

WATERBURY BOARD OF EDUCATION
MINUTES ~ REGULAR MEETING
Thursday, July 16, 2020 at 6:30 p.m.
Virtual Meeting via ZOOM and Teleconference

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 Channel 96, Frontier Channel 6096) and via teleconference (1-701-802-5064/ access code 2305673).

PRESENT: Mayor O'Leary (7:47 – 8:46 p.m.) 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 6:31 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:

- *Cozonee James – former substitute teacher, passed away on June 10, 2020.*
- *Serenity Perez, 3rd grade student at Washington School, passed away on July 5, 2020.*

Let us remember and recognize the service, dedication and passion both to the students of Waterbury and those they cared for this evening.

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: 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. I would like to make a special note that Commissioner Ann Sweeney is joining us from another country so she wins the further commute of the night. Thank you for making it. She's calling in from Aruba.

4. COMMUNICATIONS

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

- a. Email communication dated June 21, 2020 from Jim Potts regarding emergency meeting.
- b. Email communication dated June 22, 2020 from Christine Holley regarding graduation celebration.
- c. Communication dated June 22, 2020 from Louise Allen Brown, Grantwriter, regarding New 21st Century Community Learning Centers Afterschool Grants.
- d. Email communication dated June 23, 2020 from Lucia Benzoni regarding Jacqueline Henry.
- e. Copy of communication dated June 24, 2020 from Meriden Board of Education to ACES regarding discontinuance of partnership for Thomas Edison Middle School.
- f. Copy of communication dated June 25, 2020 from Civil Service to Tara Shaw regarding employment for the position of Attorney in the Education Department.
- g. Email communication dated July 20, 2020 from CAGE regarding required annual due process notifications.

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 Harvey and duly seconded by Commissioner Stango, it was voted unanimously to approve the minutes of the Regular Meeting of June 18, 2020, Special Workshop of June 24, 2020, and Workshop Meeting of July 2, 2020.

PAGANO: Discussion? All in favor please say aye, opposed. The ayes have it. Motion carries. Thank you.

6. PUBLIC ADDRESSES THE BOARD

(Note – the public was offered the availability to address the Board via teleconference by calling 1-701-802-5064 with access code 2305673 between 6:00 and 6:15 p.m.)

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 Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to suspend the regular order of business at 6:35 p.m. to allow the public to address the Board.

Sophia Sullivan, 118 Stonefield Drive – I'm really not sure what I'm supposed to say but I know I was calling this number to find out exactly what you guys planned on doing with, as far as reopening schools and kids with learning disabilities and autoimmune diseases. I have an eight year old son and I'm very concerned about is reentry into school. I would just like people to really just think about kids with those issues and families with those issues before they just decided, okay, we're just gonna send all the kids to school. So I mean I don't really know anything else to say, I know I didn't go over the five minutes but I really wanted to put that out there.

PAGANO: Thank you for your comments.

Maria Deconceicao, 51 Laval Street – My daughter, she's going to middle school, my question is how are they going to be set up in the classroom plus when it comes to cafeteria. Are they gonna put students, a certain number at a time, sit separate away? And my question also when it's time to go to the bathroom how are they going to do that because that's the most places that a lot of parents are worried about when the kids go to the bathroom. They're worried that some kids might not wash their hands and with a disease like that something could happen quickly to the kids because they all have different immune systems. That's all I have to say.

PAGANO: Thank you very much for your comments.

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 6:42 p.m.

PAGANO: Any discussion? All in favor say aye, opposed, motion carries.

7. SUPERINTENDENT'S ANNOUNCEMENTS

SUPERINTENDENT: Thank you Commissioner. I would like to start off by saying I appreciate the Commissioners who were able to come in on some of our forums that we had either last week and the forums, the town halls that we had this week and to thank you for tuning and for also all the Commissioners who reviewed the information and the data that I sent relative to some feedback that we received from various surveys that were . . . and so having said that our town hall meeting today, all of the town hall meetings were approximately an hour or two, an hour and fifteen minutes or so, but our town hall meeting today was over four hours and I was so pleased to have so many people call in and to share with us what their concerns are, what their questions are. As I said many times before, there is no model for this, we're doing our best across the State of Connecticut to be able to follow guidelines that have been issued to us as well as to make the very best decisions and options that are available for our students here in Waterbury. The town hall today was very well attended and we had many callers, I recorded 25 that actually got a chance to call in and I'm sure I missed a few in terms of the actual numbers, there were very many more people on that call, so many actually that what we decided to do is open another town hall meeting tomorrow. It will be at one o'clock and it will be, again, one more opportunity to engage with parents and family and teachers and staff, community members who will want to call in and perhaps ask questions about the plans that we have posted on our website.

Again to remind everybody the best way to continue to keep in communication with Waterbury Public Schools and to keep abreast of all the current events is to always tune into our website. We receive many comments when people say well I don't often check the website, I think in this environment that we are in it is critically important that that becomes the space where information is going to be consistently reviewed for consistency of messaging, the accuracy, and the most up to date information. We will however continue to communicate in other modes and you'll see tonight on your agenda there's some other proposals that are up so that we can continue to present communication in a way that's perceptive to all of our families and our staff. So tomorrow at one o'clock is another town hall meeting and I'm looking forward to that as well.

Tonight Commissioners if you would like there are two things I want to share with you. One is not so much to go through the entire plan with you because I think we did that at our last board meeting but certainly to be able to open it up, we've added a few more bulleted points and comments and a few more things we added as a result of some of the feedback we received from our stakeholders so I can go over some of that with you, very briefly, and allow as much time as you'd like for any questions and then we would like that particular part of the presentation, Dr. Rodríguez is going to present the results of our Thoughtexchange which is the most recent . . . stakeholders across the district . . . At the end of that I would like to conclude with some next steps. So if you don't mind taking a look at the presentation of the reopening of schools. Again, I'm not going to go

over the entire thing at all but I am open to any questions that you have. This plan was written with the, under the guidance of the Commissioner of Education, Commissioner Cardona, and the Governor who has stated to all of us that the first plan needs to be a plan for returning everybody to school. And with that in mind Waterbury proceeded, just like other districts, to create three models. It was the expectation that districts create three models. One was a full return to school, the other was a hybrid model perhaps, and the third was what would happen in the event that we have another quarantine, what that might look like. So Waterbury did that, that's the plan we've been working on and continue to refine it as we receive feedback from our families and our community and keeping in mind that these plans are subject to change and they can change rapidly and they can change multiple times before the beginning of school. And so that's why it's critically important to keep lines of communication open and to consistently view our most recent updates on our website on a regular basis. So the plan is devised under the guidance of the State Department recognizing health trends across Connecticut as well as Waterbury specifically, input from teachers, administrators, staff, students, parents and community stakeholders. And all of the people collectively with their voices and with input that they've provided we are committed to continuing to listen and to apply what we can in such a way it becomes a cohesive plan for the district given there is no previous model for this work that is being done across the nation, so we're all learning together, and we learn from each other.

In plan one, very simply, we have two options within plan one. The first option is everybody's back in school with all of the health precautions that we take, all of the transportation options that we consider, and of course with a teaching and learning platform that allows for all of our teachers and our students to be back in school and receiving instruction in person. Side by side with this option "a" is an option "b" which says that a person may opt to not return in person and therefore their instruction would be virtually. So both for our teaching staff and our working staff and for students and parents, there are two options within plan one. So everybody's back in school, one group decides that it is going to be an in person learning environment, the other one opts out for virtual learning. That's all of plan one.

