

WATERBURY BOARD OF EDUCATION
MINUTES ~ REGULAR MEETING
Thursday, August 20, 2020 at 6:30 p.m.
Virtual Meeting via ZOOM and Teleconference

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/j-gqorbdN10>, or listened to via teleconference by calling 1-701-802-5064 with access code 2305673.

PRESENT: President Pagano, Commissioners Brown, Harvey, Hernandez, Orso, Serrano-Adorno, Stango, Sweeney, Jason Van Stone, and Tom Van Stone.

ALSO PRESENT: Superintendent Verna D. Ruffin, Deputy Superintendent Greg Rodríguez, 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: None.

1. SILENT PRAYER

President Pagano called the meeting to order at 6:40 p.m. with a moment of silence.

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

- *Anthony Zanavich: retired science teacher at Wilby High School, passed away on July 14, 2020.*
- *Roberto Rodriguez: former teacher at Adult Education, passed away on July 16, 2020.*
- *Patricia Galek: retired school secretary at State Street School, passed away on July 23, 2020*
- *Harold Petteway: retired Administrator at Wallace Middle School and former math teacher, passed away on July 24, 2020.*
- *Kenneth Sirois: former teacher at Wallace Middle School and Waterbury Career Academy, passed away on July 27, 2020.*
- *Anthony Thompson: eleventh grade student at Wilby High School, passed away on July 28, 2020.*
- *John Herman: Security and School Safety Coordinator for Waterbury Public Schools, passed away on August 5, 2020.*
- *Tanya Nikituk: retired elementary school teacher, passed away on August 10, 2020.*

Let us remember and send condolences to their families and those caring for them.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

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

3. ROLL CALL

CLERK: Commissioner Brown.

BROWN: Here.

CLERK: Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hernandez.

HERNANDEZ: Here.

CLERK: Commissioner Orso.

ORSO: Here.

CLERK: Commissioner Serrano-Adorno.

SERRANO-ADORNO: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Jason Van Stone.

J. VAN STONE: Present.

CLERK: Commissioner Tom Van Stone.

T. VAN STONE: Present.

CLERK: President Pagano.

PAGANO: Here.

4. COMMUNICATIONS

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file communications as listed:

- a) Email communication dated July 17, 2020 from Heather Pelletier regarding Waterbury's reopening plan.
- b) Communication dated July 23, 2020 from City Clerk regarding re-appointment of Sujata Wycoff to the Greater Waterbury Cable Council.
- c) Copy of communication dated July 23, 2020 from Civil Service certifying Michelle April for the position of Food Service Site Coordinator.
- d) Copy of communication dated July 23, 2020 from Civil Service certifying Zachary Farrey for the position of Maintainer II.

- e) Copy of communication dated July 23, 2020 from Civil Service certifying Donald Rains for the position of Human Resources Generalist.
- f) Email communication dated July 25, 2020 from Ashley Rollins regarding schools re-opening.
- g) Email communication dated July 26, 2020 from Christie Caneschi regarding COVID-19 education proposal.
- h) Copy of communication dated July 27, 2020 from Civil Service certifying James Iezzi for the position of Food Service Site Coordinator.
- i) Copy of communication dated July 28, 2020 from Civil Service offering Younes Hattani the position of Provisional Painter II.
- j) Email communication dated July 30, 2020 from Joshua Marciniszyn regarding school return survey.
- k) Copy of communications dated July 30, 2020 certifying Fjorela Cucllari for the position of Accountant III and Nicholas Ciccarelli for the position of Maintainer II.
- l) Email communication dated August 7, 2020 from CAGE regarding Policy Highlights.
- m) Copy of communications dated August 11, 2020 from Civil Service certifying Thomas Sergi for the position of Food Service Site Coordinator and Kristina Calo for the position of School Secretary.
- n) Email communication dated August 12, 2020 from Kelly Donahue regarding spring break.
- o) Email communication dated August 12, 2020 from Lauren DeGennaro regarding reopening.
- p) Email communication dated August 13, 2020 from John Booth regarding reopening.
- q) Email communication dated August 15, 2020 from Nina Miller regarding back to school plan.
- r) Copy of communications dated August 13, 2020 from Civil Service certifying Zachary Calo and Paul Colon for the position of Maintainer I.

PAGANO: Any discussion? All in favor say aye, opposed, abstain. The ayes have it. The motion carries.

5. APPROVAL OF MINUTES

Upon a motion by Commissioner Orso and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the minutes of the Regular Meeting of July 16, 2020.

PAGANO: Discussion? All in favor please say aye, opposed. Motion carries. Thank you very much.

6. PUBLIC ADDRESSES THE BOARD

(Note – the public was offered the availability to address the Board via teleconference.)

PAGANO: 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.

Upon a motion by Commissioner Brown and duly seconded by Commissioner Harvey, it was voted unanimously to suspend the regular order of business at 6:45 p.m. to allow the public to address the Board.

Erica Madina asked about pre-k, her child has special needs; will they be given the same option as those in elementary and middle like distance learning and then maybe go back at the end of the year?

PAGANO: We are not responding to questions tonight, someone will have to get back to you.

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business at 6:49 p.m.

7. SUPERINTENDENT'S ANNOUNCEMENTS

RUFFIN: I do have a brief presentation of the latest update on the reopening on the schools. I understand that our Director of Communications Ms. Wycoff will probably project that for you. I have it here so I want to address that with you and if you have any questions. She'll need to share her screen Will.

Since our last meeting at the Board meeting last Wednesday, the day after our meeting I met with the school principals and administrators to speak with them about the hybrid plan along with the virtual academy that will be taking place simultaneously as we're opening schools for the new school year. After meeting with the principals the senior cabinet team members had an opportunity to work more in detail with the principals and the school staff in defining what the next steps would look like as we get closer and closer to the campus level of making not only decisions but also making certain that everything is in order. . . we problem solved some of the critical areas that we know we have to address in opening schools after being out for over five months.

At this point we're going to reveal more details and this will be discussed at our town hall beginning tomorrow. We have made contact with approximately 85% of Waterbury Public School students. Fifty point two percent . . . will not be returning to in-person learning and 34.8% will be returning in person. Chromebooks, laptops will be distributed beginning with students who are going to be enrolled in virtual academy so that as soon starts we can begin teaching and learning. We have a team that is still working on contacting the additional 15% of students that we have not been able to make contact with thus far. And as of today, approximately 24 hours after opening the

virtual academy registration form, we have 3,701 students that have already registered for the virtual academy.

