

## **WATERBURY BOARD OF EDUCATION**

### *MINUTES ~ SPECIAL MEETING*

Thursday, March 26, 2020 at 6:00 p.m.

City Hall, Aldermanic Chambers, 235 Grand Street, Waterbury, Connecticut

**PRESENT:** President Pagano (virtual), Commissioners Brown, Harvey, Hernandez (virtual), Orso (virtual), Serrano-Adorno (virtual through 6:50 p.m.), Stango, Sweeney, J. Van Stone, and T. Van Stone (virtual).

**ALSO PRESENT:** Superintendent Verna D. Ruffin, Deputy Superintendent Greg Rodriguez (virtual), Chief Financial Officer Doreen Biolo (virtual), Assistant Superintendent Noreen Buckley (virtual), Chief Operating Officer William Clark, Assistant Superintendent Janice Epperson (virtual), and Chief Academic Officer Darren Schwartz (virtual).

### **1. SILENT PRAYER**

Vice President Harvey called the meeting to order at 6:03 p.m. with a moment of silence.

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

Jazleen Pizzaro: 8-year-old student at Walsh Elementary School. Passed away unexpectedly on March 6, 2020.

Elaine Biron: Long time retired teacher. Passed away on March 6, 2020.

William Nardozi: Former math teacher at Wilby High School and Kennedy High School. Passed away March 22, 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**

Vice President Harvey 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 (virtual).

CLERK: Commissioner Orso.

ORSO: Here (virtual).

CLERK: Commissioner Serrano-Adorno (joined meeting virtually at 6:06 p.m.).  
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 (virtual).

CLERK: President Pagano.

PAGANO: Present (virtual).

HARVEY: Good evening everyone and thank you for joining in for this meeting. This is again a special meeting because there are items that need to be taken care of and voted on today so this is why we're here. As you are all aware, we are under a new climate now and we are practicing social distancing. We have five Commissioners present in person and five who are joining us by phone. We have in person; I will include myself, Commissioner Brown, Commissioner Jason Van Stone, Commissioner Sweeney, and Commissioner Stango, again, in person. Via the phone we have joining us President Pagano, Commissioner Tom Van Stone, Commissioner Hernandez, and Commissioner Orso. And also I neglected to mention, forgive me, Dr. Ruffin is here with us and we have our Clerk Carrie Swain. So again this is the new normal. So in order to maintain order the first thing that I'm going to ask is that the Commissioners who are on the phone is to please mute your lines so there are no distracting noises to interrupt the meeting. I'm also asking that everything is through the Chair, if you wish to speak to address the Chair. Any motions that are made I'm asking that the persons that are present in person make those motions and when we go through the discussion because everything will be via roll call, when we have the discussion I will first acknowledge those who are present and then I will call upon Commissioners who are on the phone so that we're not talking over each other. I will call you individually by name to ask you if you have comments or if you wish to join into the discussion. Everything will be done by roll call vote. I'm asking that you keep, I'm respectfully asking that you keep your comments brief during discussion and any comments that you wish to make. An again, this is a learning process, this is something we have never, we have never been here before, it's a learning process, there will be adjustments that are made. But again, to remind you, the main point of this meeting, it's a special meeting, is to vote on the items that are listed on the agenda. Alright so with that I ask for Commissioner Brown to please make a motion for communications.

#### **4. COMMUNICATIONS**

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

- a. Copy of communication dated February 4, 2020 from Civil Service certifying Chaileen Rodriguez-Perez for the position of Food Service Worker.
- b. Copy of communication dated February 11, 2020 from Civil Service certifying Diana Kamo for the position of Paraprofessional.
- c. Copy of communication dated February 11, 2020 from Civil Service certifying Yara Quinones-Castro for the position of Food Service Worker.
- d. Copy of communication dated February 11, 2020 from Civil Service to Dennisse Torres-Figueroa regarding acceptance of the position of Lunchroom Aide.
- e. Copy of communications dated February 12, 2020 from Civil Service certifying Varretta Williams Iverson and Grace Alonzo for the position of Paraprofessional.
- f. Copy of communication dated February 12, 2020 from Darren Schwartz to Mayor O'Leary regarding equipment donation from Taft School.
- g. Copy of communication dated February 18, 2020 from New England Association of Schools & Colleges to Crosby High School.
- h. Email communication dated February 21, 2020 from CABA regarding Policy Highlights.
- i. Copy of communication dated February 27, 2020 from Civil Service to Chastity Hernandez regarding acceptance of position of Food Service Worker.
- j. Copy of communication dated February 27, 2020 from Civil Service certifying Sarah Perniciaro to the position of Paraprofessional.
- k. Copy of communication dated February 28, 2020 from Civil Service certifying Nateisha Lashay Howard to the position of Administrative Associate I.
- l. Copy of communication dated March 2, 2020 to Susan Lugo regarding acceptance of position of Food Service Worker.
- m. Copy of communications dated March 3, 2020 from Civil Service certifying Terrance Morrison and Bernadette Sands-Jordan for the position of Paraprofessional.
- n. Email communication dated March 6, 2020 from CABA regarding Policy Highlights.

HARVEY: Discussion? President Pagano? Commissioner Tom Van Stone?  
Commissioner Hernandez? Commissioner Orso?

*(All Commissioners attending virtually replied no)*

HARVEY: Okay, thank you. All those in favor. Roll call.

**ROLL CALL VOTE:**

Yeas: Commissioners Brown, Harvey, Hernandez, Orso, Pagano,  
Serrano-Adorno, Stango, Sweeney, J. Van Stone, and T. Van Stone – 10

**5. APPROVAL OF MINUTES**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted, by roll call vote, to approve the minutes of the February 6, 2020 Workshop and February 20, 2020 Regular Meeting.**

HARVEY: Discussion? Any discussion President Pagano? Tom Van Stone?  
Commissioner Hernandez? Commissioner Orso? Commissioner Adorno?