Plan two calls for a hybrid model. That is plan two everyone comes back in the morning or for a partial day or if not everyone those who had opted for option "a" under plan two, they return to school, they receive instruction by their teachers in a school setting and then in the afternoon they return home and they receive additional virtual learning. The other group, option "b" for the virtual academy, students are actually at home and the beginning of their day starts off with materials and instruction, video recordings of their real teachers presenting lessons on a Google platform. They do this in the mornings and then in the afternoons students have a face to face interaction with their teachers and with their classmates and so they're receiving instruction in this virtual academy but their real teachers in real time and to be able to assist them, to be able to teach, to be able to intervene if there are some questions about skills or concepts that they do not quite understand and to be able to continue their learning instruction during office hours in the event that there are students that need some private time with their teachers to better understand where we are. And so in plan two, again, there are two options – partial day in school, the other day virtual and then for the virtual academy option, all virtual, in the morning they're working from home independently and submitting work to their teachers and then in the afternoon it's a schedule where they're going to connect with their teachers in real time.

And the third option very simply is what happens if we have another quarantine and everybody goes into a very similar but certainly the learning environment would be quite different, but that would be all virtual and all of the students and teachers and faculty and staff would be in a virtual environment and we would continue to improve on the virtual and the quality of the virtual instruction.

We will devise a schedule regardless of which plan we adopt, there would be a schedule for how or when students are going to be face to face with their teachers and what so interactions will be like. And so parents can plan accordingly, students can plan accordingly, and we would expect to have more of a schedule of time where students would be in the virtual setting. We understand that no one is built to sit in front of a computer seven or eight hours a day so with that in mind the virtual platform is going to be developed accordingly with the best practices, a lot of teacher input, and many of our teachers have already completed the Google certification that is going to be one of the requirements for teachers to continue to grow and develop in this virtual environment.

Regardless of which plan Waterbury Public Schools adopts for next year, we will always keep safety and health as a priority and we heard that as the number one concern from all of the stakeholders and all of the survey results, health and safety is the number one priority and that becomes something that we have paid very close attention to including how we are going to monitor and what are the protocols for reporting something we need to pay attention to, now much of the supplies and materials for sanitation are going to be kept in stock so that we could always replenish, and how are we going to make certain that we notify a parent or a student or a staff member if they become ill, where they're going to go, how are we going to attend to them, how the protocols are going to be established for calling a parent to come and pick up a child who may develop a fever in the course of a school day. And of course keeping in mind with this health and safety protocol we want to make certain that people are comfortable saying that they need to stay home because they do not feel well without penalty. So we're very conscious of that and taking all of the precautions within that healthy and safety protocols that we established for the district including how we would provide transportation and how we would provide some assistance to parents who may need or wish to drive their children to school and pick them up in the afternoon how we would accommodate by providing before and after school care and all of this requires some advance planning which is why we sent out some surveys asking of our teachers and our administrators specifically what their intent are, how comfortable are they in returning, and what would be some of their feelings at this point.

An interesting question that was asked of us today and I was happy to answer it is why are you still having Board meetings which are virtual and you're still planning on opening schools. Well the truth of the matter is when we began planning for reopening schools we began planning for reopening schools two months ahead of reopening schools. So actually we're not planning for July and probably we're not planning for August, we're planning September. So we're planning ahead of time, we're planning based on what the Connecticut data is telling us, a reduction in COVID-19 positives, a reduction in hospitalizations. So with that in mind that's why the projection of well perhaps we can return in school and everybody can do so with safety protocols. So it's two months out. In two months out we don't know if we're still going to have our Board

meetings virtually, we might not. Certainly if we're opening schools we wouldn't be but right now we're dealing in the present and we're planning for two months of unknown. There were many questions that I could not answer and there were many questions that even if I answered them today they may change in two weeks so that's why it's very important to continue to check in frequently and to not be afraid of asking the questions. That's why each campus will have a point person to be able to answer questions. We know that when a parent or a student or a teacher want's to find an answer they want it immediately so a point person on each campus that will be available, that will be familiar with all of the protocols and would be able to answer those questions to ease the mind of anybody who would still have concerns. That's going to be in the plan as well.

Additionally, as we talk about the safety and health protocols, another protocol was our transportation and how we are going to provide that and another important component of that was the teaching and learning, how was distance learning going to look different in the future and as we evolve compared to what it looked like in March and April and May and June. And we know that we were not poised to be able to offer one to one, we know that, we knew that in March, April, and May but we made provisions along the way. And we knew that we were not poised to engage in a full virtual environment, none of the districts in Connecticut were, some were more advanced than others because they had already planned on one to one, but for most of the districts that did not have a one to one concept, we couldn't afford it first of all, and so they did not have that learning platform developed so we developed as we go and we know it's not perfect and we know gonna continuously improve on that. We will be using Google Classroom, that's going to be our platform. And someone asked today which was a really good question, whether we were going to use some kind of program or something to be able to engage in the online learning and my response to that was absolutely not. Our teachers and staff are going to provide quality instruction to our teachers, to our students, we're going to continuously learn how we're going to present that in a virtual environment. We're going to have prerecorded lessons that are taught by the real teacher and posted in such a way that students can go back and review it and continue to learn on their own time as well as in a structured environment. We believe that we can offer that much better than if we provided a canned program because it is in line with the Connecticut State Standards and it is also in line with the resources that have been provided to us by the State Department of Education that enhances and compliments our curriculum. We have purchased some excellent curriculum materials, we've ventured into purchasing some that offer virtual job shadowing and virtual job opportunities and virtual opportunities for students so we're absolutely moving in the right direction, although it is going to be very challenging, it is still in the right direction. And so we also anticipate that our school year may start on September 8 as opposed to August 27 and the State Board of Education this week approved waiving the 180 school day requirement. So with that in mind we can now use three days within our school calendar to prepare people for an environment that is unknown. So how do you enter and observe social distancing, well that's not something children are familiar with or even comfortable with. How do you do that with staff? What does it look like, I heard someone ask about, they're supposed to have a mask break, well what does a mask break look like? How long does it last? So all of these questions we still don't have answers for I think with the training and the preparations it could prepare all of our staff and our families for some new things that will occur in different ways that we have yet to create as we move forward in this new teaching and learning environment.

Our district has used Thoughtexchange. We have used other means of surveying our parents and our teachers and our staff and our students and one of the surveys that closed on July 8, that's the one where we ask families and our teachers about their distance learning experience, that result has not come in yet. We anticipate that it may come in, it is scheduled to come in two weeks after the survey closed so we're anticipating that will come in shortly and we will share it with everyone on our website just like we're doing now but we've also sent out surveys to our teaching staff and our support staff and our principals and administrators to determine what their next steps will be. So that went out from our Human Capital Department and we believe that are staff are responding to that and that will help us as we continue to refine this plan and as we continue to determine what are some of the next steps that we have to take in Waterbury.

At this point I'm going to ask Dr. Rodríguez if he will take us through the results of the Thoughtexchange very briefly because all of you have received this information but it also allows you, how we can use this tool to gather a lot of information that we may need as we engage our parents and our community in other ways that we want them to be actively involved. So Dr. Rodríguez, if you'll take it from there please.

RODRÍGUEZ: Thank you Dr. Ruffin. President Pagano, Vice President Harvey, Commissioners, I am going to share with you the summary of the Thoughtexchange that was conducted in Waterbury and on the screen you should be able to see the driving questions for this Thoughtexchange. Basically we asked everyone what concerns, questions, or ideas should we consider when planning to reopen schools. Now what makes Thoughtexchange different from any kind of survey that anyone has previously taken is the options are not predetermined and people do not go in and choose from options but instead they pose their own questions, their own concerns and their own ideas regarding the topic of reopening schools. As they do that they then have the option to go in and rate others thoughts that were also posed so that you don't just get the loudest voice in the room but you get the highest rated opinion. So as we look at this I'm going to go through some pieces of data and at the end if you have any questions I'll be glad to answer those.