Some of the things that we know . . . that's new because I'm not presenting any old information to you today I'm presenting some new information, breakfast will be served in the cafeteria with appropriate spacing. We believe we're going to have to do that because student numbers will need to be recorded in this new school year while meals that were distributed at the conclusion of last school year and in the summer we were not required to take in student numbers . . . and to recount for meals but when we go into this new school year we need to do that and cafeterias are equipped with the tools to be able to process students . . . cafeteria entry with appropriate spacing students will walk from the cafeteria and eat breakfast in the classroom or other location where practical. Students who are offered distance learning will have a specific protocol for receiving their breakfast and lunch. We're working on that, we do not have definite plans on how students in virtual will obtain a breakfast and lunch but we are working on that. Lunch for students that are in-person will be provided to them upon their dismissal. And elementary schools have established restroom breaks as well as staggered time for in between cleaning. Middle and high school schedules have been altered to reduce transitions. We have an increase in the schedules that I will be talking to you about, increased time for staff to professionally develop and we have increased the time for staff to work with families and children. We are collaborating with the YMCA and other partners as well as leveraging the 21st Century Grant to provide opportunities for students to extend the school day. So . . . that many have asked what are you going to provide when students are dismissed for a partial day and where can my child go because I'm still working? So we are diligently working on that with the Y and other approved partners as well as leveraging 21st Century . . . we'll begin that process for us to support our families who need additional care.

Our schedules are on three structures. What you're looking at now is the Waterbury distance learning and the hybrid structure and operations for a student schedule in an elementary school and so pre-k through fifth grade, that would be the instructional staff schedule that would allow . . . with supports and for their children and families to maintain high expectations and establish routines and regularly engage in professional learning, collaborating and planning, problem solving, improve with their colleagues . . . we found that this was much needed and appreciated especially as want . . . this new learning environment. We have an anticipated start time for elementary schools of 8:35 and as you can see for kindergarten, first, second, fourth grade we have a schedule where we believe . . . best be suited for students to learn, teachers to teach, and this schedule that you're looking at is the in-person schedule but it is aligned to the virtual schedule as well. So the staff worked very hard to try to make it one schedule so while the student is in-person receiving classroom instruction another students that might be in the same class for that teacher but they will be learning virtually, will be connecting at the same time. So the teacher delivers the same lesson, the same instruction to both sets of students . . . one in person, the other one online and we kept that schedule for all three grades levels . . . you'll see we tried to keep it as tight as possible to allow for when students return more to in person learning there will not be any disruption with having to go and have another teacher or to be unfamiliar with the schedule as it follows either . . . social studies, elective courses, and likewise if a students is in an in person learning environment and later chooses to go to virtual there is going to be no gaps in their transition because it will be one in the same in terms of who's teaching you and

familiarity with the content and familiarity most importantly with the actual people, you'll will be with the same people. Then students are going to be dismissed, there's gonna be like a school-wide break at that point, teachers will have an opportunity to eat, I'll cover the teachers schedule very briefly later, but students are dismissed and the rest of the learning for students that are in person every day, the rest of their learning and for those who are virtual, the rest of their learning, is composed of online asynchronous learning which means that they could spend as many minutes as they would like but we're saying 20 minutes or 30 minutes on certain content or certain skills . . . that they could do immediately in the afternoons but they could also do it at any time and it's all virtual. It will be available for them . . . to work on and it's tied into what they have been learning during the school day but it's definitely gonna be some work that students could do independently and that ranges from the curriculum instruction pieces that we've already purchased to all of the special classes like art and music and our PE and math intervention as well as ELA interventions as well. This is what a school day could look like with a dismissal time of school starting at 8:35 in the morning, so school would be dismissing at approximately 12:15 in the afternoon. I'm sorry, 12:35 in the afternoon. For a student or staff member that is going to be teaching the same level, same grade level, I'm not gonna cover the entire schedule with you but you can see where the bathroom breaks have been built in for this schedule, you can see where the overall break is for the entire school, you can see dismissal, and then at the very bottom you'll see that there's . . . the teacher would have time to eat, you see teacher prep built into this schedule, you see professional learning built into this schedule, and you also see office hours. This is where the teachers can connect with the students they taught earlier for individual assistance to students, they could also have parent/teacher conference calls, they can give parents updates on their child's progress because this built in . . .

For our sixth through eighth graders, excluding our pre-k through eight, for our sixth through eighth graders we have gone with an A/B day. And what that means is we have approximate time of 7:30 a.m. start which is when students begin to arrive on the campus. On an A day students would take their scheduled class, periods 1, 2, 3, 4, in person or virtual and then on the alternate day they would take periods 5, 6 7, and 8, same group of children, same teachers both virtually and in person, ease the transition from one learning environment to the other, there will be advisory built into the schedule, students will be dismissed at approximately 11:50 then the teacher would have lunch, the teacher would have prep time, the teacher would have professional learning, and the teacher would have office hours for students and our family check-ins or drop-in hours. This is a time that every day the teacher can have conversations, teaching with select groups of students, large groups of students, small groups of students. They could also follow up with communication with parents about progress of the student. This would be that . . . in person learning part of the hybrid, the virtual part is exactly the same however with the students in the afternoon in the distance learning as well as students in the in person learning, there's approximately 80 minutes of asynchronous learning, very similar to the elementary, this is when students go in and there's specific assignments, specific work, all online, all virtually. There are videos that connect to the lessons that are being taught, there's work on specific assignments, and there's work assigned to specific programs, our teachers are going to be assigning that. So you'll see both for in person and both for the virtual academy there's an expectation for some very strong work that students are going to be doing that's aligned to the curriculum and instruction but it's done asynchronously and this gives us an opportunity,

again, to match up the schedule to allow students in both the in person and the online to receive the same instruction during the school day and to be able to access asynchronous learning in the afternoons after school.

Our high school distance and schedule and hybrid model is very similar. There's an A day and a B day, so there are a lot of similarities between the middle school and the high school schedules, difference is in the start time due to transportation and making certain that we get students to and from. Understanding at this point one of the challenges is how do we provide meals to students that are going to be receiving instruction virtually and so we know we're going to do it, we're still working on so how is that going to work because you'll have a group of children that are in the building, ease of access to the cafeteria and their classrooms, small groups obviously because only less than 40% of the students are expected to be returning in person, but at the same time we have large numbers of students that will be eating breakfast and lunch that still need some timeframe and some kind of coordination for how they are going to be able to pick up that lunch. We do believe that the students that are going to be virtual will be picking up breakfast and lunch at the same time but when and how and what stations will be available for that pickup because students will also have to report their ID numbers when they're picking up their breakfast and lunch. So we're working on that and when we get the latest update I will share that with you but it's probably not something we're gonna have all worked out this week but we anticipate by next week we will have a clearer vision of how that's going to operate although I will tell you it's complex at this point.

