

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Thursday, January 16, 2020 at 6:30 p.m.

Waterbury Arts Magnet School, 16 South Elm Street, Waterbury, Connecticut

PRESENT: President Pagano, Commissioners Brown, Harvey, Hernandez, Orso, Serrano-Adorno, Stango, Sweeney, and Jason Van Stone (6:40 p.m.).

ABSENT Commissioner Tom Van Stone.

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

STUDENT REPRESENTATIVES: Presley Anthony/WCA and Nefertiti Doughty/WCA.

1. SILENT PRAYER

President Pagano called the meeting to order at 6:30 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:

Joan King – English teacher at Kennedy and Crosby High Schools for 25 years prior to her retirement. Passed away on December 29, 2019.

Frank Zello – former educator at Adult Education. Passed away on January 8, 2020.

Crystal Dawnielle Bennett – former paraprofessional. Passed away on January 9, 2020.

Pamela Council-Hughes – longtime substitute teacher. Passed away on January 13, 2020.

Let us remember them and their families and recognize the service, dedication and passion both to the students of Waterbury.

Additionally I'd like us to also recognize in this moment of silence Maggie O'Leary, daughter of our Mayor, and also Dale a teacher in our system and we extend our thoughts and our prayers to Maggie and to Mayor O'Leary and his family as a result of the accident which occurred yesterday. Maggie is in ICU and we held, the Basilica held a mass which was very well attended by Waterburians in support of the Mayor and praying for the recovery of Maggie and for all of the other young people that were also involved in that tragic accident in Florida.

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 (arrived at 6:40 p.m.). Commissioner Tom Van Stone (absent). President Pagano.

PAGANO: Here.

4. COMMUNICATIONS

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

- a. Copy of communication dated December 9, 2019 from Civil Service certifying Michael Crowther for the position of Maintainer I.
- b. Email communication dated December 13, 2019 from CAFE regarding Policy Highlights.
- c. Copy of communication dated December 16, 2019 from Civil Service certifying Thomas McGrath for the position of Maintainer I.
- d. Email communication dated December 27, 2019 from CAFE regarding Policy Highlights.
- e. Copy of communication dated January 6, 2020 from Civil Service certifying Pamela Ifill for the position of Paraprofessional.
- f. Copy of communication dated January 7, 2020 from Civil Service certifying Tanya Bombero for the position of Executive Administrative Assistant.

- g. Copy of communication dated January 7, 2020 from Civil Service certifying Marvin Newell for the position of Paraprofessional.
- h. Email communication dated January 10, 2020 from CAFE regarding Policy Highlights

PAGANO: Discussion? All in favor, opposed, abstain. Thank you.

5. PUBLIC ADDRESSES THE BOARD

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:34 p.m.

PAGANO: Discussion? All in favor, opposed, abstain. Thank you. Are there any members of the public that would like to address this Board?

There were no public speakers.

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 6:34 p.m.

PAGANO: Discussion? All in favor, opposed, abstain. Thank you. Are there any members of the public that would like to address this Board?

6. SUPERINTENDENT'S ANNOUNCEMENTS

Dr. Ruffin read and distributed the following announcements:

MENTIONS:

- First meeting of the Strategic Planning Committee was held on Wednesday, January 8. It was a dynamic discussion and several sub-committees will be created to address particular areas. A second meeting is planned for the Spring.
- Due to several snow days in December, the midterm exam schedule was shifted slightly to Tuesday, January 21 through Friday, January 24. Parent-teacher conferences will be held on Wednesday, January 29.

Online Registration for Kindergarten NOW Available

The ability to register Kindergartners is now available online. The portal is available on the District website's homepage under Student Registration. The Welcome Center has a dedicated staff in place to assist parents and families with the online application, which can be completed from a computer, your phone or smart device.

SUPERINTENDENT: I'd like to ask Mr. Clark to come forward because I'd also like to recognize our dedicated staff at the Welcome Center. They did some training a couple of weeks ago that provide them with the online training for registration as well as ways to assist parents and families and we're so excited about this opportunity. Parents can

register on the computer, on their phone, on their smart device. We have members of our Welcome Center who are here this evening. Mr. Clark.

CLARK: Thank you Dr. Ruffin. Good evening Commissioners. Just very quickly, this was an effort, a motion by Dr. Ruffin last year to bring the Welcome Center to life which essentially is combining some of our resources where parents have some needs and are connecting with our district and we wanted to make that first contact an important contact and to share resources that are available to parents right out of the gate. So we took what used to be the Intake Center, the Transportation Department, and the FACE group and combined all of that at the Welcome Center so we got the Health Department upstairs . . . , WIC is there, but mainly our Welcome Center. We've reorganized, we've added records as well, Janet is over there now with student records so it's kind of a one-stop shopping for parents to come in. Mary Ann Marold is there with the former FACE group essentially to work with the family resource folks and the folks that are out there in the schools but connected back to the Welcome Center so when they first register, they have a question about a school, Mary Ann and her team are there to help them and provide information about those schools and transition the folks in on the back end if they have questions or concerns they can come back and address them there. A lot of times we have busing issues, it's now right there. Special Ed, ELL also provides staff during the high points of registration time. But the online element was a big strategy that was put in place as well which is ideally to make it less cumbersome for parents. They can enter their data on their own time on their phone, a computer either in our schools with some of our parent liaisons or just at home on the phone. And then that information is still ultimately verified, we're still going to go with our schedule of having folks come in with their birth certificates and health forms and so forth, those are verified . . . this will hopefully ease a lot of the time that folks would otherwise be coming and waiting and waiting, they could do a lot of the stuff in advance and then it's very much a paperless process so that information will be shared into our PowerSchool network, passed off to schools, we're not doing double data entry. So we've been rolling this out softly thus far, it's now up on our website, but as people have been coming in we've been starting it so we're gonna ask Charlotte Shocki to come up and tell us just a quick story about one of our first folks who came in and registered three parents and she can tell you how long it took and what happened after that. I'd like you to introduce the staff as well.

