opposed. Thank you very much, motion carries for the Consent Calendar.

11. ITEMS REMOVED FROM CONSENT

There were no items removed from the Consent Calendar.

COMMITTEE ON GRIEVANCES

Upon a motion by Commissioner Hernandez and duly seconded by Commissioner Sweeney, it was voted unanimously to approve that WTA Grievance 19-20-33, heard by the Committee on December 15, 2020, be DENIED.

PAGANO: Discussion?

HARVEY: Can we get a brief explanation as to why the Committee arrived at that.

HERNANDEZ: This grievance was about a one-day suspension and a letter placed in the grievant's file after complaints were made by staff and students in regards to an interaction with staff and students. It was investigated.

PAGANO: Anymore discussion or comments? Kindly signify by saying aye if you're in agreement with this. Opposed, abstain. Motion carries.

Upon a motion by Commissioner Hernandez and duly seconded by Commissioner Sweeney, it was voted unanimously to approve that WTA Grievance 19-20-32, heard by the Committee on December 15, 2020, be DENIED.

PAGANO: Discussion?

HERNANDEZ: This grievance was about a letter of discipline and termination of the grievant's middle school director of sports position due to allegations that the grievant did not follow proper city hiring procedures in hiring a head and assistant swim coach.

PAGANO: Any other questions or comments. Could you please signify by saying aye if you're in agreement with this? Opposed, abstain. Motion carries. Thank you Commissioner Hernandez.

12. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Brown, it was voted unanimously to receive and place on file items 12.1 through 12.5, Superintendent's Notification to the Board, as listed:

12.1 Grant funded positions:

<u>Name</u>	<u>Position/Location</u>		<u>Rate p/hr</u>	<u>Union</u>	<u>Effective</u>
Aliaga, Katihuska	Recruitment & Student Placement Specialist	AF	\$17.58	UPSEU	01/04/2021
Dolan, Robert	Tutor/Sac. Heart MS	PT	\$33.00	NonBOE	11/05/2020
Fappiano, Marny	Tutor/Carrington	PT	\$33.00	NonBOE	11/12/2020
Jackson, Tonya	Tutor	PN	\$25.00	NonBOE	12/17/2020
Kulmann, Cathy	Tutor/Walsh	PT	\$33.00	NonBOE	12/07/2020
Lafrance, Sara	Tutor/Kingsbury	PT	\$25.00	NonBOE	12/03/2020
MacDuff, Molly	Tutor/Wendell Cross	PT	\$33.00	NonBOE	12/03/2020
Mboya, Hellen	Tutor/Duggan	PT	\$25.00	NonBOE	11/05/2020
McNerney, Tiffany	Tutor/Reed	PT	\$33.00	NonBOE	11/12/2020
Page, Tayler	Classroom Aide	PN	\$21.50	NonBOE	01/04/2021
Sanchez, Jose	Network Specialist	AF	\$19.00	SEIU3	12/17/2020
Taluri, Anila	Assessor Manager	FT	\$20.78	SEIU3	11/05/2020
Tata, Lisa	Tutor/Chase	PT	\$33.00	NonBOE	12/17/2020

12.2 New teacher hires:

<u>LAST NAME</u>	<u>FIRST</u>	<u>SCHOOL</u>	<u>ASSIGNMENT</u>	<u>DOH</u>
Cipriano	Jennifer	KHS	English/LA	12/10/2020
Jaksina	Denis	WCA	Manufacturing	10/01/2020
Jones	Michael	CHS	English/LA	01/04/2021
Norman	Khadijah	Districtwide	School Psychologist	01/07/2021
Veronesi	Caterina	CHS	ROTC	10/23/2020

12.3 Teacher transfers:

Zupperoli, Robert – from WMS Art to WMS Literacy Facilitator, eff. 12/18/2020.

12.4 Resignations:

Gabrielson, Katharine – Director of Pupil Services, eff. 01/08/2021.
Carbone, Mikaela – CHS ELA, eff. 12/16/2020.
Murrell, Kereme – KHS Guidance, eff. 11/25/2020.
Tripoli, Chrissy – Generali Speech-Language Pathologist, eff. 12/20/2020.

12.5 Retirements:

George, Laurie – WMS Speech-Language Pathologist, eff. 01/29/2021.
lorio, Jan – NEMS Special Education, eff. 12/31/2020.
Moroz, Barbara – Reed Special Education, eff. 12/18/2020.
Orsillo, Carole – NEMS Special Education, eff. 12/31/2020.
Reed, John – Supervisor of Science, eff. 12/31/2020.
Rosa, David – WMS Social Studies, effective 12/03/2020.

PAGANO: Any discussion or comments? Commissioner Liz Brown.

BROWN: I noticed that we have some resignations and I want to thank everybody for their service especially John Reed who really, I had the pleasure of working with. I know he did so much for the district and the Science curriculum, really upgrading, did a lot with the Invention Conventions and really was a pleasure to work with so I wish him well in his retirement. Thank you.

PAGANO: Any other?

HARVEY: If I can echo what Commissioner Brown stated that is truly John Reed and his impact on this district is phenomenal and I wish him the best of luck in his retirement and he will keep himself busy but he has just done a fantastic job with our students so thank you Mr. Reed.

PAGANO: Thank you and I concur with both of your ladies' observations of John Reed, a superb guy. We go up to item 13 – Unfinished Business of the Preceding Meeting Only. Number 14 – Other Unfinished, New, or Miscellaneous Business.

HARVEY: President Pagano, I just want to, we normally don't do this but this is something that's been floating in the community, the educational community particularly in this district, I just want to offer a word of congratulations to Sean Mosley who recently passed the Connecticut Bar Exam. So we have I guess, well his father is a judge but he's following pretty much in his father's footsteps, so I just want to congratulate him. He's very, very humble about it but this is quite an achievement so I wanted to mention that.

Also, I did want to question the Superintendent and she can opt to address this in an email but I wanted to know where we stood, what the status was on the position, I don't have the exact title, I know we changed it, Family Engagement Manager, where we stand with that. So if she wishes to address it now that's fine if not if she could address it in an email that would be great. And that's all I have President Pagano.

PAGANO: Thank you and thank you for bringing up Sean Mosley's name. I like Sean a lot, he's got a lot of spunk, a lot of energy, and one heck of a smart person so we need

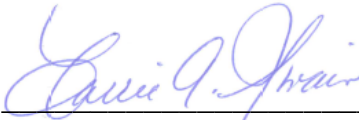
more smart lawyers, don't we Tara Shaw if you're still there. We don't have executive session tonight, correct?

BROWN: Just a comment, I just want to encourage people, the Mattatuck Museum held an unbelievable symposium with some of our African American leaders in Waterbury the other night and it was very, very moving and the courage and their lives was just incredible. So I would encourage people, I think the Mattatuck Museum is going to be hosting other seminars with some of our African American leaders in Waterbury as well as others. So I would just encourage people, it was very, very moving and very educational and very timely given the civic unrest and the anxiety being felt by our students and the society as a whole. So I want to thank the Mattatuck Museum, Bob Burns, it was an excellent seminar. Thank you.

ADJOURNMENT

Upon a motion by Commissioner Hernandez and duly seconded by Commissioner Sweeney, it was voted unanimously to adjourn at 7:06 p.m.

ATTEST:



Carrie A. Swain, Clerk
Board of Education