The breakdown of our participation, so we almost had 2,000 participants, we were one shy of 2,000. They posted 4,059 thoughts of those 1,999, and as they posted those thoughts they also went in and rated so there was about 64,236 ratings at the end of this Thoughtexchange. So they were able to go in on a scale of one to five rate thoughts and therefore the top thoughts, the highest rated thoughts emerged.

The breakdown – we were able to ask the participants their role in the district so you can see 55% or 1,070 of the participants were parents/guardians. And the next highest group was 26% of our teacher staff at 512 participants followed by staff at 129 and so forth. So you can see that a large majority of participation was from parent/guardians and teachers in our district.

The grade level breakdown for those that participated was primarily 36% of grades one through five and then you'll see there was about an equal distribution between grades six through eight and then nine through twelve and those that had students at multiple grade levels or that worked at those grade levels. So this is a breakdown of those grade level associations.

Based on the information that we had had at the time when the exchange started was on July 8, we asked how comfortable participants felt with the reopening of schools and you can see the hesitant and concerned rating was about 34% of participation and you look at the extremely uncomfortable group at about 36% and the next highest group at 14% said they would not send their child to school until there was a vaccine and/or treatment available. If you combine the groups between hesitancy and not sending their children you could see that that's a large percentage of those that would although we do have about four percent responding that they would feel comfortable and nine percent saying they would feel relatively comfortable, with three percent not having an opinion either way.

This is a word cloud based on all of the thoughts, questions, concerns that were submitted. This is based on the rating of those thoughts not the frequency. So as you look at this you could see that people were, the biggest words that were sticking out were of course cleaning, supplies, sanitize, COVID, concern, risk, health, et cetera. That's just a visual representation of some of the data.

So key thoughts that emerged from the exchange, those that ranked the highest based off of this, so we let the computer have an opportunity to sort the data, the themes emerged around cleanliness, illness, busing, staffing, the size of the classrooms, the classrooms themselves, social distancing and lots of thoughts of course concerning their children and their own child.

Some more thoughts that emerged from the cleaning theme was again, we shared previously the one about the cleaning supplies but also bringing in soap, tissues, sanitizer because there's a concern that these items are not available. But again, these are thoughts that emerged, they may not be accurate or not but this is not to determine that, this is just to show us what's on people's minds.

And then again will all of the proper protective wear such as masks, shields, hand sanitizer be provided? So again, the highest rated thoughts were around cleanliness and personal protections.

Then the thoughts on illness emerge as well, the thought about how substitutes will not be in an abundant supply because of course if teachers are out sick will there be enough substitutes available for them to cover classes. And then concerns about what happens if somebody is exposed to COVID and then there's also a thought that emerged that parents may be sending children to school while they're sick. Again, relying on their opinion there. The other biggest theme that emerged was around busing. Again the thought the students should not be riding the bus together. The next emerging thought was that if we are to keep classes together then why would we then put three to a seat on a hot bus with mixed grades. And again the next one was about busing as well.

If you look at our website, I know this is a lot of data, but our website has also broken it down by all participants by teacher and staff and by parent so if you want to look at those individual reports they're available to the public, they can go in and view as many thoughts as they'd like but I kind of pulled the top thoughts that had emerged and I will not read all these to you but this is an example of what the data would look like from all

participating groups if we read the report that's available online. And then we would also be able to pull the data from the parent/guardian group.

One of the great things about this Thoughtexchange again is that it was available in multiple languages, as you can see this thought that emerged at the top was actually translated by Google so we did have about four percent participation from Spanish speaking parents or staff and then we also had a couple of other languages that participated and Google was doing the translations which are pretty accurate at least for Spanish that I can attest to.

Another thing that we are able to do with this software is we're able to see the polarity among groups. So for instance if, there was a side "a" so people who rated thoughts high on one side and the people who rated those same thoughts lowest were on the other side so these are the two extremes. We can see that even among the extremes if there's a distance learning or in person option that the majority of both sides even though they're opposed on many thoughts they still would choose distance learning as an option for their child given that option.

And this is an example of how the software is able to take thoughts and group people into different sides on a certain thought so you'll see that side "a" in this example is worried about class size and they rated the thought at an average of 4.8 and then the people that are on side "b" were rating that same thought at a 1.0 on average. So the software kind of groups a side "a" and a side "b" but the best part of this is that we're able to look at side "a" and "b" comment so yes we have differences of opinion but what is it that they have in common that we can learn from? So if we look at this specific difference we can see that side "a" and "b" come together and rate on an average of 5.0 the thought that most parents are sending their children to school sick during the flu season and they're concerned that the same thing may happen with COVID and then the next highest thought again was even though they were on opposite sides of the issues they were still concerned about sanitization and the cleanliness of buildings. And again there's multiple thoughts here but I'm not going to share them all but this is all available on our website.

Same thing with this side, it's the next highest difference of opinion and you can see here how the groups are split but in the commonalities of this group again they're talking about custodians having access to cleaning equipment, students should not be riding the bus together, and again busing being a concern due to the likelihood of spreading it according to this thought.

That is a quick overview of what the software was able to present us but I'm very happy to say that having almost 2,000 people participate and rate over 64,000 times different thoughts kind of gives us a great idea that this is a high interest topic of course but also that as we pull the data we're able to analyze it we're able to look into a lot of commonalities between the, whether there's people who have opposing views and by looking at that common ground maybe come to some better solutions as we look at reopening plans. With that I'll stop and if there's any questions on the Thoughtexchange itself I'd be glad to talk about that.

SUPERINTENDENT: Thank you Dr. Rodríguez. And so based on the current plan and the discussions and any meetings that we've attended, I will ask any of our

Commissioners if you have any questions or input that you would like us to consider as we move forward.

PAGANO: Commissioner Jason Van Stone has a question.

J. VAN STONE: Thank you Mr. President. One, I think that was a nice tool, I think it did give us some insight and it did, it reflects a lot of the same questions I think we're all hearing. Is there the opportunity and if it's already up there I apologize for asking the questions, to kind of distill this data into almost like a FAQ with our answers to these questions maybe we could put on the website so . . . the 900 who are asking what are buses going to look like we can have at least, today, what we think the answer is. Obviously in this world it's going to be an evolution, our answer today may be different from our answer in six weeks but is there a way we can kind of take at least the heavy hitters that we keep seeing in all these surveys and the people we talk to a nice easy document where people could look at all the top questions and let them know what are answers are.

RODRÍGUEZ: I won't speak for Dr. Ruffin but yes that is an idea where we can easily take those themes and condense them into groups of questions of course because if there's over 4,000 questions or thoughts we don't want to duplicate efforts but it would be, we would have the ability to theme those together which we've already done. We came down with I believe eight different themes that we were able to categorize these into and I believe we could kind of fashion a question out of each one of those themes or multiple questions out of those themes and create some kind of FAQ if Dr. Ruffin thinks that's something we should do as a district.

J. VAN STONE: And I think it would probably save you guys from having to answer the question 55 times because most of the themes you're gonna see and I think you're already determine that, they all revolve around the same couple kind of topics so a nice quick easy place to point parents to . . . multiple languages so everyone has the opportunity to hear answers and then keep updating it as we go along if facts on the ground change but I think that would be something that will benefit a great deal of our parents, our teachers, and everyone who has some interest in what we're doing here in Waterbury to reopen.

SUPERINTENDENT: Yes, absolutely. I definitely agree with that. I think from everything that we have learned so far to compile that in such a way that people know that we're responding to their questions and they can use that information to guide their future decisions I think is very smart. So yes, we will be doing that.