CHARLOTTE SHOCKI: Good evening everyone. First of all I have to introduce the staff first because they've been amazing. We have Lucy Rivera, who's one of our Registers, we have Shynea Paris who is in charge of the McKinney Vento Program, we have Lil Esposito who mans that front desk and does an amazing job, and we have Margaret Williams who is also one of our Registers. They've all been doing a bang up job. This is all new to all of us, it's a learning process. I processed my first one today and the parent was lovely and I said to her excuse me but this is my first time doing this and she said that's okay, she was just so nice. But a really cute story, a lady came in one day and she went through the whole thing and it took her a long time, she was just having a very difficult time and Lucy helped her and Margaret helped her and Lillian helped her and I was talking to Will and I said Will, you're not going to believe this, I said this mother came in, she was here for the longest time. Margaret was interviewing her and finds out she was trying to register the child for next year. She was homeschooling him for sixth grade and was trying to register him for seventh grade. At that time

Margaret said to her you can't do that, you have to wait until the end of the school year. In the meantime Will says to me you can't make that up. In the meantime the next day the same lady comes back with three bouquets of flowers for Lil, Margaret, and Lucy because she was so impressed and so grateful on how patient and kind they were to her and she felt so bad for all the time she took from them. So it was a very nice thing and the people have been doing really well. It's just like when they were doing the paper forms, we had one lady come in and she banged out three kids in a half hour on her phone. Another lady was here today for almost two hours. Some of the people were, the same thing with the paper registrations it would take them forever. It's going to be hit or miss, we're there to help. They seem to prefer doing it on their phones. Those that don't we have Chromebooks available which we set up for them and let them sit in a special area that we have set up for them to register. So it a work in progress, we're still going to hit some bumps, we're still gonna find things that work, some that don't work and we'll have to fine tune and tweak things but on the whole I think it's gonna be a very effective and efficient way to register and I think for the most part it's going to be well. Time will really tell when we get that August rush but we'll see how it goes and we'll work with it accordingly. I thank you for this opportunity and I do have to say, I have to say whoever's responsible for allowing us to have all the redecorating done over there. I'm waiting for HGTV to come in and access us. We have quite a bit of decorating that we've done, I can't wait for you all to come over and see because unless you've been there before you're not going to appreciate the transformation. It's quite welcoming and quite nice and everybody has done a nice job and in their hand of trying to renovate and making it look at nice as we can. We have new pictures on the walls and it's very nice so please come over and visit us. Thank you.

SUPERINTENDENT: Thank you very much. And also know that after, we have one more staff that needs to move along with our records and once that's done we're going to have an official opening of the Welcome Center and everybody will know.

Dr. Ruffin proceeded with her announcements.

WPS Poised and Prepared to Welcome Students Following Earthquake in Puerto Rico
The District offered media interviews this week regarding its preparedness in welcoming students following the devastating earthquake earlier this month. Following Hurricane Maria in September 2017, the District's Welcome Center welcomed more than 350 students between October 2017 and April 2018.

Wilby High School Pool Dedication

Waterbury Public Schools and the Wilby High School Alumni Association held a ceremony on Tuesday naming the high school's pool in honor of renowned diver and Waterbury teacher Gilman "Gil" Cyr.

Duggan Mural

- Duggan Elementary School is now home to a 25-foot-long mural featuring the Duggan Dragon, the school's mascot, surrounded by the City of Waterbury and a variety of healthy fruits.

- The mural is the work of a local artist, who created the personalized artwork through a collaboration with FoodCorps, a national organization devoted to ensuring children have healthy food choices in school, and principal Dr. Patricia Frageau.

7. PRESIDENT'S COMMENTS

PAGANO: The President's comments are minimal. I was gonna mention the Gil Cyr pool honor for Gil. Not only was I thrilled to be there as a President of this Board but I was also thrilled because Gil and I graduated Wilby High School together in 1972. I think I look, turned out a little bit younger but that's okay. And Larry Butler was also a part of the same class. Gil was the swimmer and Larry and I were the football players, we had a lot of fun.

I would like to recognize our two student reps that are here with us tonight. Welcome to Nefertiti Doughty and to Presley Anthony. Thank you for joining us. And with that segue was we call it in the radio business, if you guys have any comments we'd love to hear them.

8. STUDENT REPRESENTATIVES' COMMENTS

NEFERTITI DOUGHTY: Me and Presley, we were discussing throughout the week and we came to three major topics we wanted to touch on. One being the after-school busing for our school. So on Tuesdays and Thursdays we're provided with after-school busing, two buses, to take care of the students who don't have rides but like to stay after school for clubs and sports and stuff of that nature but we were wondering if we can get an extra bus, three buses, so that it could be divided into three districts since WCA is, it takes care of all of Waterbury, we wanted three so that one could be divided into the Crosby district, the Kennedy district, and the Wilby district because we were talking with some of our peers and usually the last student is on the bus for like an hour and a half so by the time they get home it's around 6:30 because the buses leave at 3:45. So that was one big thing that we wanted to touch upon.

PRESLEY ANTHONY: The second thing that we wanted to touch upon was the technology at our school. So our school has an IT strand and we are provided with a bunch of computers and stuff so our IT Curriculum is obviously based around working on computers but this is becoming increasingly harder because our computers are highly outdated and sometimes the server will cut out and we can't even access the internet. The other part of technology we want to touch upon was our school is provided with Chromebooks that help with the academic curriculum but this is also becoming increasingly harder because our teachers will rent out the Chromebooks for a week or two on end which makes it harder for other teachers to do the projects that they want to do and have the curriculum that they want to do.