*(All Commissioners attending virtually replied no)*

**ROLL CALL VOTE:**

Yeas: Commissioners Brown, Harvey, Hernandez, Orso, Pagano,  
Serrano-Adorno, Stango, Sweeney, J. Van Stone, and T. Van Stone – 10

**6. SUPERINTENDENT'S ANNOUNCEMENTS**

SUPERINTENDENT: Thank you Commissioner. Although there are several slides presented here tonight I'm going to spend all of the time talking about the events that occurred beginning on the evening of March 12 to the present when a decision was made on the evening of March 12 to close schools beginning on March 13. It was done with much conversations with a number of stakeholders throughout the State of Connecticut as well as nationally. From the Connecticut State Department of Ed to the Governor's Office, from the guidance of our Commissioners with several other members of very important groups that would inform school districts as well as the entire state, of the status the COVID-19 and its potential impact if we acted slowly or if we did nothing. After very much information, some of which was very vague because we didn't know what we were getting ready to encounter. It also involved the CDC, the Department of Health both on the national, the state, and the local level; much collaboration with many groups including local and state governments and local and state agencies, a decision was made that our school was going to close and it was going to open or not reopen again until March 20. And then through various other meetings it was moved to March 31st. And to continued meetings is was through April 20. And as we are today we don't know beyond that, all we know is April 20 is the projected day of return and many people are hearing different things but the directives or guidance that we've received thus far allows us to know that we are preparing for something that will occur at least until April the 20th. During that time there are many people working behind the scenes every day. A number of staff members reported to work in the Central Office on the

13th, but as time went on that too changed into an online platform. There was caution nationally and of course within our state to work from home or to go into some kind of virtual meeting and social distancing became a terminology that we're all too familiar with and that we see in meetings that we might attend virtually, as well as in person, that that has made a tremendous impact on the way that we communicate with each other. So that changed a lot of things and it changed the way that we were going to think about distance learning which was at one time a term that was loosely used, to online learning, to making certain that all students had access to virtual learning and while that is certainly something we are working on and we're working very diligently on, just to say we have online learning and virtual learning doesn't occur simply by just indicating that that's going to happen. For Waterbury, and Waterbury in particular, a virtual learning platform would mean that all of our students would have access to online and that is not something we are currently situated, positioned to be able to implement. However, we have from the very beginning some resources that were placed online for all of our students and families to access, that was communicated to our families plus we began to prepare instructional packets designed to help students to stay connected to learning while they were at home for an undetermined amount of time. Those packets were a part of what we were going to do when we knew we were going to have school closures, at least for a few days, it is now something that we're planning on doing long term for an undetermined amount of time. Additionally the website that was posted very early on that has online materials is consistently updated. We still have a challenge of having every single student having access to online learning which is why Waterbury will continue to have both even as we are designing and building an online platform that will become for us what we will implement as virtual learning for our entire district.

I want to back up a little because in addition to that we also recognize that we were working with four different and very distinct unions and before we were able to execute a plan we had to make certain that we were answering and responding to a number of needs and a number of union contracts that are in place. That required consistent work and conversations between various offices and union members to rethink of what this contract might look like moving forward as we have a number of employee groups. Some of our employees are part time, some of our employees are full time but working with a grant, some of our employees work with students and attendance, some of our employees work with students and tutor, some of our employees are hourly, some of our employees are salaried, and so it became a very complex, very complex work to make certain that everybody's answer was going to be provided but not everyone's answer was the same. And so the conversations started immediately with our various unions. We were able to respond, we were able to, for the majority of our staff maintain employment but yet some staff were not able to, due to the very nature of the work, and the fact that we no longer had students in schools and so we communicated that and we continue to communicate that. We communicate that on a daily basis and we've made available websites and email addresses so that questions can consistently come in and we respond usually within a 24 hour period and I know that because most of those responses especially on the [centraloffice@waterbury.k12.ct.us](mailto:centraloffice@waterbury.k12.ct.us) I answer personally and there has been two days that I did not respond in a 24 hour period because I was extremely backlogged but there's also another website that's [wpsacademics](http://wpsacademics), that is another, I'll share more with you later. So that begins a conversation about employee workgroups and what that might look like in the future.

We have been in conversations and working through contracts with WTA and SAW and that is near hopefully completion. That is where we are going to assure our teachers and our principals and our administrators in the schools who are no longer in the schools are able to virtually communicate and connect with parents and students, as well as what happens if the virtual environment is not available. So that describes the contact that a teacher might have with a student beyond just a platform that we are now calling online learning which is being developed. And once that contract, once those agreements have been fully reached, then there's an expectation for me as Superintendent that our teachers and our principals will make direct contact with students on an online platform and for those students who still do not have the capacity that we are able to connect with them either by telephone or by the worksheets that are going home and the packets and be able to give some meaningful feedback to students based on the work that they are doing. I will tell you everything is quite fluid, there's nothing that's engraved in stone that says we have completed this task; it is a work in progress. I know I've received a number of emails and a number of comments about why isn't Waterbury doing what these districts are doing? Well Waterbury is not poised to distribute an iPad or a computer to every single student in our district. To complicate matters even if we could our families do not all have access to the internet and our families although they would have a computer could not say they would access the online learning because without the internet access they would not be able to access the online learning. I would that foresee regardless of the platform that we develop even if it's three weeks or six weeks or ongoing, we will always continue to have both the online, kind of a blended learning, a combination of online and not online, paper, and then also the packets or something equivalent. Although today we do not have the instructional packets that are also the same thing as the online, we plan moving forward that when we develop our online platform we will have take-home packets that will be aligned to what the students are also receiving electronically for equity. At this time that is all being developed, it is not developed in its completion and we are not saying we are close to is today we had a meeting with our principals and had a meeting with some of our senior cabinet to talk about what we need to do to begin rolling this out. Some of our teachers have already been establishing these classrooms in what's called a Google Classroom setting, they've already done that. We've encouraged them to continue. We have also encouraged teachers, and moving forward after conversations with the union, to make certain that all of our teachers have conversations with the students so what is learning going to look like for you. And whether it's an online and we develop the lessons and the teachers post them to the Google platform which is what we'll be using in Waterbury, we also have a number of other resources that we have available. I'll give you a few examples. One, we know that if a student is currently taking a class that is a dual enrollment class between Waterbury and UConn that class should have continued because that class could in fact be implemented between the teacher who is also a teacher that teaches for the university as well as for the school district so that learning could be continuous. When colleges began to close they began to say that their platform would be online learning so that to me is one of the easier ways to continue the learning for a student that may have been learning for a dual credit course. Additionally, we have some resources such as our advanced placement classes, we purchased a lot of resources in curriculum and instruction this last year and we want to make certain the curriculum that we've purchased is going to be something that we continually use because we do not want to frustrate people by having yet another flavor of the month. So to be able to take those lessons and place them in an