J. VAN STONE: Thank you very much. Thank you Mr. President.

PAGANO: Commissioner Tom Van Stone, did you have your hand up?

T. VAN STONE: I did sir. Thank you Mr. President, through you, Superintendent, things like uniforms and decorum, air buds, et cetera, probably is the root cause to many of the conflicts between students and teachers in the course of a day. How are we gonna deal with the protocol whether it be separation, and especially face masks, I'm not thrilled with the fact that the teachers are going to have to monitor, potential

discipline, because that interaction on the negative side just has not gone well for us. And for that matter the bus drivers too. Protocol is gonna be tough.

SUPERINTENDENT: Yes, I would agree in what has been a consistent comment when people have asked that is we don't want to look at it as punitive. We're not requiring masks because we want to punish anybody, it's a safety protocol and I think that's one of the reasons why imbedded with both of the first two plans, plan one and plan two, are options because for someone who says I can't possibly wear a mask all of this time then there's an option, an option of course being in person and wearing a mask or perhaps the virtual and that is no longer a requirements. I think what's going to also be challenging is the fact that as we receive guidance from the different documents that we've received and we've shared and even the webinars that I've participated in especially this week, you find that some of those requirements are being elaborated on. For instance this week I heard that of course for pre-k and kindergarten students you would not, you could choose to opt out of wearing masks and some of the webinars that I've experienced the students in that webinar did not have masks. While the teacher may have but the teacher might not have kept the mask on the entire day, the teacher might have had a shield. So I think that we are going to have to be very intentional on what we want that to look like in Waterbury. If we're saying that we must wear masks and that is the means for protection once you're in an enclosed environment then I think the option would be that you either wear the mask or you choose a virtual.

T. VAN STONE: Thank you.

PAGANO: Commissioner Harvey, you had your hand up?

HARVEY: Yes I do, thank you. First of all Dr. Ruffin, that was great today, it went by fast but it was very intriguing the amount of time that was spent there but I thought you did a good job. Two questions or concerns. If I'm not, if I have this data incorrect then let me know. We have 2,000 folks that participated in taking this questionnaire?

RODRÍGUEZ: One thousand, ninety-nine.

HARVEY: Is that a good sampling considering that we have roughly 19,000 students.

RODRÍGUEZ: I would say looking at participation rates for surveys, I'd say that that was a pretty significant amount particularly when the thoughts are rated over 64,000 times and everyone had a chance to contribute their own opinion, thought, concern, or idea, I think you reach a saturation point when you get to about 2,000 sampling when, then a large majority of those being parents and teachers, we may not have heard from other voices that were not parents or teachers so if anything we'd be able to reproduce this and reach out to different networks. I feel that that's a good sample size concerning the question that we asked.

HARVEY: Because we have how many teachers, roughly – 15,000?

SUPERINTENDENT: About 15/1,600.

HARVEY: About 15/1,600 and then we have 19,000 students so you cut that in half that about how many parents? My question is would you consider doing this again, sending out this type of questionnaire again just to see where we are once we get into things.

SUPERINTENDENT: I would not send the same one again. I would, during the course of the conversations we had today and in the past, I would definitely believe this is a tool we would use multiple times but perhaps and when we get a little closer to defining what it is that we're gonna be doing in the State and of course in Waterbury, absolutely sending something out so that we can get closer to what it's actually going to look like in practice. I could definitely see us doing that when we get closer to that point, yes.

HARVEY: And how many days did we have this, what period of time, what date did we have the questionnaire?

SUPERINTENDENT: I don't remember the dates but we did both of the surveys that we administered or Thoughtexchange, I think each one was for approximately an entire week.

RODRÍGUEZ: It was seven to ten days.

HARVEY: Thank you. Last is, maybe just a comment not a question, listening to folks, I was able to listen to all three and you know I know you all heard about how passionate everyone is about this topic or the topics of cleanliness. So I asked the question last week and I'm gonna ask that same question now, there was a concern and I think we can see it as a result of the survey that there were a couple of comments made that previous that there were concerns about in some schools about the cleanliness; soap being available for children to wash their hands after they use the bathroom, paper towels, et cetera. So we, I know Dr. Ruffin you mentioned that there would be in each school due to the fact that some nurses are shared that there would be an aide . . . or both in each school, would there be a consideration to hiring more maintenance staff due to the upkeep of the schools and the cleaning? Is that a consideration – hiring more maintenance staff?

SUPERINTENDENT: Thank you Commissioner. As we shared I think it may be the last meeting that we had, we do have some vacancies within our maintenance staff that we plan on hiring to fill those vacant positions that have been vacant for quite some time. Additionally, if you will allow me, the PowerPoint that we shared, on slide 12, we specifically talk about a designated school liaison that would be an additional assistance to answer questions that we might have about health and safety across the district and we would want that person prepared to answer or to respond to all kinds of questions that are very important especially in this very sensitive time. Additionally we talked about the nurses and about the nurses' aides and what we want to do is because the nurses are provided to Waterbury through the Health Department we want to keep all of the nurses but for schools that share, let's say if you share a nurse and a nurse is not with you in the afternoon, we want to make certain that the health aide is there and that might require us to rethink how we're configuring some of our staff to be able to have a health aide to be there at that campus full time and then the nurse comes in if it's a shared nurse but the health aide, the presence of a health care provider would be on that campus all of the time. Additionally while we have not discussed this I think we have some opportunities to discuss with the Commissioners some other ways that we

can mitigate the cleanliness. I understand some of the questions about the frequent use of the restrooms you know certainly we're not going to have staff come in after each usage and to be able to clean that area. While I'm saying today that this is something I'm proposing but I'm gonna throw that out there, you know we may think of some additional ways that we can support our maintenance staff because they can't possibly take care of all of those added responsibilities. When I say added, keeping the school clean is not an added responsibility but keeping it sanitized at the high level we're going to expect especially in COVID-19 that would be essential so we may want to think of some other ways that we can do either contracted response to that or I hate to say that we could just go out and hire more maintenance and custodians, sometimes you can't do it because you want to because you don't have applicants, but perhaps looking at other kinds of crews that we can get to be able to assist us with that could be something that we can incorporate into our plan for safety and for health.

HARVEY: Okay. That sounds good. Thank you very much.

PAGANO: Thank you Commissioner Harvey. Any other questions? Commissioner Rocco Orso.

ORSO: Dr. Ruffin, today is July 16, when is your drop-dead date when you have to make your decision on what plan you intend to . . .

SUPERINTENDENT: Commissioner, the districts have been charged with submitted three plans to the State Department of Education by July 24. So we're going to take the comments that we received, we're going to refine the three plans that we have, when I say refine we're gonna add what we can based on the feedback that we received and we're going to submit it to the State Department by July 24. That does not mean we have to implement any one of the three plans until we hear more information from the State and from the Governor in terms of what they consider to be the status of returning back to school in the fall of 20/21. And so what I think will happen is districts will comply, we'll submit our three plans to the State. The State is not looking at those to add feedback to the plans, they said that they just want you to turn them in we're not going to give you feedback on them. We might observe some best practices across the system but your plans are your plans and I think what we wait for and what we consistently evaluate is the impact of COVID as it continues to drop or if it begins to spike, and then we make the best decision when we get closer to mid to late August or early September about which plan, based on the guidance we're gonna receive from the health department and all of the various agencies that we're working with, and I think at that point we should know how many people are expecting to come back and how many are not so that we can decide whether we're going to go with plan one or two and if we have a total quarantine then we go into plan three. I have not been given any timeline from the State Department as to how do we choose a plan other than their expectations that we reopen schools in the fall.