PAGANO: Thank you. Any more comments.

NEFERTITI DOUGHTY: And then our last one was just getting more resources for the teachers. This one isn't just restricted to WTA but for all Waterbury schools in general because we know that like we have a hard time getting more qualified teachers in the strands like science and then the health and IT strands at our school, especially with like

all the teachers that left this year, we know that not just us but our sister schools are struggling to find more qualified teachers. So that was another thing we wanted to touch upon too.

PAGANO: Thank you very much. Do any of my colleagues have any questions for the two student reps or comments? Thank you guys. We enjoy having you here.

9. COMMITTEE ON SCHOOL PERSONNEL

9.1 Upon a motion by Commissioner Stango and duly seconded by Commissioner Sweeney, it was voted unanimously, by roll call vote, to approve the appointment of Peter McCasland as Principal, West Side Middle School, effective immediately.

PAGANO: Discussion?

SUPERINTENDENT: Pete McCasland has been serving as interim for several weeks now and has demonstrated exemplary skills, talent, and commitment to lead West Side Middle School which is also one of our Turnaround Schools. He has been attending professional development, he has great rapport with the students as well as the teachers and I believe that it was a very good transition. It also allows for him to be able to continue the work with the same students that are at West Side that now are at Kennedy so as he has previous opportunities at Kennedy I think it's a great linkage to be able to assure that the continuity and the feeder pattern so to speak between West Side and Kennedy continue to grow in such a way that we see increased student performance but increased opportunities for our students. He's done an excellent job, I have great confidence that Pete is going to be an amazing principal at West Side and I recommend him to you as the principal.

PAGANO: Discussion? Roll call.

ROLL CALL VOTE:

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

(applause)

PETER McCASLAND: President Pagano, Vice President Harvey, Honorable Members of the Waterbury Board of Education, Dr. Ruffin, and ladies and gentlemen. I would like to take this opportunity to thank all of you for having the confidence in me to be the principal of West Side Middle School. Over the past 17 years I have dedicated my life to serving the students of Waterbury Public Schools and it has been a tremendous honor and privilege. I plan to continue that service for the next half of my career and I promise to work as hard as I can to serve the students of West Side Middle School and their families. And I would just like to take a moment, I want to thank my wife Kate for being here who has been a constant source of support and strength for me in doing, in being in education, she's an educator herself so it definitely helps knowing where I'm coming from at night when we get home. But I would be very much remiss if I didn't publically thank Mrs. Criscione and Mr. Veronneau who are both House Principals at

West Side. I can't say enough about their professionalism but more about their character. They were a tremendous, tremendous source of support for me. High school and middle school is quite different and they were constant, constant sources of support for me. I could not have done anything without them and I want to publically acknowledge them because they are the epitome of professionals and educators and I'd also like to publically thank Mrs. Jackie Gilmore the Principal at North End Middle School who her phone does not stop ringing because I'm on the other line. And also I'd like to publically thank Mrs. Maria Burns who made my transition over to West Side very, very smooth. So thank you very much and it is an honor to serve and I appreciate your confidence. Thank you.

SUPERINTENDENT: Also Commissioners, I have one more introduction. While you have approved this appointment several weeks ago, our math supervisor, our secondary math supervisor started three days ago and I would like to introduce her to you and you to her. Her name is Jeannine Minort-Kale. She comes to us with expertise in mathematics period but secondary math . . . void for us and we're very pleased. If you'd like to say a few words Mr. Schwartz, she works directly with Mr. Schwartz in her department, but if you'd like to say anything you're welcome to do that at this time.

JEANNINE MINORT-KALE: I just want to say thank you to Dr. Ruffin and the Board and say hello. It's a little unusual for me; people have been calling me Ms. MK for my entire career so if we're going to go with last names we're going to have to go with that one. But I really look forward to working with you and everyone in Waterbury.

PAGANO: Does anyone have something they want removed from the Consent Calendar?

President Pagano proceeded to read the Consent Calendar, items 10.1 through 10.6.

10. CONSENT CALENDAR

Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the Consent Calendar, items 10.1 through 10.6, as listed:

- 10.1 The Committee on Finance recommends the Waterbury Board of Education approve a Construction Contract with J. A. Rosa Construction, LLC, funded by the Food Service Fund Balance Account, for fit-out of the Waterbury Public Schools Central Commissary.
- 10.2 The Committee on Finance recommends the Waterbury Board of Education approve a contract with Stanley Convergent Security Solutions, Inc., based on the terms and conditions as outlined in the attached memo of December 26, 2019, and subject to final approval of the Corporation Counsel.
- 10.3 The Committee on Finance recommends the Waterbury Board of Education approve a contract with Facility Support Services, LLC., based on the terms and conditions as outlined in the attached memo of December 26, 2019, and subject to final approval of the Corporation Counsel.