Our technology upgrade for students that have enrolled in the virtual academy, they're going to receive their Chromebook and laptop distributions first because we want to make certain on the first day of school they're ready for the instructional piece. The students that are coming back in person, some of them already have computers and for the students that are going to be transporting computers back and forth we have already looked and placed in the budget the purchase of a case so that the books, the Chromebook or laptop, is going to be able to handle the transport and not break. And we're investing in that and we're also going to be investing in earplugs for the teacher as well as for the students. The laptops will be provided to high school students who have registered virtually, first, and we're going to start on Tuesday, August 25 and go on through August 26 as well. We're asking students to bring their current device because we gave high school students a device last year. We want them to return that device because if you'll remember the partnership through the Dalio Foundation distributed over 4,000 computers to Waterbury for our high school students only so we'll need to have the students return the computer that they used for the last school year and we will give them a brand new Dell computer which is the brand name of the computer that has been awarded to us through the Dalio Foundation. So students will be getting those beginning on August 25 and 26. For some reason if a student is not able to pick that up we still are going to collect throughout the summer the computers that students were distributed and then reissue a new computer when that student does return to any one of our school sites to get a new device.

Our middle and high school students will follow after we finish distributing the high school and retrieving all of their older computers. Their computers will be cleaned; their computers will be made ready for distribution in some of the lower grades. Middle and elementary school students' distribution in the virtual academy will follow the high

school scheduled and dates will be announced later and students of course will be contacted by their schools for designated days whereby they can go to the school for that change out or to pick up a new device.

We are also pleased that Comcast has made available some resources for our families. They will be provided internet services to eligible families in the district. We have a link here, I don't know if you want to watch it now but we certainly can show you this opportunity that will be available for our students, our families right now. Eligible programs include a number of programs whereby our families if they're eligible for any of these programs they're eligible for this free Comcast Internet Essentials opportunity. So whether it's a VA or WIC or Tribal Assistance or Head Star or LIHEP or Medicare or NSLP, all of those various eligible programs automatically would qualify our children and our families to have free internet access. It's being promoted for at least a year through Comcast.

Now I heard one of the Commissioners ask a question earlier about the funding from the Governor, we have heard that the districts, cities and municipalities, are going to get additional money and we heard school districts were going to be getting additional money and as recently as last week I attended a meeting with the State Department of Ed saying that the amount of funding and the eligibility of districts is going to be based on free and reduced lunch as well as determining the need for all districts. While I do not have any evidence or the amount of money that we are going to be receiving I think Waterbury Public Schools fall within the criteria for obtaining some of those funds. If we are going to be open we're going to be awarded those funds. They could be used for computers and technology. They could be used for additional hotspots. And they could be used to enhance the infrastructure to continue to build a very robust one to one implementation in Waterbury. They may be, I have not received all of the criteria, but they may also have resources that could be used for the expansion of social and emotional learning. So more on that as we received notification and as soon as I receive notification on much the funds will be I will communicate that to all of you.

The virtual academy for our students that will not be in person, the website is on this slide, and as I said during this first 24 hours over 3,700 families have registered. We're asking people to complete it by Wednesday, August 26. Of course we're asking for a timeline it doesn't mean you can't register after that but certainly if you register before August 26 or by August 26 it gives us an opportunity to better schedule and to most accurately determine what those class sizes are going to look like for the teacher as the teacher is going to be returning next week and looking at their class rosters and they want to know, and they should know, which students are going to be returning in person and which ones are gonna be virtual.

We have a protocol that was created for several sources and we shared in that information from the CDC and from the Connecticut State Department of Ed, we expect that we're going to continue to revise this but at this point we have a document that we are going to follow so when parents ask us or teachers ask us or staff members ask us how are we going to be notified if someone is positive for COVID-19 we have pretty clear guidelines for how we're going to do that and how we're going to notify and when we notify and it's very clear we're going to make certain that our parents and are families once I cover this with them during the town halls that they get to see that we have some definitive protocols for following so we can keep people informed. I know

people are anxious, some are very nervous about the beginning of school year and we respect all of their views. You know someone is really not comfortable coming back one of the things that we have always said that's why we have a virtual academy, that's why we have an online version to being in person in a classroom but we had a number of families that wanted to come back and so for them we've created that and we believe because of the number of students that will be returning that the class sizes will certainly be at a minimum and that we are going to better, when teachers come in next week, really be able to see, have visuals and take video clips of what that classroom will look like so parents can see how students are going to be socially distanced within a school.

The future of athletics is still to be determined. I'm sure that you heard about a week and a half ago we received notification that there was a schedule for fall sports and then a few days later the Department of Health issued another opinion and so the CIAC and the Department of Health are meeting this week, I believe they're either meeting yesterday or the day before and they should be able to come up with another or joint decision as soon as possible and we're gonna keep everyone informed based on what happens as a result of the two agencies meeting with each other. But at this time sports and any participation in sports has been on hold at least through Monday, August 24 until we hear further notice from the CIAC and the Department of Health. A question was asked of us whether students participating in school would be the only ones eligible to play sports and so students that are going to be either virtual or in person, if they were eligible, they would continue to be eligible to play even if they are in the virtual academy. That's as of last week and as far as I know nothing has changed, the only thing that has changed is all sports are on hold until further notice.

I have a virtual town hall meeting tomorrow; there will be two of them – one in the morning at 9:30 the other one at 2:00. This is to access information that you're looking at now it will be broadcast on Comcast Channel 96 and Frontier Channel 6096 as well as it will be streamed on YouTube. This is not the only day that I will have a town hall, it's simply to get this information out as quickly as possible, the newest information, and we will also do Thoughtexchange during that time. I expect to have some additional town hall meetings scheduled the following week. As a matter of fact I expect having them on a regular basis but as we learn more and as we know more we will share it and it will be in a manner that will be responsive to our families, our teachers, our community, and our students.

I'm gonna stop here and if you have any questions I'll be happy to answer them.