online platform that teachers create because teachers know how to do this or will be learning how to do this and we do not have everyone at the same place, but once teachers learn from other teachers that are already doing this we see this as an evolving platform that will become our distance for Waterbury Public Schools.

Most recently, two days ago, the Governor and the Commissioner of Education identified a taskforce to work on computers and resources, material resources that were being donated throughout the State of Connecticut. Over 60,000 computers will be donated for the Alliance Districts. I am very pleased that I am one of the six superintendents participating with others on this particular taskforce which is charged for being able to problem solve and to think through how would Alliance Districts be able to better use these computers to move forward with online learning in their districts because Alliance Districts typically would be districts that would not have those resources readily available or they may not have a philanthropic donor who is going to give this to a particular city, as sometimes people are comparing us, with but we're not there. So we are very pleased that through the generosity of the partnership that those 60,000 computers will be distributed at some point after the taskforce determines some of the best practices that this work can move forward. It has been determined that the high schools will be the first recipients of these computers so when you think of 60,000 computers for 33 Alliance Districts in the State of Connecticut then we need to determine how many computers would that be if all of the ninth through twelfth graders in the Alliance Districts receive a share of those 60,000 computers. If Waterbury were to receive comparable computers for all of our seniors, for all of our seniors only, that would be slightly over 1,000 computers for our seniors alone. And then of course the computers are not only for seniors they're for nine, ten, eleven, and twelfth grade. Now it was also stated that through this generosity of our philanthropic community that we would also receive books, or workbooks that are going to be contributed by Scholastics and it appears that those books are going to be books that students can have, they can keep them, it's theirs, and they would be an extension to their learning, it would be a supplement but it would be available to pre-k to eighth grade. Therefore the resources would be online for ninth, tenth, eleventh, and twelfth graders and then the resources for pre-k to eighth grade even if they did not have a computer would have the resources through Scholastics. And that's what the taskforce is charged to do to work on what might that look like to distribute both the computers and the Scholastic books to the 33 districts that are Alliance Districts in Connecticut. As I said, today was our very first meeting, we have other things and assignments that we are doing before our next meeting which will be held next week. It's anticipated that even with the donation of the computers, even with the 60,000 computers that we will be getting, that the earliest we could possibly expect computers would be from three to six weeks. So in the interim I know Waterbury is working to make certain that we have a plan that we can begin rolling out before the three to six weeks but at the same time the actual computers that will be coming in through this donation could possibly take three to six weeks for the actual delivery. In the interim we will continue to work on the platform for delivery, we will work on our internal plans, what we could do in the interim to make certain our students are still learning. We will anticipate moving forward with our teachers and principals to make the connection with families and we also want to have a reliable source to say by school, by teacher, how many of the children actually have a computer and then the other part of that is how many of them have access to the internet because in the absence of the internet, in the absence of that connectivity that becomes a

challenge for someone to actually do online learning. We will always supplement and continue to do packets for the students regardless of the direction that we will move on with online learning. Also, we want to make certain that the teachers have the professional development that they will need as they're creating these Google classrooms and they're creating the work that will be placed there so that students can receive the instruction that they need.

We are highly cognoscente of the fact that our students that are English Language Learners and our special education students require some additional supports and while we have gotten some guidance from special education, the majority of our guidance for special education indicates that we cannot provide the kind of services that are in the original IEPs due to the nature of that the fact we are not physically in touch with our students. However there are ways that we can mitigate that. There are ways teachers and students can connect if it's an online platform or not an online platform, but it is highly necessary that as we move forward and whenever we do return to school, we will be looking at the compensatory education to provide additional services and supports to our children so they can be successful. And that is a very high priority with us. What that will look like in the next week or two weeks I do not know but everybody on the working team is working very hard to address all of those needs. And I can't tell you what that will look like because we are literally creating this. And we are not alone, there are other districts throughout the State of Connecticut that are also working on it but there are varying degrees of advancement. Anywhere from not advanced at all to maybe a few that could be advanced but the majority are not. And we're working on this, sharing ideas, we're sharing resources, we've gotten a lot of resources from the State Department. We've shared resources online that we can share with our teachers and staff but again sharing with one another is very important and it's proven to be a really good way to spread out some of the talent across the state but we're all learning together.

So that's probably not all I can share with you right now but I will stop in case you have questions relative to what we're doing. Again, the numbers that people will be seeing on the slide and the email addresses there, those are being answered and we're getting a lot of repeated questions and a lot of them about the technology but also students concerned about graduation. I do want to say that one part of that plan is to get our seniors into the learning as quickly as possible so that we can definitely answer their questions and move them forward with the learning so they are not going to be behind and then we will continue to develop everything else. There's been rumors that students are going to fail and that's absolutely unsubstantiated, that is totally false. And it's very hard for anybody to predict what's going to happen in June because we're still in March. So I'll just continue to reiterate that we're all in this together and we're all having challenges with something that we're building and creating and I believe that it will result in some real positive learning and positive platforms but we're still creating them as we go.