ORSO: I was listening to the news conference today with Governor Lamont and he doesn't know either. Thank you Doctor.

SUPERINTENDENT: Yes, it's an uncertain environment, it really is uncertain.

PAGANO: Commissioner Ann Sweeney, did you have a question?

SWEENEY: Doctor, each time that you mentioned virtual learning are we talking about Google classroom where students will be actually interacting with the classroom teacher in front of the class or are we talking about some melding of assignments given at home and, just can you define virtual?

SUPERINTENDENT: Yes. I'm talking virtual, the continuous improvement on an online platform that we are committed to working on. So I'm talking about Google platform, we are using Google platform, and we have opportunities to continue to grow our online videos that will be of the real teacher teaching the lesson to real students and in addition to that having the face to face, more of a schedule in this new virtual environment that we're going to be defining for 2020, but more of a schedule so that students know exactly what time they're going to be interacting with their teachers, what subjects they're gonna be learning at that time, how they're going to be able to work independently and turn in their assignments, when they're going to get feedback from their teachers, all of those things will be embedded into this virtual learning environment but lots more time of interaction between the real teacher and the students and their peers.

SWEENEY: Okay, so we're not talking about the teacher being in the classroom teaching ten students say and then 15 other students logging into that class from home?

SUPERINTENDENT: In the hybrid model it is a possibility that in the hybrid, the plan two, that you can have the teacher teaching to students whose parents have decided to have them come back to school, they could be teaching in a small group. We have not decided whether we're going to record that so that the students that are at home can see the same lesson when they tune into their virtual component of their learning but we certainly have that capacity to do something like that. But when I say virtual at this point what I'm talking about is an opportunity for students to do some independent learning but definitely not going solo like we had to do in March, April, or May.

PAGANO: Commissioner Brown.

BROWN: Yes, hi, and thank you for this herculean task, it's just amazing all the work you and your staff have put in, thank you so much. I had a question, do you see any implications for teacher union contracts in terms of impacts, financial impact, or job impact or, how are we envisioning that?

SUPERINTENDENT: I definitely think that it's going to impact you know our MOAs with our unions and the unions have been participants at all levels in our committees and so we believe that after we get more defined and you know so what is the plan going to look like, and I think that's going to happen relatively soon, then we begin some conversations on the impact of teaching and learning and what that might have in terms of implications of our teaching staff, our paraprofessionals, and other staff that supports students. I think that we're going to have to sit down and determine what that looks like and how does it affect the work day and are there opportunities to be a little bit creative here and is there going to be a cost factor in that or maybe not, maybe it looks something different. But I definitely believe hand in hand we're going to be working alongside the unions as we determine what some of those next steps are going to be

and the impact that it will have on our teaching and learning and staff - Absolutely, and our administrators as well.

BROWN: Thank you .

8. PRESIDENT'S COMMENTS

PAGANO: Any other questions? All right we're going to move onto the next Agenda item which is the President's Comments and for the sake of time he has none.

9. STUDENT REPRESENTATIVES' COMMENTS

There were no student representatives present.

PAGANO: Does anyone wish to remove an item from the Consent Calendar that's on the Agenda? Hearing none, I will read out the Consent Calendar and then we will take a vote on it.

President Pagano proceeded to read the Consent Calendar, items 10.1 through 10.8.

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 10.8, as listed:

- 10.1 The Committee of the Whole recommends the Waterbury Board of Education approve a Student Intern Affiliation Agreement with Fairfield University (Fairfield U), for a three year period and at no cost, for school counseling internships to Waterbury Public Schools.
- 10.2 The Committee on Finance recommends the Waterbury Board of Education approve a Professional Services Agreement with Phi Delta Kappa (PDK) International, Inc. d/b/a Educators Rising, for a three year period, for teacher preparation courses, curriculum, and professional learning.
- 10.3 The Committee on Finance recommends the Waterbury Board of Education approve a Professional Services Agreement with Precision Exams, LLC d/b/a You Science, for a five year period, for Career Aptitude Inventory Assessments and Industry Recognized Credential Assessments for students.
- 10.4 The Committee on Finance recommends the Waterbury Board of Education approve a Professional Services Agreement with Strivven Media, LLC, for a three year period, for an internet-based career exploration and career planning platform for students.
- 10.5 The Committee on Finance recommends the Waterbury Board of Education approve a Professional Services Agreement with Capitol Region Education

Council (CREC), for a three year period, to provide school psychology services for students with disabilities.

- 10.6 The Committee on Finance recommends the Waterbury Board of Education approve an Agreement with the following to provide education and related services and supports to students with disabilities:

<u>School</u>	<u>Term</u>
a) American School for the Deaf	3 years
b) Area Cooperative Education Services	3 years
c) Benhaven	3 years
d) EdAdvance	1 year
e) St. Vincent's Special Needs Center, Inc.	3 years
f) Specialized Education of CT d/b/a High Road School	3 years
g) Institute of Professional Practice	3 years

- 10.7 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of the following transfers totaling \$3,475,627.00 in the 2019/2020 fiscal year budget:

Accounting Unit	Account	Description	From Amount	To Amount
85010001	511102	Wallace - Teachers	\$1,675,560.00	
88510002	511108	Special Ed - School Psychologists	\$250,000.00	
88510002	511109	Special Ed - Social Workers	\$200,000.00	
88510002	511110	Special Ed - Speech Pathologists	\$190,000.00	
88031006	511225	School Maintenance - Non Certified	\$290,000.00	
88031006	511226	Custodians - Non Certified	\$420,000.00	
89010508	511220	Fiscal Services - Fiscal Admin	\$150,000.00	
88510001	511223	Special Ed - ABA Therapists	\$200,000.00	
86210001	511219	Crosby - School Clerical	\$45,000.00	
86410001	511219	Kennedy - School Clerical	\$55,067.00	

88031006 591002 Plant Maintenance - Sinking Fund \$3,475,627.00

To transfer funds from attrition savings and surplus accounts into Sinking F

TOTAL: \$3,475,627.00 \$3,475,627.00

- 10.8 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 school organizations and/or City departments:

GROUP	FACILITIES AND DATES/TIMES
Linda Richard, RN, BSN Health Service Instructor	Waterbury Career Academy rms. 418, 422, 426 July 20, 21, 22, 23 (practice days) and July 24 for the CNA test (9 students) (8:30 am to 4:00 pm)
*Human Resources J. Palazzo	WAMS café: Thursday, July 16, 1:00 pm - 3:30 pm Adm. Associate I exam (32 people)
*Wtby. Bridge to Success A. Callum/ Monroe Webster	Reed School –north side of parking lot: July 20 7/29/20 11:00 am – 4:00 pm for Census Outdoor Outreach

	(approx. 25 people at one time - throughout the day)
*Registrar of Voters T. DeCarlo	Tuesday, August 11, 5:00 am – 9:00 pm (Presidential Preference Election)
*Human Resources J. Ostuno	Kennedy aud.: 7/23/20, 8 am - 1:30 pm (makeup orientation) and 8/21/20, 8 am – 5 pm (paraprofessional orientation)
*Human Resources L. Criscuolo	Reed computer room: 7/24/20, 9 am – 3 pm (computer based exam)

PAGANO: All in favor please say aye. Opposed? Abstain? The ayes have it, the motion carries. Thank you very much everyone

11. ITEMS REMOVED FROM CONSENT

There were no items removed from the Consent Calendar.