PAGANO: Do you have any questions anyone? Commissioner Tom Van Stone.

T. VAN STONE: Thank you Mr. President, through you. Dr. Ruffin thank you very much, as promised you said you would update us, you would update our student population, our parents, our teachers, et cetera and once again you made a very good plan even better. Thank you so much. I think people just need to pay attention and we're getting them the information as quickly as we can. You said there would be regular updates; you're giving us regular updates and thank you. I do have a couple of questions though. I'm still a little, with the virtual students, you gave a pretty busy schedule for the teachers, they're busy in the morning, they're busy in the afternoon, so where does that put our virtual students with their teacher assistance and learning?

SUPERINTENDENT: The virtual students and the in person students are getting the same instruction from their same teacher. So for example if half of us were in person and the other half were virtual we'd all have the same teacher not to exceed the size of social distancing in the in person. So if a class size is 25 students and 10 students are showing up in person with teacher "A" then the other 15 students will be with teacher "A" but they will be virtual at the same time

T. VAN STONE: So you'll actually have media in the classroom to show the virtual student what's going on?

SUPERINTENDENT: Yes.

T. VAN STONE: That's what I was hoping for. Thank you so much for that. The next thing I was curious about is I didn't see anything in the presentation about wellness checks, when students arrive at school in the morning maybe even when they go home in the afternoon, lunchtime, how will we go about with the wellness checks? What I mean by that is if it's as basic as taking a temperature, how would that take place?

SUPERINTENDENT: Right now we do not, embedded in the plan we're going to take your temperature every time you're on campus. We are looking into the hand-held thermometers, the electronic ones, we are looking into that, but we have not yet put that into the safety plan as a definite that's gonna happen but it is under consideration. All of the plans that we have for the safety and the health, the ones that we talked about at the last meeting, all of those have been, they're still there, they're at the top of the list for making certain we have safety and healthy environments all the time as the top priority, none of that has changed, it's gotten a little more defined but none of it is on the back burner while we talk about this. What I talked about today is simply what we now know that we did not know last week.

T. VAN STONE: Very good, thank you. And I know you'll update us, I know you will. Social distancing, not to compare maybe it would be nice if we could, but not to compare our student population to what we've seen on the college campuses, of course that's a lot of students getting out of the house after eight months, a lot of freshman that have never been out of the house, and obviously the college campuses have been a major failure as far as being able to maintain social distancing and of course they're seeing what you would expect and they're getting an uptick in cases. So with our infrastructure, and I've been doing math back and forth as you keep giving us numbers, and it's great that we're now up to 85% that have told us what they're going to do, but that also means the number of in-school students is much, much greater than when we crunched the numbers a week ago. So how is our infrastructure, and I know you're doing everything possible, I'm just asking an additional question, what are we doing with our infrastructure, some of which will be okay with say 150, 200 students, whatever the average comes out to be, but others maybe not so much. So how are we dealing with that?

SUPERINTENDENT: First of all we're paying attention to what that enrollment looks like on an individual school campus. Some campuses, well none of the campuses are full to capacity, not even close, as a matter of fact a majority of the campuses are not even at 50% of students returning. That's one thing. So we're paying attention to that

and that's why we ask for parents to fill out the virtual because sometimes people were not sure what they wanted to do and while they said they did not feel comfortable coming back in person, they did not make a commitment to virtual. So we wanted to make certain that parents make a commitment to one or the other. And then those class rosters are going to be verified by school and that's how we're able to tell, even today, how large a teachers in-person is going to be because once they look at their roster they'll know and they'll see these students are virtual and we're gonna keep monitoring that as we move closer to the actual start of school and pay attention to that after school opens because we believe there could be some level of people changing their minds and we want to be accommodating to that but at the same time it might not be as quick unless we know exactly the actual students that we're talking about. We expect that there will not be as many people in the buildings and that we are going to be able to coordinate passing times, and meal times and handwashing times and break times so we are going to be able to respect social distancing as much as possible. And the reason I say as much as possible is that we have to get inside the buildings to really clearly define what that's going to look like. But some of the advantages I believe that some grades and some campuses have their students separated in terms of grade levels or they have them in close proximity to each other so you know if you have a group of second graders, three classrooms and they're across the hall from each other you know that you're not going to let all three classes out at the same time so you coordinate your schedule to allow for the six feet separating the students as they're walking down the hall before you let another class get dismissed. It's that amount of detail that has to be done at the individual level which is also why we are having the teachers come in person on the 24th to see their own classroom and to make it their own so when they're talking about what six feet looks like in the classroom that teacher will know because that teacher had a part in creating that for their students as they're anticipating their students returning. I think that's critically important. And we have signage; we have schools that have been placing signage all over their schools to show what six feet looks like or stand here. So all of those things are taking place as we're speaking about what the school is going to look like and how are we going to be able to ensure social distancing.

T. VAN STONE: Thank you. My last question. I like the fact that you're offering a timeframe for professional development that's taken on a whole new frame today's day and age so to go along with the different frame of what professional development is how are we providing the teachers with the tools they'll need to succeed and when I say that I'll go back to my question about taking the temperature, there will be on the spot cleaning, we're not going to be able to wait till the halfway point there's gonna be times where some sort of cleaning is going to be required where god forbid a student is sick or just any sort of accident. So how are we going to make sure our teachers either have the resource or the physical tools they're going to need through this pandemic period?

SUPERINTENDENT: Definitely we have been in constant contact and receive updates from the City's HR Department because they are directly responsible for the employment of maintainers. And there are 20 maintainers that have been hired, I was updated today, that will begin to work in our various school sites and those were 20 vacancies or 20 unfilled positions that we previously had not filled. So now we have hired additional staffing, that certainly is a plus, that's not enough, but it certainly is a plus to maintain the expectation of cleanliness in the school. The other thing is every classroom teacher will be given like a little supply box upon entering campus, that's not

because we expect teachers to clean up the classroom but we all know sometimes spills occur and you want to take care of it immediately yourself. So if you want to do that, if the teacher wants to do that, if some of the paraprofessionals and teaching staff want to take care of that they certainly can, not obligated to but we all know there are sometimes spills occur and you want to take care of it as fast as you can, you don't necessarily want to wait for someone to come in and do that for you. So that will be provided. The other thing that we have done very strategically is to purchase stocks of our soap and cleaners, sanitizers, hand washing sanitizers, soap, toilet paper, all of those things, because we don't want to run out of that because that is something we're very cognizant of. The other thing is the person that we talked about in the safety plan is every campus will have a safety committee but there should be a person on that committee that's going to own the responsibility of making certain that everything is the way we said it was going to be every single day and report that to the COO. I think it's critically important we have some feedback on how well we are doing and are we delivering on what we promised. The teachers will all be receiving a laptop, they've been ordered already, so they will have the technology that they need to be able to do the work that we're asking them to do and we are going to continue to rely on the model that the Chief Academic Office started many months ago of having some of our most creative users, those who are not afraid of the technology and to help support themselves and support their colleagues as we develop this online and this new teaching and learning environment. So we call them power users I believe but they're really an amazing team, they continue to grow as more teachers are completing the Google Certification and Central Office staff is completing their certifications, some of them as well. So we have a group of users that are helping to train and prepare and building confidence in others. I believe that's critically important and now with this schedule I believe that you not only can talk about it but you can actually see it embedded in the school day.