HARVEY: Thank you Dr. Ruffin. What I believe I'm going to do, I know that Commissioners have questions, I'm gonna ask that you hold those questions and then we'll address those questions towards the end when we open it up for discussion or any questions pertaining to new items, etc. Commissioners, save your questions and we'll



get to that a little later on. I just want to move the meeting along and vote on what we have to vote on. President Pagano, did you have any comments?

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

PAGANO: Yes, and thank you Vice President Harvey and thank you everyone who's there. Two quick things I want to get on and pass on, my thanks and kudos to Dr. Ruffin and her leadership and her entire staff's tenacity and focus on this most incredible period of our history. I think I'm speaking for the Board and we appreciate your leadership and we thank you for being there, you're doing a hell of a job. Number two, I just want to thank each and every one of the Commissioners for being here tonight even though as difficult as it might be to begin with on this initial virtual meeting this is a learning opportunity and for the sake of safety I think it's the right way of doing things and I just want to yell out and make sure that everyone's staying safe and healthy with their families and not taking any chances. That's all I wanted to say and we'll go to the next agenda item.

HARVEY: Just hold your questions for Dr. Ruffin and we will have those questions later on. I'll give you a chance for that.

## **8. COMMITTEE ON SCHOOL PERSONNEL**

**8.1 Upon a motion by Commissioner Stango and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve the appointment of George T. Smalley as High School Vice Principal, Kennedy High School, effective April 6, 2020.**

HARVEY: Discussion? Dr. Ruffin.

SUPERINTENDENT: Thank you Commissioner. George Smalley is being recommended as Assistant Principal at Kennedy having gone through the necessary interview committees. He brings to the table experience and success in increasing and improving graduation rates as well as working with counselors as he has served as a Director of Guidance in many districts. He also brings to the table the ability to work with students that are most at risk in reducing out of school suspension as well as placing them on a plan so that they can see that there's hope in completing their graduation requirements. He has been responsible for PSAT, SAT, ACT, and AP testing as well as participated on an administrative team. I think that he is the person that's going to be able to address some of the needs that we have at our high schools and also after conferring with the principal, as I do in all of the other cases, this is the gentleman that I'm recommending as Assistant Principal at Kennedy High School.

HARVEY: Thank you Dr. Ruffin. I will first ask if there's any discussion from the Commissioners here. President Pagano, any questions? Commissioner Hernandez? Commissioner Orso? Commissioner Adorno? Commissioner Tom Van Stone?

*(no audible questions)*

**ROLL CALL VOTE:**

Yeas: Commissioners Brown, Harvey, Hernandez, Orso, Serrano-Adorno, Stango, Sweeney, J. Van Stone, and T. Van Stone, President Pagano – 10

HARVEY: Moving onto the Consent Calendar, are there any items being removed?

STANGO: I would like to remove 9.1 from the Consent Calendar please.

HARVEY: Any items to be removed from our Commissioners on the phone?

*Vice President Harvey proceeded to read the Consent Calendar, items 9.2 through 9.8.*

**9. CONSENT CALENDAR**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Brown, it was voted, by roll call vote, to approve the Consent Calendar, items 9.2 through 9.8, as listed:**

9.2 The Committee of the Whole recommends the Waterbury Board of Education approve a Connecticut Community Colleges College Facility Request/Reservation Agreement for the use of a room at Naugatuck Valley Community College.

9.3 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of the following transfers for fiscal year 2019/2020:

<b>DESCRIPTION</b>	<b>Acct Unit</b>	<b>Account</b>	<b>TO</b>	<b>FROM</b>
Special Education – School Psychologist	88510002	511108		(\$150,000)
Special Education – School Social Workers	88510002	511109		(\$100,000)
Special Education – Speech Pathologists	88510002	511110		(\$100,000)
Special Education – Teachers	88510001	511102		(\$250,000)
Special Education – Outside Tuition	88510001	556055	\$500,000	
Special Education – Purchased Services	88510001	556056	\$100,000	
<i>Transfer is needed to cover costs for ODT tuition and special services for students.</i>				
Crosby – Teachers	86210001	511102		(\$158,000)
District Wide – Outside Tuition	87510001	556055	\$158,000	
<i>Transfer is needed to cover costs for school choice.</i>				
<b>TOTALS</b>			<b>\$758,000</b>	<b>(\$758,000)</b>

9.4 The Committee on Building & School Facilities recommends that the Waterbury Board of Education approve to file a grant application for the proposed Generali School Roof Project.

9.5 The Committee on Building & School Facilities recommends that the Waterbury Board of Education approve of the preparation of schematics drawings and outline specifications for the proposed Generali School Roof Project.

- 9.6 The Committee on Building & School Facilities recommends that the Waterbury Board of Education approve of the formation of a Building Committee for the proposed Generali School Roof Project. Such Committee to consist of Karen E. Harvey, Rocco F. Orso, Melissa Serrano-Adorno, Ann M. Sweeney, and Jason Van Stone.
- 9.7 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:

<b>GROUP</b>	<b>FACILITIES AND DATES/TIMES</b>
A Simms	Bucks Hill gym & café: Thurs., June 4, 4:00-7:00 pm (end of year celebration)
K. Gabrielson	Kennedy media ctr.: Fri., Mar. 27 (SERC & SDE training day)
S. Schulte	WAMS apron stage: 3/16 to 5/6 Mon. thru Fri. 2:30-5:00 pm Play rehearsals/ performances - 3:00-9:00 pm)
M. Brown	WAMS drama rm.: 5/14, 2:30 - 4:30 pm – rehearsal and 5/15, 3 - 9:00 pm Performance (Acting Class Showcase)
L. Martin	Rotella comm. rm.: 3/26 – 4/3, all day (Book Fair) Rotella café: Mon., March 2, 4:00-8:00 pm (Literacy event)
H. Maxson	Crosby aud.: Mon., May 4, 7:00 am – 2:00 pm (Wtby. Sym. Orchestra)
D. Melendez	Chase gym: Wed., Mar. 18, 5 – 7 pm (Dr. Seuss Family Night)
N. Newman	WAMS lib.: Thurs., Mar. 5, 5:00 - 5:30 pm (Title I meeting)
K. Yamashita-Iverson	Maloney café: Fri., Mar. 20, 5:00 - 7:30 pm (Japanese Spring Festival)
M. Hulse	Kingsbury gym: Tues., Mar. 24, 5:30 - 6:30 pm (Math Night)
D. Mortensen	Rotella comm. rm.: Tues., Apr. 21, 11:30 am - 2:30 pm (ELA meeting)
J. Begnal	Wilby gym: Wed., Mar. 11, 7 am – 2 pm (Blood Drive)
Bureau of Recreation	Sprague gym, office, restrooms: 6/25 to 8/11, Mon. thru Fri. 8:00 am -4:00 pm (Bureau of Recreation Summer Program)
V. Cuevas	
E. Brummitt	Wilby aud.: Thurs., Apr. 9, 7 am – 3 pm (band practice & performance)
J. Farrell	WAMS café: Wed., Apr. 22, 5:00 - 7:00 pm (Paint Night Fundraiser)
L. Richard	Career Academy classrooms: 7/1 – 8/10, 20 dates, 7:30 am – 5:00 pm (CT CNA Testing site)
A. Musto	Kennedy classrooms: 3/9 – 6/5/20 5:30-9:30 pm (Spring Enrichment Program)
Adult Education	
*N. Augelli	Crosby gym: Thursdays, 3/28 thru 6/4/20, 6:00-8:00 pm (preparation for CIAC showcase basketball event)
*T. King	WAMS recital Hall: Thurs., 5/21, 4:30 - 7:00 pm (Spanish Honor Society)
*P. Poulter	Regan café: Thurs., Apr. 23, 5:00 - 7:30 pm (Family Health Night)
*N. Newman	WAMS atrium: Fri., Apr. 3, 5:00-7:00 pm (Family Science Night)
*S. Petteway	Bucks Hill gym: Wed., Mar. 25, 4:00 - 7:30 pm (Family Math Night) Bucks Hill gym/café: May 7, 5:00 - 7:30 pm (Family Science Night)

- 9.8 The Committee on Building and School Facilities recommends the Waterbury Board of Education approve of the use of school facilities by outside organizations subject to fees and insurance as required:

<b>GROUP</b>	<b>FACILITIES AND DATES/TIMES</b>
Berkshire League	Kennedy pool: Sat., March 7, 12:00 – 6:30 pm (league championship)
A MacNeil	
*Friends of Johanna Hayes	Crosby aud. & rms.: Mon., May 11, 5:00-9:00 pm

B. Ellis (CT. congressional convention)

**REQUESTING WAIVERS:**

Wtby. Islamic Cultural Ctr. Fahd Syed	Crosby gym: Sat., May 23 or Sun., May 24, 6:00 am - 12:00 pm (prayer celebration)	(\$882.)
Wtby. Veterans Ctr. John A. Sarlo	WAMS recital hall: Sat., May 9, 9:00 am - 12:00 pm (Gettysburg Oratorical Contest)	(\$168.)
Knights of Lithuania M. Warren	W. Cross gym: Sundays 3/1, 4/19, 5/17, 6/21, 11:00 am - 12:15 pm (monthly meetings)	(\$336.)
*City Youth Theater S. Davis	Rotella aud.: July 22 & 23, 5 – 9 pm (dress rehearsals) and July 24 & 25, 5 – 9 pm (performances)	(\$1,300.)
*Wtby. Ballers T. Lott	Wilby gym: April 18 & 19, 8 am – 6 pm (basketball tournament)	(\$1,848)

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

Boy Scouts C. Hewitt	Kennedy parking lot: April 10, 4 - 7 pm; April 11, 8 am – 6 pm; April 12, 8 am – 1 pm; May 8, 4 - 7 pm; May 9, 8 am – 6 pm and May 10, 8 am – 1 pm (selling flowers/ parking lot only)
Wtby. Y.M.C.A. J. O'Rourke	Gilmartin: 2020-21 school year, 2:50 - 6:00 pm (after school program) Gilmartin: 2020 summer camp, 7:00 am - 6:00 pm Tinker: 2020-21 school year, 2:20 - 6:00 pm (after school program) Generali: 2020-21 school year, 2:50 - 6:00 pm (after school program) Chase: 2020-21 school year, 2:50 - 6:00 pm (after school program)
Boy Scouts A Marchetti	Crosby pool: Mondays 3/23 & 3/30 7:00-9:00 pm (swim safety program)
*CT. Let's Go N. King	Generali gym: Wed. & Fri., 6:00 - 8:00 pm, 3/18 – 5/6 (practice for track)
*City Youth Theater S. Davis	Maloney café: 4/2/20-7/21/20, 5:00 - 9:00 pm, Tues., Wed., Thurs. (practice for summer performance)
*Rivera Memorial Found. J. Ocasio	Reed café: Wed., May 6, 4:30 - 7:00 pm (Truth About Gangs presentation)
*Catholic Academy B. Zaccagnini	Gilmartin gym: 3/7/20 – 6/26/20, Mon., Tues., Wed., Fri. 6:00 - 9:00 pm (basketball practice)

HARVEY: Discussion?