- 10.4 The Committee on Finance recommends the Waterbury Board of Education approve a contract with SNE Building Systems., based on the terms and conditions as outlined in the attached memo of December 26, 2019, and subject to final approval of the Corporation Counsel.
- 10.5 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
D. Melendez	Chase gym: Thurs., Jan. 9, 4:00 - 9:00 pm (Spanish Celebration) Chase gym: Wed., Jan. 22, 5:00 - 8:00 pm (CPAC meeting)
C. Thompson	Wilby media ctr.: Tues., Jan. 14, 5:00 - 8:30 pm (Scholarship workshop) Wilby media ctr.: Tues., Feb. 11, 5:00 - 8:30 pm (Financial Aid workshop) Wilby media ctr.: Tues., 3/10, 5:00 - 8:30 pm (Resume Writing workshop) Wilby media ctr.: Wed., Apr. 8, 5:00 - 8:30 pm (Job fair workshop) Wilby media ctr.: Tues., 1/21, 2/18, 3/17, 4/21, & 5/19, 5:00 - 8:30 pm (Enlightening the mind – Book Club)
M. A. Marold	Wallace media ctr.: Wed., Feb. 5, 2:00 - 3:30 pm (Governance Council)
M. Bergin	Kennedy media ctr.: Fri., Mar. 6, 8 am – 3 pm (Pre Sch. Prof. Dev.) Rotella aud. & gym: Fri., Mar. 6, 8 am – 3 pm (Prof. Dev.) Sprague gym: Wed., Feb. 12, 5:00 - 7:30 (Family Night) (snow date: 2/19/20) Sprague gym: Wed., Mar. 18, 5:00 - 7:30 (Pre Sch. Family Night) Sprague gym: Thurs., Apr. 9, 5:00 - 7:30 (Pre Sch. Family Night)
*M.A. Marold	Wallace media ctr.: Tues., Mar. 10, 6:00 - 7:30 pm (Governance Council) (Snow date: Wed., Mar. 11 th)
*P. Poulter	Regan room: Wed., Jan. 15, 5:30 - 7:30 pm (Family Night) Regan room: Wed., Feb. 5, 5:30 - 7:30 pm (Movie Night) (snow date: 2/5/20)
*K. Effes	WAMS atrium: Mar. 12 th & 13 th 6:00-7:30 pm (New student orientation - 6 th and 9 th grade students)
*K. Kaso	Generali gym, café: Wed., Jan. 29, 5:15 - 7:15 pm (snow date: 1/30/20) (Family literacy Night & Title I meeting)
*Human Resources C. Lamb	Maloney gym, cafe, classrooms: Saturday, March 7, 7 am – 12:30 pm (Fire Captain Exam)
*J. O'Toole	Career Academy café: Fri., Jan. 24, 4:00 - 7:30 pm (pasta fundraiser)
*Central Office	Crosby aud. & lobby: Wed., May 20, 2:00 - 8:00 pm (Teacher of the Year Awards)
*R. Hamel	Kennedy aud.: Tues., May 12, 2:00 - 8:00 pm (Superintendent's Student Recognition Awards Ceremony)
D. Bakewell	Sprague gym: Fri., Jan. 31, 5:00 - 9:30 pm (Family Movie Night)
*M. O'Neal	Rotella community rm.: Monday, Feb. 3, 12:00 - 3:00 pm (Speech dept. meeting)
*M. A. Petrillo	Bunker Hill café: Wed., Jan. 29, 5:30 - 7:00 pm (school pizza party) Bunker Hill gym: Fri., Jan. 31, 5:30 - 8:30 pm (movie night)

- 10.6 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:

GROUP	FACILITIES AND DATES/TIMES
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REQUESTING WAIVERS:

Wtby. Ballers T. Lott	Maloney gym: Sundays, 1/26 – 3/15, 9:30 am - 3:00 pm (basketball program)	(\$2,184.)
Neighborhood Housing Services K. Taylor	Reed café: Sat., Feb. 15, 12:00 - 4:00 pm (Dr. Martin Luther King program)	(\$210.)
*Distinguished Women of CT. L. Thomas	Crosby aud.: Sat. & Sun., 2/29 & 3/1, 8:00 am - 6:00 pm (scholarship program)	(\$1,680.)
*Wtby. Knights Cheerleading S. Clements	Kingsbury gym: Sat., Jan 11, 9 am - 12:30 pm Career Academy gym: Sat. Jan. 18 and 25 1:30-5:30 pm (cheerleading practice)	(\$189.) (\$420.)
*CT. Special Olympics K. Dennett	Kennedy gym & café – WSMS gym & café – Crosby gym & café Sat., 3/21, 7:30 am - 5:30 pm (basketball tournament)	(\$2,772.)

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

*Girl Scouts of CT. D. Dzicek	West Side M/S parking lot: Sat., Feb. 29, 7:00 am – 3:00 pm (cookie pick-up)
*Wtby. Knights Cheerleading S. Clements	Kingsbury gym: Wed., Feb. 5, 5:45 - 8:30 pm (cheerleading practice)

PAGANO: Discussion? All in favor, opposed, abstain. Thank you, the motion passes.

11. ITEMS REMOVED FROM CONSENT

There were no items removed from the Consent Calendar.

12. COMMITTEE ON POLICY & LEGISLATION

12.1 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to approve the revised Mission Statement, Policy #0100, as attached.

PAGANO: Discussion? Commissioner Sweeney.

SWEENEY: Just very briefly. This item and the two items that follow are the result of a number of workshops held with the Office of School Change led by Richard Lemons and assisted by our former Deputy Superintendent Robert Henry and in those meetings it was a collaboration between the Board and Central Office and Dr. Ruffin to update the Mission Statement, the Vision Statement, and to lay out our Core Values for the district so that we have good guidance on what to do to educate our students here in Waterbury.

PAGANO: Any further discussion? All in favor, opposed, abstain. Motion carries.

12.2 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to approve the revised Vision Statement, Policy #0200, as attached.

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

- 12.3 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to approve the new Core Values, Policy #300, as attached.**

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

13. SUPERINTENDENT’S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Serrano-Adorno and duly seconded by Commissioner Brown, it was voted unanimously to receive and place on file items 13.1 through 13.8, Superintendent’s Notification to the Board, as listed:

13.1 Athletic appointments:

Francisco, Joseph – CHS Assistant Basketball Coach, effective 12/02/19.
Hart, Richard – Duggan Intramural Girls Basketball, effective 01/22/20.
Hart, Richard – Duggan Intramural Tennis, effective 04/01/20.
Paradis, Sara – WCA Assistant Girls Basketball Coach, effective 12/18/19.