T. VAN STONE: Thank you Doctor, and we've talked about this a little bit on the side, that is my personal situation I am extremely, extremely cautious through this period. I truly believe if I had a young student that I had to make the decision for whether to stay home or come to school, for what we know today I really feel that you would have given me the information I need if that was a decision I had to make. So thank you very much and please, please, keep up your leadership.

PAGANO: Ann Sweeney, I see your hand up. I'll be right back but continue.

SWEENEY: Dr. Ruffin, on the pre-k through five slide, the brain break is directly before the students are dismissed for the half day. What is the rationale for placing that there as opposed to somewhere you know two hours into the day or whatever? I would have thought that would have been somewhere in the middle of that day.

SUPERINTENDENT: I'm looking at the schedule to see, yea, that's not the only place it will be, that is the only place it shows up here, but say when students are going to be taking these little breaks in the bathroom they're going to be able to, like for instance take their mask off in a safe place to allow them a minute or so for breathing without the mask on. So I think that's embedded in the day. I think you might even see in some schools where they might write it in more than this one. This gives everyone a sample of what a pre-k to five schedule should look like. It says from 12:14 to 12:35 there's a school-wide brain break but actually this is when students are leaving the school.

SWEENEY: That's what I thought. I would have expected to see that somewhere in the middle of the day for students to give them that actual break from instruction. We'll see how it pans out. I'm very pleased and very happy that you have stuck with this, that you continue to update the Board, that you continue to update the community. And I know this thing changes minute by minute so thank you for all the hard work I know you're doing.

SUPERINTENDENT: Thank you. We're all working. The team has worked very hard. This has been done in collaboration with school leadership as well so it was not done in a silo. The committee has been working very hard, several times a week they get together like in a committee but often times they're working independently with their subcommittees so this is the work of many and we suspect that we're probably going to change some things along the way but this a really, people wanted to know so what time and so you can kind of see that embedded in all three of those schedules.

PAGANO: Thank you Commissioner Sweeney. Commissioner Harvey.

HARVEY: Yes, thank you President Pagano. Dr. Ruffin, just a quick question. For some reason Kingsbury School came to mind when I'm asking this question, but have we considered in light of trying to comply with social distancing, factored in holding classrooms outside as opposed to inside, some classrooms?

SUPERINTENDENT: Yes. Schools can choose to take this and I expect beginning next week there are going to be derivatives of this where the school might say you know what, it's going to be a nice day, we're going to do this outdoors or we're going to do this indoors. Yes, I would expect that that is gonna happen and we encourage that.

HARVEY: Okay. It would seem that we would, I guess it's up to the teachers and staff too, we would allow the teachers, not teachers, students to remove their masks or would that be outside with the masks on?

SUPERINTENDENTS: . . . that would allow them to be able to have mask breaks. We don't want to be so rigid that we can't deviate from it but at the same time we want safety . . . so yes there are going to be breaks to breathe without the masks and . . . allow that for our children and our teachers.

HARVEY: Okay, thank you Dr. Ruffin. All set Mr. President.

PAGANO: Commissioner Liz Brown, I see your hand up.

BROWN: Thank you for the update and all the hard work that everybody's doing. I just have a question about our capacity, how are we doing with hiring nurses and health aides in the school because I know traditionally there's been a shortage so I'm hoping that we're able to hire enough staff to be able to do the work in every school.

SUPERINTENDENT: Thank you Commissioner. We do not hire nurses; the Health Department hires nurses and places them in our schools. They've assured me that there is a nurse for every single school and there are currently 15 health aides in our schools. I want to know where they are and the Health Department is in the process of

hiring some temporary staff to fill the remaining health aides so that they can be distributed, they can be assigned better to those schools without a health aid.

BROWN: That's amazing. Great. Thank you.

PAGANO: Anyone else have a question. I don't see any hands. Oh, Commissioner Serrano-Adorno.

SERRANO-ADORNO: Thank you Mr. President. Dr. Ruffin, as far as updates, thank you so much again for all of that, I love to actually see the schedule and I'm sure the parents and the students are going to appreciate that as well. But could you give us any updates for the special needs students especially when it comes to the mask wearing, they might not be able to do that, what is it going to look like if they decide to do virtually and for those that want to do in person some students may require one on one in person staff so they may have to have a closer, they can't distance themselves. Do you have an update on the special needs?

SUPERINTENDENT: Yes. Actually that's all in the plan that's on our website, how are we going to take care of individual needs based on an IEP, that was in the previous PowerPoint and discussion and planning, that's still in there. So respectful of the IEP, respectful of the fact that some students cannot wear masks whether it's their disability or just not being able to and how the students are going to be placed in the classroom and what that spacing will be like for the student as well as the staff. So yes Commissioner, those are plans, we already have that, you can find those not only embedded in the safety but it's also identified by special needs or special circumstances that will require children to not have a mask but the teachers need a mask and what happens if a child needs a shield instead of a mask or what happens if somebody has to leave because of an emergency reason and they're not able to place a mask on their face. We have that very much so in our safety and health plan and we also covered that with the administrators when they returned to work last week, I mean this week. And we'll be covering that with all teachers and staff beginning on Monday.