12. COMMITTEE ON CURRICULUM

12.1 Upon a motion by Commissioner Tom Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to approve the following new courses:

- a) Teacher Pre 1 and Teacher Prep 2 for grades 9 through 12.
- b) Robotics & Automation 1 and Robotics and Automation 2 for middle school students.
- c) Construction 1 and Construction 2 for grades 9 through 12.
- d) Bulldogs Business, Eagles Business, Wildcats Business, and Spartans Business for grades 9 through 12.
- e) UConn EMT – B for grades 10 through 12.

T. VAN STONE: All these items passed the Curriculum Committee after their review.

PAGANO: Discussion? All in favor say aye. Opposed? Abstain? Motion carries. Thank you Commissioner Van Stone.

13. COMMITTEE ON BUILDING & SCHOOL FACILITIES

13.1 Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Brown, it was voted unanimously to approve Amendment No. 2 to the Agreement with the City of Waterbury and Newfield Construction Group, LLC for Construction Manager At Risk Services for the Construction of Wendell L. Cross Pre-k to 8th Grade School.

PAGANO: Discussion? All in favor please say aye. Opposed? Abstain? The ayes have it. Motion carries. Thank you Commissioner Jason Van Stone.

14. COMMITTEE ON FINANCE

14.1 Upon a motion by Commissioner Orso and duly seconded by Commissioner Harvey, it was voted unanimously to approve a contract with Canon Solutions America, Inc. for copier and print management

services based on the terms and conditions as outlined in the attached memo/executive summary of July 15, 2020, and subject to final approval of the Corporation Counsel.

PAGANO: Discussion? Ayes? Opposed? Ayes have it; motion carries. Thank you.

14.2 Upon a motion by Commissioner Orso and duly seconded by Commissioner Harvey, it was voted unanimously to approve a contract with Edgenuity for Online Learning Systems as outlined in the attached memo/executive summary of July 15, 2020, and subject to final approval of the Corporation Counsel.

PAGANO: Discussion? All in favor please say aye. Opposed? Abstain? The ayes have it; motion carries. Thank you.

14.3 Upon a motion by Commissioner Orso and duly seconded by Commissioner Serrano-Adorno, it was voted unanimously to approve a contract with ParentSquare for Electronic Communications Platform as outlined in the attached memo/executive summary of July 15, 2020, and subject to final approval of the Corporation Counsel.

PAGANO: Discussion?

BROWN: I'm not familiar with it. Maybe you could just give a brief discussion of what it is.

CLARK: I can jump in there. It's really a communication system, it's essentially taking the place of our IRIS phone system but this has some increased capabilities – an app function, texting, variety of other ways to hit parents in different directions. We did a bunch of research with the committee on this, it was kind of hand in hand with the website upgrade. We had members of the teachers group, paraprofessionals, parent liaisons, Dr. Ruffin, Sujata, and our IT group all involved in this. It is service used by a number of other districts around that we investigated. ACES uses it as well. As a parent of an ACES ECA child I get it. It's very easy, it's very intuitive, parents will . . . and be as connected, or disconnected as the case may be, . . . really an upgrade technologically to expand our reach to our community.

BROWN: Sounds great. Than you.

PAGANO: Any other questions? Hearing none – all in favor, opposed, abstain. The ayes have it. Motion carries.

14.4 Upon a motion by Commissioner Orso and duly seconded by Commissioner Sweeney, it was voted unanimously to approve a contract with Revize, LLC d/b/a RevizeSchools for Web Hosting Services as outlined in the attached memo/executive summary of July 15, 2020, and subject to final approval of the Corporation Counsel.

PAGANO: Discussion? All in favor please say aye. Opposed? Abstain? The ayes have it; motion carries. Thank you everyone.

15. SUPERINTENDENT’S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file items 15.1 through 15.143, as listed:

15.1 Appointments:

Cybart-Persenaire, Alena – Summer Book Study Leader.
Hinton, Marci – Summer Book Study Leader.
Irrera, Ray – High School Summer School Coordinator.
Miller, Jamie – Extended School Year (ESY) Administrator.
Riley, Kara – Secondary ELA Curriculum Committee.
Rosser, Jennifer – Extended School Year (ESY) Administrator.

15.2 Secondary Science Curriculum Committee appointments, salary according to contract:

Baker, Bryan	Bernabe, Allan	Borges, Laura
Carpenter, Sarah	Culver, Edwin	DaSilva, Elizabeth
Davitt, Robin	Lee, Yolanda	Lestage, Jaclyn
Lounsbury, Allan	Meera (Kumar), Usha	Munoz, Angela
Nizzardo, Kari	Ortiz, Alyson	Piccolo, Alan
Pogodzienski, Marcy	Quattro, Marissa	Spagnoletti, Rachel
Stowe, Eileen	Thomas, Laura	

15.3 Secondary Mathematics Curriculum Institute Committee appointments, salary according to contract:

Byron, Danielle	DeVeau, Nicole	Holden, Kimberley
LeVasseur, Armand	Sullivan, Carly	

15.4 K – 8 Mathematics Curriculum Institute Committee appointments, salary according to contract:

Begley, Tracy	Biolo, Dawn	Grant, Nataine
Groski, Megan	Guerrera, Christine	Lacerenza, Patricia
Linehan, Megan	Marques, Lauren	Miller, Christine
Mulhern, Jacqueline	Schiavo, Alicia	Shagensky, Robert
Wallace, Doreen	Waters, Marissa	

15.5 Physical Education Curriculum Committee appointments, salary according to contract:

<i>High School:</i>	<i>Middle School:</i>
Burke, Kaitlin	Katrenya, Wesley
Opalenik, Michelle	Martinez, Jason
Tehan, Kyle	Tansley, Stephen

15.6 High School Summer School appointments, salary according contract, contingent upon enrollment:

<u>Last Name</u>	<u>First Name</u>	<u>Subject</u>
Devine	Michael	PE

Paradis	Sara	PE
Brown	Jennifer	ELA
Carbone	Mikaela	ELA
Caruso	Anthony	ELA
DeVeau	Heather	ELA
Goodman	Jillian	ELA
Hinton	Marci	ELA
Singley	Paul	ELA
Bolduc	Kathryn	ELA Alternate
Feliz	Ashley	History
Fitzpatrick	Karlyn	History
Rosa	David	History
Sarlo	Christopher	History
Perugini	Ellen	Math
Jannetty	Julieann	Math
Sawyers	Hillary	Math
Scialla	Marlena	Math
Thomas	Richard	Math
Veneziano	Ellen	Math
Kumar	Usha	Science
Clark	Meredith	Science
Thomas	Laura	Science
Arroyo	Alyssa	Science Alternate
Ortiz	Alyson	Science Alternate
Kearns	Maura	Spanish
Santana	Zulma	Spanish

15.7 Maloney Magnet School Summer School appointments, salary according contract:

<u>Last Name</u>	<u>First Name</u>	<u>Subject</u>
Couture	Cherie	K – Math
Couture	David	K – Technology
Kalnins	Siobhan	K –Reading
Card	Katie	1 – Math
Crespo	Cristina	1 – Reading
Moulthrop	Barbara	1 – Science & Technology
Fiore	Patience	2 – Math
Madera	Marlene	2 – Reading
Grabowski	Leah	2 – Science & Technology
Dombrowski	Jason	3 – Math
Hibbs	Jennifer	3 – Reading
Negron	Emily	3 – Science & Technology
Barbieri	Katie	4/5 – Math
Dunn	Andrew	4/5 – Science & Technology
D’Esposito	Esther	4/5 – ELA
Zawislak	Shanna	Secretary

Perugini	Anna	Secretary – as needed
Cullen	Donna	Administrator
Cancro	Dana	Counselor
Drewry	Ann	Math/Science/Tech. Curriculum Support Administrator Sub.
Palomba	Margaret	Reading Curriculum Support