13.2 Grant Funded appointments:

Mercogliano, Cynthia – WMS Instructional Tutor, PT, \$33 p/hour, non-union and without benefits, funded by Title I.
Pelosi, Emily – WMS Instructional Tutor, PT, \$33 p/hour, non-union and without benefits, funded by Title I.
Overbye, Michael – Adult Basic Education Teacher, PT, \$33 p/hour, non-union and without benefits.

13.3 Teacher hires:

<u>Name</u>		<u>Position</u>		<u>Effective</u>
DeAngelis	Craig	Wilby	Phys Ed	1/20/2020
Devine	Michael	WAMS	PE/Health	1/27/2020
Gilday	Michael	Wallace	English	8/26/2019
Minty	Jessica	Rotella	Special Ed	12/16/2019
Nomoto	Emiko	Maloney	Japanese	11/22/2019
Richard	Taylor	WCA	Health Occ	11/1/2019
Tuelings	Catherine	NEMS	Art	12/9/2019

13.4 Teacher transfers effective 2020/21 School Year:

Name		From	To
Alexandrou	Steven	WMS - Math Lab	CHS - Math
Coy	Alana	WSMS - Math Grade 6	WSMS - ELA Grade 6
Cremins	Allison	Academic Acad. ELA Gr. 6-8	WSMS - ELA Grade 7
Fengler	Deanna	Chase - Pre-K Reg. Ed.	Wilson - Pre-K Reg. Ed.
Heidgerd	Rohn	WMS - Special Education	WCA - Special Education
Kitney	Dawn	Kingsbury - Grade 3	WSMS - Special Education
Magnavice	Jennifer	WMS – Gen. Science Gr. 6	WAMS – Gen. Science Gr. 9
Moscaritolo	Ashley	NEMS – Gen. Science Gr. 8	WAMS – Gen. Science Gr. 7

Quinlan	Stacey	Generali - Grade 2	WMS - ELA Grade 6
Rodriguez	Alberto	WSMS - Bilingual Grade 6-8	WCA - Spanish Grade 9-12
Sapone	Vincent	WCA - General Science	WCA - Science Physics

13.5 Teacher transfers effective 2020/21 School Year:

Name		From – temporary	To – permanent
Addona	Alyssa	NEMS - Guidance Counselor	NEMS - Guidance Counselor
Alagno	Elizabeth	Tinker - Grade 3	Tinker - Grade 3
Boucher	Jennifer	Tinker - Grade 3	Tinker - Grade 3
Bradley	Billie-Jo	Tinker - Grade 5	Tinker - Grade 5
Broggi	Jessica	Bucks Hill Annex - Pre-K Sp. Ed.	Bucks Hill Annex - Pre-K Sp. Ed.
Brown	Jennifer	Wilson - Library Media	Wilson - Library Media
Cadelina	Carissa	Rotella - Grade K	Rotella - Grade K
Campbell	Stephen	Gilmartin - ELA Grade 7-8	Gilmartin - ELA Grade 7-8
Caplash	Shobhna	WHS - Special Ed. - ABA	WHS - Special Ed. - ABA
Chasse	Jenny	Hopeville - Grade 2	Hopeville - Grade 2
Chieffo	Taylor	Chase - Grade 1	Chase - Grade 1
Cornacchio	Mark	CHS - Social Studies	CHS - Social Studies
Corsano	Laura	Tinker - Grade 3	Tinker - Grade 3
Davino	Melissa	Bunker Hill - Grade K	Bunker Hill - Grade K
Delgobbo	Leah	NEMS – Gen. Science Gr. 6	NEMS – Gen. Science Gr. 6
Dickey	Ryan	NEMS - Social Studies Gr. 6	NEMS - Social Studies Gr. 6
Dzikas	Anastasia	Sprague - Pre-K Regular Ed.	Sprague - Pre-K Regular Ed.
Farley	Amanda	Academic Acad.- ELA Gr. 6-8	Academic Acad.- ELA Gr. 6-8
Faucher	Richard	Wendell Cross/Bucks Hill Elementary Annex - Split Art	Wendell Cross/Bucks Hill Elementary Annex - Split Art
French	Gina	Driggs - Art	Driggs - Art
Galpin	Lindsay	NEMS - ELA Grade 8	NEMS - ELA Grade 8
Gilday	Michael	WMS - ELA Grade 6	WMS - ELA Grade 6
Grabowski	Leah	Maloney - Grade 2	Maloney - Grade 2
Griffin	Sean	CHS - Music	CHS- Music
Grendzinski	Katie	Wilson - Special Education	Wilson - Special Education
Guasp	Henry	Academic Acad. - Math Gr. 6-8	Academic Acad. - Math Gr. 6-8
Haas	Katie	Kingsbury - Grade 2	Kingsbury - Grade 2
Heckmann	Stephanie	Bucks Hill - Grade 3	Bucks Hill - Grade 3
Hodge	Jill	WAMS - Visual Arts	WAMS - Visual Arts
Howard	Patricia	Tinker - Library Media	Tinker - Library Media
Hubeny	Danielle	Bunker Hill/Sprague - Split ESL	Bunker Hill/Sprague - Split ESL
Izzo	Michelle	Wendell Cross - Grade K	Wendell Cross - Grade K
Jackson	Sarah	Bucks Hill - Bilingual Grade 2	Bucks Hill - Bilingual Grade 2
Jimenez	Nancy	Reed - Grade 3	Reed - Grade 3
Judkins	Jennifer	Hopeville - Grade K	Hopeville - Grade K
Kores	Lauren	Sprague - Grade K	Sprague - Grade K