SERRANO-ADORNO: Perfect, thank you. And I do want to add as far as the sports, I know you don't know that yet, but I think it's important for the families to know, now that Liz mentioned the nurses, in order for any student to do a sport they are required to have an updated physical and I know that a lot of these doctors have been closed as well, they're really limited to appointments, so I just want to encourage the families to know that your child, especially since there's a lot of state mandated requirements for certain grades and so they need immunizations and their physical so I want to make sure that the families that are watching, obviously this is going to be on YouTube, that's gonna be a big requirements especially if they want to do a sport, if they decide to do it. But just in general for admission, I don't know what the Health Department, I know they have a plan as well as far as kids that are still not in compliance. So I just want the parents to be aware that there might be a long waiting list. As long as they have an appointment let their school nurses know. But thank you Dr. Ruffin and the entire team for everything. I can only imagine the sleepless nights you guys have. Thank you for everything and keep up the good work.

PAGANO: Thank you Commissioner. Any other questions? So we're gonna move onto the next Agenda item.

8. PRESIDENT'S COMMENTS

PAGANO: Stay healthy, stay safe, and enjoy these last days of summer upon us.

9. STUDENT REPRESENTATIVES' COMMENTS

There were no student representatives present.

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

T. VAN STONE: Yes, Mr. President, may we please remove item 10.8 from the Consent Calendar.

PAGANO: Anyone else have a request for removal? Hearing none, I will read off the items on the Consent Calendar that are still on there.

President Pagano proceeded to read the Consent Calendar, items 10.1 through 10.7.

10. CONSENT CALENDAR

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the Consent Calendar, items 10.1 through 10.7, as listed:

- 10.1 The Committee of the Whole recommends the Waterbury Board of Education approve a Student Intern Affiliation Agreement with Tufts University, at no cost, for School Psychology Student Internships.
- 10.2 The Committee of the Whole recommends the Waterbury Board of Education approve an Agreement with Sacred Heart University, Inc. – College of Health Professions, at no cost, for Speech, Language & Pathology Internships.
- 10.3 The Committee of the Whole recommends the Waterbury Board of Education approve a Student Teacher Affiliation Agreement with the following, at no cost, for Student Teaching Opportunities:
 - a) Franklin Pierce University
 - b) Grand Canyon University
 - c) University of Bridgeport
 - d) University of Connecticut
- 10.4 The Committee on Finance recommends the Waterbury Board of Education approve a Memorandum of Understanding with Relay Graduate School of Education, for a not to exceed amount of \$5,000.00, for Alternate Route to Teaching Certification.
- 10.5 The Committee on Finance recommends the Waterbury Board of Education approve to apply for the Connecticut State Department of Education “Promoting Middle School Financial Literacy Grant 2020”.

- 10.6 The Committee on Finance recommends the Waterbury Board of Education approve a College Readiness and Success Contract with CollegeBoard to provide PSAT/SAT testing for students.
- 10.7 The Committee on Finance recommends the Waterbury Board of Education approve an Agreement with Curriculum Associates, LLC, for a five year period, for Elementary Mathematics Curriculum.

PAGANO: All in favor, opposed, abstain. Motion carries.

11. ITEMS REMOVED FROM CONSENT

Item #10.8

10.8 Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve the use of school facilities, at no charge, by the following school organizations and/or City departments:

GROUP	FACILITIES AND DATES/TIMES
J. Ocasio	Bucks Hill School bus loop: Thurs., Aug. 13, 8:00 am – 2:30 pm (New teacher orientation material pick-up)
L. Criscuolo Human Resources	Kennedy café: Wed., Aug. 12, 8:00 am – 3:00 pm (Admin. III written exam/ 2 sessions)
L. Criscuolo Human Resources	Kennedy café: Wed., Aug. 19, 9:00 am – 1:00 pm (Painter II exam)
P.A.L. Sgt. R. Bessette	Reed field: 8/24 – 11/14/20, Mon.-Thurs. 5 – 7 pm & Sat. 9 am – 5 pm (PAL soccer program)
*Mayor's Office Census Committee	Duggan grass area & parking lot: Friday, Aug. 28, 4:00 - 7:00 pm (Census Voters Registration Day)

PAGANO: Discussion? Commissioner Tom Van Stone.

T. VAN STONE: Thank you Mr. President, I only have a question on a couple of them. I actually sent out my questions previously. I know the Superintendent has more important business than to answer my questions about school facilities so I don't have a problem I didn't get a response. Actually she told me she was looking into it; she did give me a response. And they are about the two at the cafeteria that the HR Department used. The first one was scheduled way back on August 12. August 12 was when we redid the Workshop, we should have had the Workshop the week before, we had many folks that were unable to attend, we moved it out. However, we're still being asked to allow our building to be used whether City business or not we're bringing folks into the school and once again we did not bring in students for summer learning and just as importantly again on the 19th, they're really all the same questions so I'll lump it together, we also had another request for the Kennedy Cafeteria but actually in a course of a day with a small break in between was gonna be bringing in 62 people including using our media projectors, obviously chairs for a meeting, microphones, et cetera, and I'm just concerned with, once again, a facility use, especially in these times, but we will foot the bill paying our folks, potentially even overtime, to doing pandemic

type cleaning and setting up, for especially the second one, 62 people with a half hour break, very concerning and even more concerning the fact that both of these we're approving now, why? We can't do anything about it, it's in the past. So I'm not sure why we have policy on school use if we're going to vote on things that have already taken place. And we didn't reschedule a meeting, a regular meeting, so it's not as though we could say it's our fault. The regular meeting is the regular meeting. And certainly the City I would think if they're given exams certainly new before August 12 that they needed a building on August 12 and they certainly knew before August 12 that they needed a building on August 19. We need to clean this up. If we're going to have this responsibility, give us the responsibility, we can't vote on things after the fact. And as far as I remember we had one consented nod that night but it was for a grant that Mr. Schwartz put before us. So I have a lot of questions here. A, I can't undo it, however we've been down this road too many times and we just can't let this happen especially when our personnel are going to have to clean that building for general public to coming through the door to take these exams. And I'm not even sure if this Painter II and Administrator III, whatever these titles, I'm not even sure if they're for the Education Department, I'm sure they were just general City HR exams. We need to clean it up. Thank you.

PAGANO: Thank you Commissioner Van Stone. Any other comments? Anyone want to respond?

SUPERINTENDENT: I can respond Commissioner. We will look into it very carefully and determine what keeps bringing this up and we will address it.

PAGANO: I guess we do a roll call vote Carrie on this one.

ROLL CALL VOTE:

Yeas: Commissioners Brown, Harvey, Hernandez, Orso, Serrano-Adorno, Stango, Sweeney, and President Pagano - 8

Nays: Commissioners J. Van Stone and T. Van Stone – 2

CLERK: Eight/two – motion carries.