15.8 Rotella Magnet School Summer School appointments, salary according contract:

<u>Last Name</u>	<u>First Name</u>	<u>Subject</u>
Dionne	Suzanne	Teacher
Greaney	Vanessa	Teacher
Matthews	Julia	Teacher
Monroe	Mary	Teacher
Santovasi	Monica	Teacher
Toussaint	Danielle	Teacher
Cruess	Carla	Sub
McLaren	Ashley	Sub
Biolo	Dawn	Prep
Stevens	Jeanne	Prep
Henry	Robin	Administrator
Thompson	Michael	Network Specialist

15.9 Extended School Year (ESY) appointments, salary according to contract:

CBT

Teresa Delano
Jessica Hartley

BDLC

Amber Barbieri
Kristen Viscardi

AUTISM

Danielle Cangelosi
Shobhna Caplash (sub as needed)
Nicole Cook
Cara Manforte
Nancy White

PRE-K

Christine Boampong
Patricia DeLucia
Melissa Havican (sub as needed)
Emily Howard
Laure-Lynn Mancini
Amy Murphy
Amy Stafford

ESSENTIAL SKILLS

Tracy Leclerc Rodriguez

SCOPE

Margaret Felton

CBL

Yee Liu
Kirstin Tremblay

RESOURCE

Jennifer Morhous
Alison Finley

INCLUSION

Michelle Bibeau
Brenda Falcone
Katie Grendzinski
Kelsey Grendzinski

OEC EVALUATION TEAM

Debra Atkins (SW)
Heather Connor (SPED)
Terri Daly (SPED)
Heidi Fay (SLP)

Alexa Osterhout
Michele Parks (sub as needed)
Christine Stolfi

Medelise Hubbard (SPED)
Jame Murphy (SLP)
Esther Sonnenschein (SLP)

TVI
Kelly Putnam

THI
Heather Murphy

SPEECH
Sara Barnick
Molly Walsh

COUNSELING
Andrew Bandurski
Karen Lowe

PARAPROFESSIONALS

Robin Andrikis
Lisa Antidormi (High School)
Proserjeet Basu
Donna Butterworth
Lurbin Cacho-Zuniga
Sharon Colangelo
Shanna DeGeorge
Denise DelMoral
Jacqueline Edwards
Kathleen Falzarno
Gina Farrington
Marlene Ferrao
Julie Geary
Karri Gibson
Marnie Guerrera

Jennifer Hayden
Ronda Hendrickson
Giovanna Hudson
Giovanna Hudson (sub as needed)
Natalia Korbusieki
Latanya Levett
Michelle Marcetti
Donna Orsatti
Maria Padua
Joseph Rinaldi
Maria Sanchez
Sarah Silver
Shelley Stamp
Mary Turner

15.10 SOAR to Success Summer School appointments, salary according to contract:

<u>Assignment</u>	<u>Name</u>
Academic	Coughlin, Timothy
Bucks Hill	Bramble, Nicole
Bucks Hill	Burgess, Susan
Bucks Hill	Cicccone, Melissa
Bucks Hill	Jackson, Sarah
Bucks Hill	O'Donnell, Jennifer
Bucks Hill	Rizzo, Lisa
Bunker Hill	Fleming, Sonya
Bunker Hill	Marquez, Chakira
Chase	Belica, Flora
Chase	Gonzalez, Stephanie
Chase	Strumi, Manuela
Driggs	Abarzua, Lauren
Driggs	Bartoletti, Heather
Driggs	Brianne Modeen
Driggs	Cipriano, Jillian
Driggs	Ijomah, Kathryn
Driggs	Marquis, Hailey

Duggan	Conlon, Taylor
Duggan	Ensero, Caitlyn
Duggan	Field, Susan
Duggan	Gaudiosi, Karen
Duggan	Grant, Tameka
Generali	DellaCamera, Ashley
Generali	Matarazzo, Kristen
Generali	Neibel, Amy
Generali	Poulter, Dennis
Generali	Rock, Stefanie
Gilmartin	Brown, Susan
Hopeville	Cruz, Maria
Hopeville	Garcia, Nilsa
Hopeville	Kirchberger, Alison
Hopeville	Mancini, Mark
Hopeville	Villar, Yenny
Hopeville	Wells, Kelley
Reed	Albizu, Cindy
Reed	Steffero, Melissa
Regan	Schmied, Christine Masse
Sprague	Goderre, Shelby
Sprague	Kores, Lauren
Sprague	Robinson, Debra
Tinker	Alfano, Chelsea
Tinker	Bell, Nicholas
Tinker	DeSanto, Christine
Tinker	Parks, Michelle
Tinker	Violette, Danielle
Walsh	Davino, Jenna
Walsh	Maldonado, Joanne
Walsh	Pierresaint, Courtney
Walsh	Swartz, Samantha
Washington	Langan, Colleen
WC	Gasparri, Michelle
WC	Quintana, Michelle
Wilson	Osagie, Nancy
Physical Education	Froese, Justin
Fine Arts	Ferreira, Daniel

15.11 Middle School Summer School appointments, salary according to contract:

<u>ELA:</u>	<u>Math:</u>
Jessica Boratko	Kathleen Colon
Jolee Iannantuoni	Elizabeth Frank
Dave Lucian	Kimberly Holden
Jennifer Rosa	Kelly Munoz
Robert Zupperoli	Kara Poulter

15.12 Food Service Summer Program appointments:

<u>Name</u>	<u>Last Name</u>	<u>Positions</u>	<u>Site-Location</u>	<u>Rate</u>
Ciara	Pedraza	Site Supervisor	Boys/Girls Club	\$11.00
Pam	Wawer	Site Supervisor	Bunker Hill	\$11.00
Brie	Johnson	Site Supervisor	Bunker Hill	\$11.00
Chaileen	Rodriquez	Site Supervisor	Bunker Hill	\$11.00
Bernedette	Donnelly	Site Supervisor	Carrington	\$11.00
Natalie	Gonzalez	Site Supervisor	Carrington	\$11.00
Pama	Goggin	Site Supervisor	Carrington	\$11.00
Paula	Mucci	Site Supervisor	Chase	\$11.00
Cheryl	Laviana	Site supervisor	Chase	\$11.00
Nancy	Roldan	Site supervisor	Chase	\$11.00
Agnes	Colon	Site Supervisor	Crosby/Wallace	\$11.00
Barbara	Slogeris	Site Supervisor	Crosby/Wallace	\$11.00
Kim	Plude	Site Supervisor	Crosby/Wallace	\$11.00
Marilyn	Pittman	Site Supervisor	Driggs	\$11.00
Marcela	Arenas	Site Supervisor	Driggs	\$11.00
Elizabeth	Dos Santos	Site Supervisor	Driggs	\$11.00
Elizabeth	Guisto	Site Supervisor	Duggan	\$11.00
Terri	Brooks	Site Supervisor	Duggan	\$11.00
Carmen	Gonzalez	Site Supervisor	Duggan	\$11.00
Barbara	Kazlauskas	Site supervisor	Gilmartin	\$11.00
Mandie	Dreher	Site Supervisor	Gilmartin	\$11.00
Chasity	Hernandez	Site Supervisor	Gilmartin	\$11.00
Julia	Rojas	Site Supervisor	Kennedy H.S.	\$11.00
Hayat	Abouanni	Site Supervisor	Kennedy H.S.	\$11.00
Mamie	Parker	Site Supervisor	Kennedy H.S.	\$11.00
Diane	Martone	Site Supervisor	Kingsbury	\$11.00
Idalia	Suero	Site Supervisor	Kingsbury	\$11.00
Ramize	Bajram	Site Supervisor	Kingsbury	\$11.00
Theresa	Morrissey	Site Supervisor	Lighthouse Daycare	\$11.00
Sue	Lugo	Site Supervisor	Reed	\$11.00
Iris	Perez	Site Supervisor	Reed	\$11.00
Larissa	Espinosa-Acevedo	Site Supervisor	Reed	\$11.00
Rose	Sarandrea	Site Supervisor	Regan	\$11.00
Lakisha	Beary	Site Supervisor	Regan	\$11.00
Elaine	Greco	Site Supervisor	Walsh	\$11.00
Seritha	Anglin	Site Supervisor	Walsh	\$11.00
Victoria	Caisse	Site Supervisor	Walsh	\$11.00
Noelia	Giusti	Site Supervisor	Washington	\$11.00
Martha	Thomas	Site Supervisor	Washington	\$11.00
Donna	Synott-Hassinger	Site Supervisor	Washington	\$11.00
Nola	Santiago	Site Supervisor	WAMS	\$11.00
Samarys	Tiru	Site Supervisor	WCA	\$11.00
Debra	Ocasio	Site Supervisor	WCA	\$11.00
Nancy	Evon	Site Supervisor	Wilby/NEMS	\$11.00
Anele	Genova	Site Supervisor	Wilby/NEMS	\$11.00