Lehtinen	Zachary	WAMS - Theatre Arts	WAMS - Theatre Arts
Liu	Yee	Bucks Hill - Special Education – CBL Autism Grade 2-5	Bucks Hill - Special Education – CBL Autism Grade 2-5
Loi	Marisa	Maloney - Grade 3	Maloney - Grade 3
Lounsbury	Alan	WMS - General Science Gr. 7	WMS - General Science Gr. 7
Marcial	Kelly	Gilmartin - Grade 4	Gilmartin - Grade 4
Marcucio	Frank	WCA - Health Services	WCA - Health Services
Masayda	Rebecca	Districtwide - Speech Lang. Path.	Districtwide - Speech Lang. Path.
Mayo	Colin	Driggs/Kingsbury - Music	Driggs/Kingsbury - Music
Miller	Jamie	Hopeville – Bilingual Special Ed.	Hopeville – Special Ed.
Modeen	Brianne	Driggs Grade 4	Driggs Grade 4
Moutinho	Ashley	KHS - Guidance Counselor	KHS - Guidance Counselor
Negron	Emily	Maloney - Grade 3	Maloney - Grade 3
Nomoto	Emiko	Maloney - World Language - Japanese	Maloney - World Language - Japanese
O'Toole	Ami	WMS - Art	WMS - Art
Reinholz	Erica	Regan/Washington - Library Media	Regan/Washington - Lib. Media
Richard	Taylor	WCA - Health Services	WCA - Health Services
Rodrigues	Cindy	Washington - Special Education	Washington - Special Education
Rogers	Kimberly	Reed - Grade 1	Reed - Grade 1
Ruggiero	Rebecca	Bunker Hill - Music	Bunker Hill - Music
Russell	Melissa	Bucks Hill - Music	Bucks Hill - Music
Sanabria Godoy	Nora	WAMS - Spanish	WAMS - Spanish
Saunders	Keisha	Generali - Special Education	Generali - Special Education
Schumacher	Amber	Gilmartin - Math/General Science Gr 6	Gilmartin - Math/General Science Grade 6
Selmanaj	Fabian	Duggan - Math Grade 7 & 8	Duggan - Math Grade 7 & 8
Sickles	Meghan	Wendell Cross- Grade K	Wendell Cross - Grade K
Teulings	Catherine	NEMS - Art	NEMS - Art
Toussaint	Danielle	Rotella - ELA/Soc. Studies Gr. 5	Rotella - ELA/Soc. Studies Gr. 5
Tremaglio	Laura	Bucks Hill - Grade 5	Bucks Hill - Grade 5
Turecek	Rachel	NEMS - Art	NEMS - Art
Vinca	Valmira	Reed - Grade 2	Reed - Grade 2
Viscardi	Kristen	Bunker Hill – Sp. Educ. - BDLC	Bunker Hill – Sp. Educ. BDLC
Welch	Cody	WHS - PE/Health	WHS - PE/Health

13.6 Teacher involuntary transfers effective 2020/21 School Year:

Name		From	To
Doiron	Nicole	WSMS - ELA Grade 6	WSMS - ELA Grade 6
Pratt	Lena	WSMS - ELA Grade 7	WSMS - ELA Grade 7

13.7 Resignations:

Armour, Nadean – NEMS Special Ed/ABA, effective 01/10/2020.
 Arnold, Jessica – State Street Special Ed, effective 01/17/2020.
 Camilleri, Lisa – WMS Math, effective 01/03/2020.

Conway, Michael – KHS Tech Ed, effective 01/10/2020.
Decaminada, Amanda – RMS Special Education, effective 01/10/2020.
Garcia, LiMattie – Carrington Social Worker, effective 01/17/2020.
Hicock, Robyn – KHS ELA, effective 01/29/2020.
Martinez, Richard – WAMS Guidance Counselor, effective 01/14/2020.
McKirryher, Jonna – Reed Grade 6, effective 01/17/2020.
Morgan, Aidan – WMS ELA, effective 01/07/2020.
Snow, Sara-Beth – Duggan Kindergarten, effective 12/20/2019.
Thompson, Asia – CHS Special Education, effective 01/17/2020.

13.8 Retirements:

Parker, Ressie – Wilson BDLC, effective 09/30/2020.

PAGANO: Discussion? All in favor, opposed, abstain. Motion carries. We are now up to Unfinished Business of the Preceding Meeting Only. Any items? Any Other Unfinished, New, and Miscellaneous Business? Vice President Harvey.

HARVEY: Thank you Mr. President. I just want to thank our students for their suggestions and I was just whispering to the Superintendent to ask if we are going to look at these suggestions and see what we can do to help to assist and her response was yes. So we'll be looking at that. I want to thank you and I encourage you to do that, make suggestions to the Board. Thank you.

PAGANO: Commissioner Brown.

BROWN: I just had a question to Dr. Ruffin, can you just give us where we are with the Turnaround Schools?

SUPERINTENDENT: Our Turnaround Schools have been meeting with their various committees which were selected and also the State Department and a professional learning sessions that are held, approximately once a month, we had to make up for the lost time due to inclement weather. That work is led by Dr. Rodríguez, and Dr. Rodriguez you can walk up if you'd like to further comment on it, I'll continue to give that update but you may want to add a few more talking points. Collectively with Dr. Rodríguez the individual schools along with Mr. Schwartz and Dr. Epperson and Ms. Buckley, they have been working with the schools to make certain that their plans are aligned with their needs assessment in determining root cause, why the school is in Turnaround, and what they need to consider, that's research based and that's gonna be evidence based and can move the school beyond where we are now. So really stretching the Turnaround principles and emphasizing the importance of not adding programs but really building capacity for people to do the work that we need to turnaround those schools. We've had wonderful dialogue and planning from the schools and their respective committees, they're still working on it to be able to produce some copies of their plans so that we can review them before we share them with you and before we share them with the Commission on School Turnaround and before we get to the final product that we will submit because after we've reviewed it and made some final edits we have to submit it to the State Department who will then look at it and revise it if needed and then submit it to the State Board of Education and the Commissioner of Education for approval. So Dr. Rodríguez you may want to add some

things, they have done a tremendous job, I want to commend the staff, my immediate Senior Cabinet staff as well as the staff at those three schools because they're doing a great job of focusing what best practices are to move our schools.