12. COMMITTEE ON SCHOOL PERSONNEL

12.1 Upon a motion by Commissioner Stango and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve the job specifications for the position of Director of College & Career Readiness, as distributed and attached.

PAGANO: Discussion? Commissioner Jason Van Stone and then Tom Van Stone after that.

J. VAN STONE: Thank you Mr. President. A couple of questions. I was unable to view the Personnel Committee so I apologize if I'm going over some old stuff. I have a general idea of the specs and I think in general it's a positive position. My questions are more towards the funding of it. Can, whether it's Dr. Ruffin, Darren, or Will, can someone fill me in on what the range for this position would be and the funding source?

SUPERINTENDENT: The funding source, it's in the 2020/21 budget so it was approved when we approved the budget. It is going to be funded out of, and correct me, Doreen, out of the General Fund. I know she's on there somewhere so she can respond to that. And the position comes with a salary range I believe of 140 to 165 thousand dollars, that's a range. One hundred forty-five thousand to 165 thousand is the range for this position.

J. VAN STONE: And if we budgeted it do we know, I can't look at the Brady Bunch thing enough to see where Doreen is, but do we know what number we plugged into the budget book?

SUPERINTENDENT: That I couldn't tell you right off the top of my head but I'm sure a member of my staff can look that up and get it to you relatively quick.

PAGANO: I don't see Doreen anywhere on the Brady Bunch.

ORSO: I just texted her and she's on by phone.

PAGANO: Doreen?

BIOLO: Hi, can you hear me? So that position was approved in our 20/21 operating budget, I believe it was at \$148,000, somewhere in that range.

J. VAN STONE: And that was out of the general budget Dr. said?

BIOLO: It's out of the General Fund Operating Budget. It was one of the new items in our budget that got approved.

J. VAN STONE: And anyone who can, if I may continue Mr. President, refresh my memory, are we looking to help pay for this position, for lack of a better term, by some other positions that have since gone away?

SUPERINTENDENT: Definitely there are some positions that have gone away that we have not filled and so it places us in a position to certainly be able to afford it without any additional monies. For example, while we have recently hired an attorney for the Board, that does not come as new money because it was already positioned in the organizational chart and it was just an unfilled position for many years. Additionally I used to have three Assistant Superintendents; I now have two Assistant Superintendents. And so there are positions that have been eliminated or dissolved and that has certainly been at a cost savings to the district.

J. VAN STONE: And for the example you just gave where we're down from three to two assistants, is there still a third on the books that is just vacant or has that position . . .

BIOLO: That position has actually gone away because it is in our Alliance funds and we just actually finished completing the budget for the Alliance which is going to have to come to the Board for approval probably at the next workshop. But that position is not eliminated out of the Alliance Grant.

J. VAN STONE: We've had some discussions about this one Superintendent, this is I think . . . I'm also very reluctant to spend another 150 grand on a Central Office position. So I'm honestly still struggling with this one a little bit but I thank you for your answers here tonight. Thank you Doreen for being able to unmute your phone.

PAGANO: Commissioner Tom Van Stone, your hand was up.

T. VAN STONE: Yes, thank you Mr. President, through you. I believe Commissioner Van Stone did pretty much word for word ask the same questions I have and it probably isn't a cost savings per se if a grant funded Assistant Superintendent position is what we're moving aside. So I'm also struggling. I'm glad I vote near the last because I'm, do I think we need the position? Do I think we need someone certainly looking over this type of job write up? I do. But again the amount just, I'm struggling with greatly. Thank you.

PAGANO: Does anyone have another comment or question? Karen Harvey, are you waiving your hand or cleaning your screen?

HARVEY: A little of both. I have a few questions. Thank you Mr. President. Doreen if you're still on or you can hear, I believe that included in that elimination of positions was a teaching position, it was vacant, but a teachers position at Walsh School. Is that correct Doreen?

BIOLO: I couldn't hear your question.

HARVEY: One of the, in bringing this all together because we did vote on the budget, that, one of the positions that was eliminated was a position, granted, but it was a teaching position at Walsh School. Is that correct?

BIOLO: Yes. That was a position that was eliminated because the position was no longer needed at the school so either we could have repurposed the funding but we were also trying to make cuts to the budget so we used that position that was no longer needed as a cut. Yes.

HARVEY: I never really got an answer as to why that position was vacant and you know it just kind of concerned...

BIOLO: I think it depended on the number of students at the school and the number of kids in a class and it was determined we were able to cut a position without affecting teaching and learning...

HARVEY: Impacting. Okay. That's important because I had a concern on that. Okay, thank you Doreen. Just a few questions because I did sit in on the Personnel Committee meeting but I couldn't ask any questions. This position will have no staff, correct?

SUPERINTENDENT: This position will be working with the counselors, social workers, and the people that are positioned to assist students in social and emotional across various campuses. That person will report to the Assistant Superintendents. And while this person will work very closely to articulate a standards based guidance counselors

position, it will also be instrumental in some of our magnet schools and the coordination's thereof. I'm not talking recruitment, I'm talking about just the consistency and advocacy of programs that we have across the district as well as being instrumental in helping with the Gear Up Program that we have through Naugatuck Valley. There's not a person, a role here on Waterbury's campus to really help articulate that program with known efficiencies and ways to record whether we're making progress towards meeting our goals. Additionally they will have some oversight of the Upward Bound Program that we have and they will have a key role in helping us developing by working collectively with many departments in defining our social and emotional learning.

HARVEY: Okay, I'm gonna come back to the social/emotional learning but I just want to make sure I'm clear on some things. This person will report to the Assistant Superintendents?

SUPERINTENDENT: That's correct. At this time.

HARVEY: At this time. And the Assistant Superintendent's, they will set their goals with the Assistant Superintendents?

SUPERINTENDENT: Actually I'm gonna help set the goals for everybody.

HARVEY: That sounds great. This position will not have benefits?

SUPERINTENDENT: I think all of our positions have benefits.

PAGANO: She's full time.

HARVEY: He or she is gonna be full time and the range you said was from 140 to 160?

SUPERINTENDENT: I think it's 145 to 165. If you will wait one second I'll look at it because I saw it earlier in the documents that went out to the Board. There's a salary range and it's on that job description.

HARVEY: That's okay Dr. Ruffin, I was just confirming this because it's conceivable then that this position will be paid more than the Assistant Superintendents, is that correct?