Fortuna	Chairavalloti	Site Supervisor	Wilby/NEMS	\$11.00
Maria	Rivera	Site Supervisor	Willow Plaza	\$11.00
Sherl	Knight	Site Supervisor	WOW	\$11.00
Maria	Rego	Monitor	WAMS	\$14.50
Michelle	April	Monitor	WAMS	\$14.50
Michael	Jones	Monitor	WAMS	\$14.50
Linda	Generali	Prep	WAMS	\$12.50
Patricia	Lowe	Prep	WAMS	\$12.50
Amy	Daugerdas	Prep	WAMS	\$12.50
Alice	Pinto	Prep	WAMS	\$12.50
Robin	Capozio	Prep	WAMS	\$12.50
Donna	Ward	Prep	WAMS	\$12.50
Debbie	Finke	Coordinator	WAMS	\$30.00
Isabel	DeSousa	Coordinator	WAMS	\$30.00

15.13 Resignations:

Fazio, Roxanne – WMS Physical Education, effective 06/29/2020.
 Holub, Kelsey – Tinker grade 3, effective 07/06/2020.
 McLaren, Ashley – Rotella grade 2, effective 07/07/2020.
 Spedafino, Diana – WHS School Psychologist, effective 08/14/2020.

15.14 Retirements:

Alvarez, Cesar – WHS Technology Education, effective 06/30/2020.
 Daniels, Mark – Carrington Art, effective 07/09/2020.
 Genua, Tracey – Generali Kindergarten, effective 06/30/2020.
 Leibell, Patricia – WAMS Dance, effective 06/30/2020.
 Vailonis, Jodie – Rotella Pre-K, effective 06/30/2020.

PAGANO: Discussion?

BROWN: I just have a question and maybe this is for a Workshop but I'm not sure what are all these people doing in the summer school? Are they online? How many students are participating? Maybe at some point we can find out what the summer school is all about.

PAGANO: Okay. All in favor please say aye. Opposed? Abstain? Ayes have it; motion carries. Thank you very much everyone. And we go to item 16 – Any Unfinished Business of the Preceding Meeting Only? I'll move onto item 17 – Any Other Unfinished, New, or Miscellaneous Business? Commissioner Jason Van Stone.

J. VAN STONE: It was half touched on a little bit earlier about when they're talking about how can we expect people to be going back to school when the Board is still meeting virtually. A number of people have asked me since we're kind of getting hopefully closer to real world, not that I don't enjoy seeing you guys on my laptop and being able to do this from my porch, is there a timeline or a game plan where we might start like meeting in person?

PAGANO: There may be but I will give you my own personal feeling on that right now as it pertains to me. I have two 95 year old women that I'm responsible for and I refuse

to expose myself to anything that may potentially give them harm and/or death. Since one of my favorite books from college is *How to Lie with Statistics and Get Away with It* and being an engineer, they better damn well prove the numbers to me because the stuff I'm seeing in Pennsylvania, Ohio, and now spiking in Long Island is getting my attention and I'm looking at it every day. That's just my own personal feeling but I'll let others chime in here. But right now I'm in no hurry to get away from this because quite frankly I think it's gonna hit us before we know it again. That's my own personal feeling. Commissioner Rocco Orso.

ORSO: In my own personal opinion too is I'm considered high risk because of my age and I have a 99 year old mother-in-law to take care of and also a one month old granddaughter. So I will not in the near future be there in person.

PAGANO: Anyone else have a comment? Well you got my two cents and you got Commissioner Orso's two cents. I will keep this under advisement and keep my ears to the ground and if we want to change the dynamics then so be it then I'll have to figure out where do I go after that or do I join the club in person but I'm not going to be there very soon. Like Rocco, I'm in the 66 years old, high risk area, my doctor even told me not to come to his office for a visit.

J. VAN STONE: And I 100% understand that, it was just a question I've been getting and you know we're talking about hybrid models, when we kind of transitioned into this we kind of had a socially distanced half and half, half of were on, I think we were in the Aldermanic Chambers, so people were just asking me and I didn't really have an answer one way or another. So I figured I'd broach the subject.

PAGANO: Then we won't disappoint you, we still don't have an answer.

J. VAN STONE: I could always count on you Mr. Pagano.

PAGANO: I know you can. Any other comments? Commissioner Harvey.

HARVEY: I believe the Aldermen are back meeting in person so I just wanted to relay that information.

PAGANO: Thank you. I also believe we are still under Executive Order 7B which gives us the ability of doing it the way we're doing it right now for safety purposes. So until the Governor cancels that that will get my attention. Plus I think a majority of the Aldermen a lot younger than us, nothing personal. Any other comments before we move on and go into Executive Session?

PAGANO: Thank you Commissioner Sweeney. Applause.

EXECUTIVE SESSION

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to recess into Executive Session at 7:48 p.m. for discussion concerning the annual evaluation of the Superintendent of Schools.

PAGANO: Any discussion before we go forward? Hearing none, all in favor please say aye. Opposed? Thank you very much everyone.

Present: Mayor O'Leary, President Pagano, Commissioners Brown, Harvey, Hernandez, Orso, Serrano-Adorno, Stango, Sweeney, Jason Van Stone, and Tom Van Stone

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Serrano-Adorno, it was voted unanimously to return to the regular order of business at 8:45 p.m. with no votes taken.

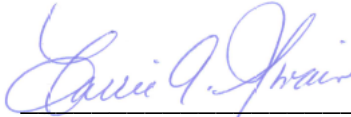
PAGANO: Discussion? All in favor say aye. Opposed? The ayes have it; motion carries. Mr. Mayor you have the floor.

MAYOR O'LEARY: Thank you very much Mr. President. So I'm sure many of you have been following the state of the Christopher Columbus statute. I had mentioned in the media that I was going to talk to our Board of Aldermen and our members of our Board of Education to get their opinion on how they feel about Christopher Columbus. I would ask you to let me know if you want to, if you don't that's okay, but anyone who would like to weigh in on the fate of the Christopher Columbus statue whether Christopher Columbus should stay or go, I would like to hear from you. I am not, you know this is nothing I'm going to release publically unless you ask me to release your opinion publically, but I would like to hear from you. You all have my cell phone number and you can call me or text me and let me know how you feel about it. Okay.

PAGANO: Surely. Thank you.

ADJOURNMENT

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Hernandez, it was voted unanimously to adjourn at 8:46 p.m.

ATTEST: 

Carrie A. Swain, Clerk
Board of Education