RODRÍGUEZ: Just to echo Dr. Ruffin's comments, we have had so far three Turnaround Committee meetings, we've met collaboratively as three campuses brought together. Dr. Epperson and Mr. Schwartz have worked closely with me to try to push the campuses to think beyond traditional strategies. We've talked a lot about people, program, and conditions. We know programs can be brought in to bring about change, we know that it's not until we change people's mindsets and the conditions in which they work that we get the most change out of our schools. So we've approached turnaround as true turnaround model work. We've pushed the thinking in the group to really think about how do we get a new way of thinking around specific models of school turnaround and so there's been a big shift in the campuses thinking away from traditional school improvement efforts to what does it mean when we truly turnaround. So the State of Connecticut interestingly enough has a lens through which they look at things and it's called TACO and I'm from Texas and I love tacos. But TACO is Talent, Academics, Conditions, and Operations and so we look at those specific areas of focus at the campuses and then have designated priorities in the talent area, the academic area, the conditions or the climate of the campus and then any operational things that have to change. So we have been very specific with the State Department that this isn't a one size fits all approach, that each campus should have its own unique needs based on the audit that was done by the CSDE. When they came in they did an initial assessment, they did focus groups, they did observations. We've used that to help get a root cause and we've really worked hard to insure that again we're looking at talent, academics, conditions, and culture as well as operations of the campus. So some of those plans may actually contain elements that would have us really sit down with the entire district and think about how we can make significant and meaningful fundamental changes at the middle school level. Should they all be accepted into the Commissioners Network because remember this is a planning year for them, then we would hope that we would be able to see those substantial changes at the middle school level. So Waterbury is fortunate that three schools were selected for participation to apply to the Commissioners Network and we are very hopeful based on the feedback from the CSDE that our district is moving in the right direction so much so that they've asked us to go on the road with them to show other districts what they should be doing. So they've been very impressed by the quality of work from our principals and the collaboration of Mr. Schwartz and Dr. Epperson in trying to get out of the box thinking to really affect change at the middle school

PAGANO: Thank you very much. Commissioner Serrano-Adorno.

SERRANO-ADORNO: First and foremost I do want to thank Dr. Ruffin. I know I had contacted you to find out about the Puerto Rico families that might be coming. I definitely already know some of mines, we're in the process of trying to get them here so I appreciate that very much. Secondly I do want to mention to the families of our district there is an event that I am also a part of this Sunday at Waterbury City Hall, it's been on the school website, it's their 4th Annual Multi-Cultural Winter Wonderland event and it's Sunday from 1:00 p.m. to 5:00 p.m., City Hall, second floor, Veterans Memorial Hall. Basically it's just a celebration of all different types of celebrations such as

Christmas, Three Kings, Hanukah, Kwanza, and it's just really trying to gather everybody and they kind of explain what each holiday entails. There's going to be a little skit, there will be dancing, there will be a little demonstration, raffles, kids activities, so it's really friendly. Food and snacks will be provided and other little surprises so I definitely want to invite you guys to go to this family event.

I did have a question for the Superintendent and to Will about the online student registration. I actually checked it out. So I'm glad that it is in English and Spanish. Are there any other languages that are going to be included maybe?

CLARK: The short answer is no at this time. We're kicking it off in English and Spanish, working with PowerSchool and as they can advance, we can do more translations, there is an additional cost for that, but as we roll this out we're going to see what the responses are. In our office now we will still assist with any language that comes in, the ELL department is very good with that, so we'll walk people through and assist them as needed and if the numbers get to a point where it becomes . . . we could add it.

SERRANO-ADORNO: Thank you. And then finally one other thing Mr. President. I appreciate the students noticing and really realizing that we do need to have more teacher hiring. Obviously I've mentioned this before in the past, I'm more concerned also with our special education teachers that are constantly resigning and I know Mr. Palmer has mentioned that sometimes they don't always give a response as to why they're resigning but my concern is that there are IEPs that are not being met if there is no teacher. So my concern is who's taking place of that special ed teacher if they're not there or if they're short staffed and then there's not enough student to teacher ratio. So I'm glad that they mentioned it because that came to my mind because I'm always trying to pay attention to that. Thank you Mr. President.

PAGANO: Thank you very much. Anybody else have comments?

SUPERINTENDENT: Thank you Commissioner. I do appreciate the comments. Certainly being in compliance . . . of students is a top priority with us and we are working on that, we are working on that with our special education director as well as the existing teachers that we have in the district.

I want to talk about two things very, very briefly. One is to mention that the seating arrangement for my Senior Cabinet is intentional. These are the senior members along with two others – Sujata is also part of the Senior Cabinet as well as Lee Palmer but most if not everything is gonna fall under the leadership of one of them so for accurate reporting and to make certain that we know how we're going to best communicate within their departments resides most if not all of the answers to some of the questions and reports that we're preparing for the Board which typically comes to me, I'll work with my staff to prepare them and to be able to respond and present so that we can understand some of the next steps that we have within the district. So that's intentional.