**ROLL CALL VOTE:**

Yeas: Commissioners Brown, Harvey, Hernandez, Orso, Serrano-Adorno, Stango, Sweeney, J. Van Stone, and T. Van Stone, President Pagano – 10

**10. ITEMS REMOVED FROM CONSENT**

**9.1 Committee of the Whole**

SWEENEY: The Committee of the Whole recommends the Waterbury Board of Education approve for students in grades 6 through 12 to participate in the Search Institute Attitudes & Behaviors Survey conducted by the Waterbury Health Department, **so moved.**

BROWN: **Second.**

HARVEY: Discussion? Commissioner Stango.

STANGO: I asked to remove this from the Consent Calendar because I had some concerns about the survey, concerns which I did address at Workshop and I'd like to just touch on them again for the formal record. I boiled it down to four concerns. Item one – I have concerns about the opt-out instead of the opt-in. I prefer opt-in option. Opt-in is the only way that parents will be positively informed that their child will be taking the survey. To me opt-out falls woefully short of doing that. Item two – I have concerns about the wide-range of ages of survey takers. Some questions on the survey are just not appropriate of a cohort of ages 11 to 19. Item three – I have concerns about the appropriateness of the questions for any age. In my opinion some questions are extremely personal and should not be addressed in a school setting. And finally item four – I have a new concern that wasn't at the forefront at our workshop and that is that this survey was planned for spring admission. Certainly the spring schedule is in upheaval currently right now. With everything going on now do we really want to entertain a survey going forward at any time actually in the foreseeable future? Having said that though I am heartened by some of the survey's questions. And I have an example from the "who do you say you are" section and I'm gonna paraphrase it – do you stand up for what you believe even when it's unpopular to do so? That question is positive, it's to the point, it's simple, it's value setting and it's appropriate for all ages. Stand up for what you believe. And I will plan to do that with my vote tonight.

HARVEY: Thank you. Is there any further discussion? I'm asking the Commissioners here. Discussion, President Pagano?

PAGANO: None here.

HARVEY: Commissioner Tom Van Stone?

T. VAN STONE: Nothing for me, thanks.

HARVEY: Commissioner Hernandez?

HERNANDEZ: No.

HARVEY: Commissioner Orso?

ORSO: Yes I do have a comment. I have to totally agree with Commissioner Stango. If you want to do a survey like this it should be two different surveys – one for the younger children and one for the high school students. I cannot approve this, I'm sorry.

HARVEY: Thank you very much.

BROWN: I just want to remind the body that our students have taken this survey in the past and it's been very useful. I serve on our interdistrict wellness committee and this information is very valuable as we plan to meet our students' needs. I do understand some of the concerns raised here tonight but I think overall the good that this survey does for our students and for the professionals who use this information to plan and respond to the needs of the students outweighs some of the concerns. So I will be supporting this tonight.

HARVEY: Any further discussion? Roll call vote.

*(Commissioner Serrano-Adorno left the meeting at 6:50 p.m.)*

**ROLL CALL VOTE:**

Yeas: Commissioners Brown, Harvey, Hernandez, and J. Van Stone – 4.

Nays: Commissioners Orso, Stango, Sweeney, T. Van Stone, and  
President Pagano – 5.

HARVEY: Five against and four for – **motion fails.**

**11. COMMITTEE ON POLICY & LEGISLATION**

- 11.1 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Jason Van Stone, it was voted, by roll call vote, to approve the new policy “Ages of Attendance”/#5112, replacing the current policy “Early Admission Into Kindergarten” policy/#5112.**

HARVEY: Discussion? President Pagano? Commissioner Tom Van Stone?  
Commissioner Hernandez? Commissioner Orso? Commissioner Adorno?

*(All Commissioners attending virtually replied no)*

**ROLL CALL VOTE:**

Yeas: Commissioners Brown, Harvey, Hernandez, Orso, Stango, Sweeney,  
J. Van Stone, and T. Van Stone, President Pagano – 9

- 11.2 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Jason Van Stone, it was voted, by roll call vote, to approve the new “Building Committees” policy, #7100.**

HARVEY: Discussion? President Pagano? Commissioner Tom Van Stone?  
Commissioner Hernandez? Commissioner Orso?

*(All Commissioners attending virtually replied no)*

**ROLL CALL VOTE:**

Yeas: Commissioners Brown, Harvey, Hernandez, Orso, Stango, Sweeney,  
J. Van Stone, and T. Van Stone, President Pagano – 9

**12. COMMITTEE ON FINANCE**

- 12.1 Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Brown, it was voted, by roll call vote, to approve a Construction Contract with Environmental Systems Corporation to provide School Security Video Surveillance & Access Control System Expansion and Upgrades.**

HARVEY: Discussion? Any discussion with the Commissioners present? President Pagano? Commissioner Tom Van Stone? Commissioner Hernandez? Commissioner Orso?

*(All Commissioners attending virtually replied no)*

**ROLL CALL VOTE:**

Yeas: Commissioners Brown, Harvey, Hernandez, Orso, Stango, Sweeney, J. Van Stone, and T. Van Stone, President Pagano – 9

**12.2 Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Sweeney, it was voted, by roll call vote, to approve an Agreement with Crown Castle Fiber, LLC, to provide Wide Area Network Services.**

HARVEY: Discussion? Discussion for the Commissioners present? Commissioner Brown.

BROWN: I probably should know this but, I wasn't quite sure what this really was, what is this service?

CLARK: Fiber connection.

BROWN: So this will be for our internal school district, not outside?

CLARK: *Inaudible.*

HARVEY: Any further discussion? President Pagano? Commissioner Tom Van Stone? Commissioner Hernandez? Commissioner Orso?

*(All Commissioners attending virtually replied no)*

**ROLL CALL VOTE:**

Yeas: Commissioners Brown, Harvey, Hernandez, Orso, Stango, Sweeney, J. Van Stone, and T. Van Stone, President Pagano – 9

**13. SUPERINTENDENT'S NOTIFICATION TO THE BOARD**

**Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Stango, it was voted, by roll call vote, to receive and place on file items 13.1 through 13.9, Superintendent's Notification to the Board, as listed:**

**13.1 Athletic appointments:**

Anton, Karen – KHS Associate Unified Sports Coach, eff. 02/19/2020.