SUPERINTENDENT: No. The Assistant Superintendents make 150 thousand or somewhere in that range. And the Assistant Superintendent's range exceeds 150 thousand.

HARVEY: Okay, but this range is 140 to 160 so it's very conceivable that could happen though.

SUPERINTENDENT: The range I believe is from 145 to 165 and I think the Assistant Superintendents could be somewhere around there as well but none of the Assistant Superintendents make that amount of money. It's not my intent on any level of our organization that a person supervising someone makes less money than the person they're supervising. So that's why there's a range,

HARVEY: Okay, the next question is this, we talked about the social/emotional curriculum that the person holding this position will be responsible for, does that mean that's the only thing we're doing around social/emotional learning is just what this position will produce?

SUPERINTENDENT: No, absolutely not. In the CARES Act and in our budget and budget request and narratives, I requested 14 additional social workers and the social workers would be participating on the staff, they would be assigned . . . most need of a social worker . . . to help us design this social/emotional.

HARVEY: Just two more questions. This position will not have any direct contact with students, correct?

SUPERINTENDENT: No, I would imagine that there are some times if we're doing like career fairs that that person will certainly have to have, I envision that person having some contact with students because I want to know the effectiveness of what we're going to be putting in place.

HARVEY: All right, will there be any data collection from the district level; would this person have that responsibility?

SUPERINTENDENT: Yes, there's some data collection in the job description. As it was requested, we've embedded that there's going to also be a reporting responsibility for that person to report the success of the program.

HARVEY: Great. Okay, last question Dr. Ruffin, the counselors, our guidance counselors, will still report to their principal in their school and this position will kind of just oversee what they're doing or set the goals for what they're supposed to do? How is that situation going to work out?

SUPERINTENDENT: Yes, counselors, all staff, everybody who works at a school reports to the principal but this person will also have some direct responsibilities for developing our guidance counseling department, all of it, in such a way that we're meeting the guidance counselor standards because they're national standards for school counselors and as a system we have really not embraced that.

HARVEY: Okay, thank you Dr. Ruffin. I'm all set.

PAGANO: Anybody else got a question before we got for a vote. Charles, I'm sorry.

STANGO: No problem, Mr. President, no problem. I know that when we discussed this the other evening we didn't talk in depth too much about the qualifications needed, the degrees needed to be held, time teaching and so forth that we see on principal's applications and so on and my request would be then before this is ready to be posted could you please email the Board what that positing looks like so I could be aware of it.

SUPERINTENDENT: Absolutely. There are some requirements, there's something in particular I'm looking for in that position is that a minimum of a Master's Degree, experience working as either a career counselor or a school counselor, or experience

working in a midsize to a large urban district with a proven track record of student success.

STANGO: Okay, thank you Doctor.

PAGANO: Anymore last questions before we move on for a vote? All right, nobody has any. Madam Clerk, can you do a roll call please.

ROLL CALL VOTE:

Yeas: Commissioners Brown, Harvey, Hernandez, Orso, Serrano-Adorno, Stango, Sweeney, and President Pagano - 8

Nays: Commissioners J. Van Stone and T. Van Stone – 2

CLERK: Eight/two – motion carries.

13. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file Superintendent's Notification to the Board, items 13.1 through 13.3, as listed:

13.1 Grant funded appointments effective immediately:

Keith, Ryan – Accountant II, Business/Grants Office, full-time, salary and benefits governed by UPSEU.

Martinez, Alejandro – Behavior Counselor, Wilby High School, \$22.00 p/hour, 35 hours p/week, 10 month, non-union with benefits.

Ostuno, Julie – Human Resources Generalist-Grants, full-time, 35 hours p/week, \$55,000 annually with benefits.

Rozum, Brittney – Parent Educator, Wilson School, \$15.12 p/hour, 10 month, part-time, non-union and without benefits.

13.2 Resignations:

Caffrey, Emily – WHS Special Education, effective 07/30/2020.

Cangelosi, Danielle – Generali Special Education, effective 07/30/2020.

Cipollone, Melissa – Chase grade 2, effective 09/25/2020.

DeLucia, Patricia – Bucks Hill Annex, effective 7/30/2020.

Deptula, Joseph – WSMS Grade 6 Math, effective 08/11/2020.

Duggan, Tatiana – WMS Science, effective 07/27/2020.

French, Gina – Driggs/Chase Art, effective 08/06/2020.

Generali, Alyssa – WCA Business, effective 08/06/2020.

Hauck, Jochlynn – Wilson grade 2, effective 07/29/2020.

Jimenez, Nancy – Reed grade 3, effective 08/13/2020.

Jones, Wendy – Duggan ELA, effective 08/10/2020.

Kores, Lauren – Sprague Kindergarten, effective 08/06/2020.

Kuhnel, Robert – WCA Tech Ed/Manufacturing, effective 08/14/2020.

Lago, Lori – WHS Special Education, effective 07/14/2020.

Linares, Christopher – Carrington PE/Health, effective 07/29/2020.

Mayes, Tristan – Reed Music, effective 08/03/2020.

Michaud, Krista – WSMS Special Education, effective 07/24/2020.

Miller, Grant – KHS ELA, effective 08/07/2020.

Miller, Joan – Sprague Speech Language Pathologist, effective 07/17/2020.
Napoli, Nicolas – NEMS Tech Ed, effective 08/07/2020.
Ortiz, Jennifer – KHS Guidance Counselor, effective 08/01/2020.
Rollins (Parkinson), Lauren – Driggs Special Education, effective 08/14/2020.
Ruggiero, Rebecca – Bunker Hill Music, effective 08/13/2020.
Trevino, Julia – CHS Vice Principal, effective 08/07/2020.
Viscardi, Kristen – Bunker Hill Special Ed, effective 08/12/2020.
Welch, Cody – WHS PE/Health, effective 08/10/2020.

13.3 Retirements:


Padua, Louis – Principal, Waterbury Career Academy, effective 08/31/2020.
Poley, Mark – WMS Music, effective 08/24/2020.

PAGANO: Any discussion? All in favor please say aye, opposed, abstain. The ayes have it, motion carries. Item 14 – Unfinished Business of Preceding Meeting Only? Any issues? Item 15 – Other Unfinished, New, and Miscellaneous Business? Thank you.

ADJOURNMENT

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Brown, it was voted, with Commissioner Jason Van Stone voting “no”, to adjourn at 8:05 p.m.

ATTEST:



Carrie A. Swain, Clerk
Board of Education