The other thing is the strategic plan. The comments that our student advisory, our student advisors to the Board mentioned as well as the comments that were shared by

our Commissioners are, you're gonna see some of those reoccurring themes within our strategic plan.

I also would like to share with the Board there are three areas of deep concern as we move our district forward is capacity – building capacity, facilities capacity, financial capacity, and sustainability. And so as we have these sub-committees, which I did send to you I think last week, the sub-committees address all of that. So it's not just a matter of just adding more but really looking at how we can increase space based on what we need and how we can sustain it over time. Because there was a time in this district where we did have a lot computers, but they do get old but there's not a replacement cycle because a replacement cycle also commands that we have a fiscal sum of money whereby we could use that for reoccurring costs. So when we look at technology it's not just to have the tools it's to have the technology, but it's for teaching and learning. So we really have to shift that but that's a critical need.

We have a growing need for pre-k within our district, we have no room, so we have to address that and perhaps within the strategic plan and much long term planning, eventually devise a plan as to how are we going to respond to that because right now the response is we're gonna put a classroom wherever we think we could find a room and that is insufficient for a district that's growing and we're very fortunate Waterbury is growing but when Waterbury is growing we need to just think about where we're going to grow programs instead of just placing them somewhere because that's the only space we could find for right now. It's more costly when we do it that way. You cannot do as much staff sharing when you have to just place a program somewhere but that's currently what we're doing because we are going to take care of the needs of the student but at the same time is it the best way to do it. So we're gonna be looking at that over time.

Pre-k is an area of growth, the other area of growth is special education. We're very pleased that we offer services for our students within Waterbury, we don't outsource as large a number as other districts do. At the same time strategically how are we going to place programs so that the programs also support it with the programmatic essentials that are required to address the specific needs of the students. Again, that's another area where we have typically just placed programs but we've not strategically placed programs knowing that we're growing in Waterbury.

And the third area is bilingual. It's not only a challenge to recruit and retain the staff, I think our staff in bilingual are excellent, but like the remainder of the State of Connecticut it's very difficult for us to find teachers that are going to have that certification. We're very proud of the fact that we do have outstanding teachers but we need more and that's a critical area of shortage. Additionally we have outgrown our facility for expansion of bilingual. You will see that occurring in the strategic plan but you're also going to probably see some out of the box thinking about so how are you going to resolve it because resolving it is much different than just identifying that we have a problem and so with that comes some, that's why I would like for our strategic plan to not only be a three to five year plan because we're not going to fix all of this in three to five years and what are we going to take off the plate to address the fact that we have this need which is very urgent, we know that we have a growth in our three year olds. We have no more room.

So we are going to service our children, that's a pretty bold statement to say we are but we're piecemealing it as opposed to thinking. Our three year olds are going to continue to happen and they're going to grow and they typically grow this second part of the year and so there's no more room in the inn so to speak so we need to look at that strategically across the district. So you can expect that as we're working on the strategic plan the Board has charged me and my team to be able to work with a steering committee to take the vision and the mission and the core values and to work collectively with my Central office team, the school teams, parents, businesses, and community and I do want to include students as well as we take a look at five areas that must be addressed – short term and long term for Waterbury. We started with the steering committee, we have some sub-committees, we will be meeting with the sub-committees and their teams in February and from there we will have several other meetings, I will give the Board constant updates. I just sent one to you. I will give you more updates when we have them. I certainly want your input. When we have a document in rough draft we will present it to the full Board. You give us feedback, you'll have ample time to read it. After you give us some feedback we'll go back to work and we'll get a formal strategic plan whereby the Board will approve it and that is going to drive the motion of this district for many years to come with some actionable and measurable goals.

So that's the process that's going to look like over time. But I just wanted to point out the intentional way that I have my staff here tonight and then the other one is how we are going to be working with three major kind of problems so to speak that are not going to go away. Growth of pre-k and space, special education, and bilingual.

SERRANO-ADORNO: I just have kind of like maybe an idea or recommendation, I was asking Liz, so Wendell Cross, they're temporarily at St. Joes until Wendell Cross is built could that maybe be space that we can utilize?

SUPERINTENDENT: We're not at that point yet because we have to also look at the numbers of pre-k that we currently have at Bucks Hill Annex and then the pre-ks that we have in all the other schools that we have and visually get to the point of do we want a pre-k center or do we want two pre-k centers or what do we want and then we could probably answer that question because...

SERRANO-ADORNO: Because that could include bilingual and, depending maybe that could be used for other areas of improvement.

SUPERINTENDENT: We could certainly and would want to look at the facilities that we have, we want to look at the facilities perhaps that we don't have that we might acquire.

SERRANO-ADORNO: Thank you Dr. Ruffin.

SUPERINTENDENT: Smart approach. Commissioner Harvey.

HARVEY: Thank you, through the Chair. I like the intentional seating plan over there but Dr. Ruffin can you provide us with an updated organizational chart at some point.

SUPERINTENDENT: I can, it's the same organizational chart that I sent you.

HARVEY: So you're saying that nothing has changed with the one that we have?

SUPERINTENDENT: Same organizational chart that I sent everyone to say this is my organizational chart.

HARVEY: The organizational chart has the names and who reports to whom. That has not changed?

SUPERINTENDENT: No mam.

PAGANO: Any other comments, business? I'd like to give a shout out because I'm an old TV behind the scenes guy, these two gentlemen make us look and sound good. Dave, thank you; Ron, thank you.

(applause)

PAGANO: There's no executive session tonight.

ADJOURNMENT

Upon a motion by Commissioner Serrano-Adorno and duly seconded by Commissioner Orso, it was voted unanimously to adjourn at 7:19 p.m.

ATTEST: 
Carrie A. Swain, Clerk
Board of Education