Demirs, Matthew – WMS Flag Football Coach, eff. 03/23/2020.

Franks, Lauren – WHS Assistant Robotics Coach, effective 02/28/2020.

Hinton, Marci – WHS Head Robotics Coach, eff. 02/28/2020.

Kennedy, Lamar – WHS Assistant Baseball Coach, eff. 03/13/2020.

Pack, Denessa – CHS Assistant Cheerleading Coach, eff. 12/09/19.

Rotatori, Kayla – WAMS Lead unified Sports Coach, eff. 02/19/2020.  
Singley, Paul – WHS Assistant Track Coach, eff. 03/21/2020.

13.2 Appointments:

Carter, Sa-Queen – WMS Student Council Advisor.  
Klein, Jeremy – WMS Controller of Activity Funds.

13.3 Grant Funded appointments:

Herron, Chantel – Child Associate, part-time, \$22.00 p/hour, non-union and without benefits, funded by Primary Mental Health.  
Quintano, Carolyn – Secretary 2, full-time, salary and benefits governed by UPSEU, funded by IDEA Part B.  
Rivera, Annette – Secretary 3, part-time, \$16.80 p/hour, non-union and without benefits, funded by Title I.  
Zareck, Corrin – Teacher, SDOE and 21<sup>st</sup> Century Afterschool Program, salary per contract.

13.4 WSMS After-school Math Prep Program Appointments, funded by Commissioners Network:

Criscione, Rohinie – Administrator  
Gosturani, Marinela – Teacher  
Deptula, Joseph – Teacher

13.5 NEMS After-school Literacy and Numeracy Program Appointments, funded by Commissioners Network:

<i>Numeracy:</i>	<i>Literacy:</i>
Egan, Jennifer – Administrator	Herbert, Sharell – Administrator
Della Calce, Anthony – Teacher	Cook, Brandy – Teacher
Frank, Elizabeth – Teacher	Galpin, Lindsay – Teacher
Munoz, Kelly – Teacher	Rotella, Dave – Teacher
Poulter, Kara – Teacher	Wilson, Miriam – Teacher

13.6 WAMS After-school Instruction Positions:

Brown, Michelle – 11/2019 Performance/Almost Maine.  
Lehtinen, Zack – 02/2020 Performance/The Wiz.  
Schulte, Scott – 02/2020 Performance/The Complete Work of Shakespeare.

13.7 Teacher new hires:

<u>Name</u>		<u>Assignment</u>		<u>Effective</u>
Abuhamed	Hoda	WMS-Academy	Info Tech	01/09/2020
Barrera	Luz	Hopeville	Special Ed.	02/10/2020
Colon Olivares	Maria	Chase	Bil. Grade 2	01/02/2020
Duggan	Tatiana	WCA	Biology	01/27/2020
Farrington	Joseph	Hopeville	PE	02/20/2020
Gallati	Jean	WCA	FCS-Human Services	12/05/2019
Garcia Pillot	Zulma L	WCA	Spanish	08/22/2019
Grant-Mack	Tameka	Duggan	Gr. K co-taught	01/02/2020
Havican	Melissa	Chase	Pre-K Sped. Co-taught	02/18/2020



Kelly	Stephanie	WCA	Info Tech	10/29/2019
Monagas	Diana	Crosby	Spanish	04/01/2020
Opalenik	Michelle	Wilby	PE/Health	02/17/2020
Orletski	Nicole	Reed	Grade 2	02/06/2020
Pizarro	Leugim	Hopeville	Bil. Grade 4	01/13/2020
Rivera	Nicole	Rotella	Special Ed.	03/05/2020
Romano	Lisa	Wallace	English	01/08/2020
Rosado	Jeffrey	Bunker Hill	Grade 1	12/20/2019
Sazo	Gustavo	Wallace	Math	01/02/2020
Terry	Richard	Wilby	Culinary Arts	01/02/2020

13.8 Resignations:

DeMars, Jacqueline – Driggs Grade 3, effective 02/27/2020.  
Jimenez, Irene – Duggan Special Education, effective 03/06/2020.  
Schrader, Jordan – WMS Science, effective 03/06/2020.  
Sconziano, Jessica – Gilmartin Grade 5, effective 03/03/2020.

13.9 Retirements:

Adams, Bertha – Walsh Special Education, effective 06/30/2020.  
Benjamin, Deborah – WSMS Science, effective 06/30/2020.  
DiLorenzo, Ann – KHS PH/Health, effective 06/30/2020.  
Feola, Lawrence – KHS Social Studies, effective 06/30/2020.  
Killeen, Marcia – Maloney Pre-k Special Education, effective 06/30/2020.  
Melchionne, Helene – Gilmartin Science, effective 06/30/2020.  
Palleria, Lynne – WHS Business, effective 06/30/2020.  
Skurkis, Teresa – Maloney Special Education, effective 06/30/2020.  
Wilkas, James – WSMS Music, effective 06/30/2020.  
Williams, Joyce – WHS Allied Health, effective 06/30/2020.

HARVEY: Discussion?

**ROLL CALL VOTE:**

Yeas: Commissioners Brown, Harvey, Hernandez, Orso, Stango, Sweeney,  
J. Van Stone, and T. Van Stone, President Pagano – 9

HARVEY: Moving onto item number 14 – Unfinished Business of Preceding Meeting Only. Commissioner Tom Van Stone.

T. VAN STONE: I'd like to know if we've contacted . . . laptops . . . etc., with our federal and or state elected officials . . . as well as our representatives in Congress.

HARVEY: Repeat that.

BROWN: Have you contacted state or federal officials about the need for laptops and other technology?

T. VAN STONE: That's correct, thank you.

SUPERINTENDENT: If I understood correctly, have I contacted some of our state representatives? I was on the phone today with Senator Hartley and Representative Reyes. I've spoken with Representative Napoli. Yes, I believe all of them know what our needs are and I'm in constant communication with them through the legislative process, through my superintendent's organization as well. So the answer to your question is yes. Today on the phone call we were talking about what our needs were and they were asking in any way they could be of assistance. I think they are aware that the computers alone are not just the answer.

HARVEY: Okay, thank you Dr. Ruffin.

T. VAN STONE: And on the federal level?

HARVEY: It's very difficult to understand what Commissioner Van Stone...

SUPERINTENDENT: I have not personally spoken with Senator Murphy. However we have had conference calls with the Secretary of Education. We have had conversation about the impact on the federal funding we currently have within our district. As recently as today I had a telephone call regarding how we can begin blending some of our resources which in the past has not really been promoted and also with the fact that since some of our federal funding is not going to be expended by the end of the school day how we can repurpose that to meet our needs here in Waterbury. Not with Senator Murphy, but Secretary of State, Secretary of Education, I'm sorry, and also with someone who works very closely with our federal funding within the state.

HARVEY: Thank you. Anything further? Commissioner Brown.

BROWN: I really want to thank the Superintendent and all of the wonderful staff and teachers that are really stepping up and really trying to meet the needs of our students. I did have a question from a parent today. She has a child in a School Readiness Program that is in one of the private programs. Are they allowed to go to our schools and pick up packets for the preschool kids?

SUPERINTENDENT: Yes, we are not denying anyone packets at all, or the meals.

BROWN: Okay, great, I thought that would be the answer. And the other thought looking ahead, and I know you're thinking about it, what would be the resources needed to expand summer school? Hopefully this epidemic and crisis is through by the end of June in hopes of expanding or at least offering summer school programs in an expanded way. I know we always do have summer school but I was hoping we could think about expanding opportunities during the summer if that is even going to be conceivable if the epidemic has subsided in any way. Again, it's a resource issue I'm sure but I think it's something we have to think about so that our kids really, at least during the summer, can have access to learning opportunities. So if you could comment on that.

SUPERINTENDENT: Thank you Commissioner. Everything that, every decision at this point is also dependent upon when the orders are lifted and we are no longer bound to have the distancing. If it is, if we are going to be returning after April 20 then we have

one scenario that we could implement. If we don't return to the end, what could have been a regular school year, that does bring in another set of scenarios that we are working on about how we would have to rethink our summer school and also our bridge programs for our fifth graders going to sixth, our sixth graders moving on, our eighth graders going to high school, that changes all of that if we're able to return in the summer as well as the way that we interact and provide summer programs for our students that will need some kind of compensatory resources during, for special needs as well as our ELL students. However, if we're not, and I want to backup just a little bit Commissioner, we can we make that happen, it's not because we won't have the resources to make that happen, it's just a matter of can we make that happen because will we be able to return by then. The third scenario would happen, what we are thinking and rethinking and planning is what happens if we cannot return until August. And we have not gotten as far as to say what would happen if we missed that much with face to face interaction or online learning with our students, what that might look like for the year 20/21.

BROWN: In terms of the technology and learning, distance learning and the platforms and so forth, I think your survey, you're doing your survey and I think I read in one of your emails that we have about 10,000 households, is that accurate? In other words we have about 19,000 individual students but am I accurate in saying they live in about 10,000 families.

SUPERINTENDENT: I would not be able to answer that.

BROWN: I thought I did see that in one of your emails. But that's okay. Will, is that accurate.

CLARK: (*inaudible*)

BROWN: I guess I was thinking along with what you're saying if we can't get a computer for every individual student with approximately 5,000 coming down the pike with the Connecticut Partnership, with our own individual capacity, would we have, I was hoping we would have enough capacity for every household to at least have access to a computer.

SUPERINTENDENT: At this time I couldn't answer that but that's definitely something that we would consider on our plan as we move forward.

HARVEY: Anything further? Commissioner Stango.

STANGO: Thank you. Doctor, I'm thinking about the graduating class and I'm thinking about the students that are on the bubble who may or may not graduate and what's gonna determine when the time comes for the diplomas to be issued if these students have made the grade or not made the grade? Normally they would have two marking period to bring it up and now without any kind of accountability or grading, where are they going to land?

SUPERINTENDENT: At this time Commissioner we're going to make priority for our seniors to be able to get instruction, and that's a top priority for us, and then we'll be

able to better access the progress the students are making and then be able to answer that question as we move forward. We are definitely not looking at this being a time to when we're going to adversely affect our students. There will be expectations however, we're not going to lessen the expectations but it is very possible that we will change the expectations. And so our students have asked, a lot of parents are asking, with that being a priority and our seniors having the first immediate and urgent call to utilize learning and have connections with their teachers once those union contracts are all finished, that's going to happen sooner than later.

HARVEY: Any additional questions? We're still on 14, I'm going to move onto 15, but will start with if there's any comments for Unfinished Business, New, and Miscellaneous Business. President Pagano? Commissioner Tom Van Stone? Commissioner Hernandez? Commissioner Orso?

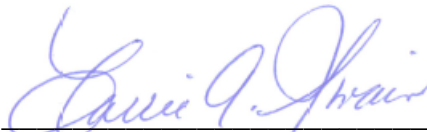
*(All Commissioners attending virtually replied no)*

HARVEY: I just want to thank everyone. Again, this is our new normal, there's some things we have to iron out in terms of the technology, etc., but I thank all of you for your patience and to those out there in TV land be safe, we will work this out and we appreciate you listening in.

## ***ADJOURNMENT***

**Upon a motion by Commissioner Stango and duly seconded by Commissioner Brown, it was voted unanimously to adjourn at 7:16 p.m.**

ATTEST:



Carrie A. Swain, Clerk  
*Board of Education*