

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Thursday, December 19, 2019 at 6:30 p.m.

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

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

ABSENT: Commissioner Hernandez.

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: Mateo Macias/WAMS and Ishyra Scott/WAMS.

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:

- Susan Angelini – former special education teacher with Waterbury Public Schools. Passed away on October 30, 2019.
- Mary Biondi – retired from being a school secretary with Waterbury Public Schools after more than 25 years of services. Passed away on November 27, 2019.
- Roger Boisvert – former educator at Adult Education. Passed away on December 7, 2019.

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

2. PLEDGE OF ALLEGIANCE TO THE FLAG

Commissioner Jason Van Stone 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 (absent). Commissioner Orso.

ORSO: Here.

CLERK: Commissioner Serrano-Adorno.

SERRANO-ADORNO: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Jason Van Stone.

J. VAN STONE: Present.

CLERK: Commissioner Tom Van Stone.

T. VAN STONE: Present.

CLERK: President Pagano.

PAGANO: Here.

4. COMMUNICATIONS

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

- a. Copy of communication dated November 7, 2019 from Civil Service certifying Laura Fusco for the position of Food Service Worker.
- b. Copy of a communication dated November 7, 2019 from Civil Service to Jacqueline Anderson regarding her acceptance of employment as a Lunchroom Aide.
- c. Copy of communications dated November 8, 2019 from Civil Service certifying Jarielitza Bermudez, Monica Schiavo, Lisa Rodriguez, Jennifer Hayden, and Darshanie Mohabir for the position of Paraprofessional.
- d. Copy of communications dated November 18, 2019 from Civil Service certifying Rose Sarandrea, Nathalie Rivas-Luna, Karen DaSilva, and Madeline Arbona for the position of Food Service Helper.
- e. Copy of communication dated November 21, 2019 from Civil Service certifying Emily Griffin for the position of Elementary School Supervising Vice Principal at Bunker Hill School.
- f. Copy of a communication dated November 22, 2019 from Civil Service to Mayra Acuna regarding her acceptance of employment as a Food Service Worker.
- g. Copy of communication dated November 25, 2019 from Civil Service certifying Susan Groppi as Interim Elementary School Supervising Vice Principal at Kingsbury School.
- h. Email communication dated November 29, 2019 from CAGE regarding Policy Highlights.

- i. Copy of communication dated November 25, 2019 from New England Association of Schools and Colleges, Inc. regarding Waterbury Career Academy High School.
- j. Copy of communication dated November 27, 2019 from Civil Service to Wanda Miessau regarding her acceptance of employment as a Lunchroom Aide.
- k. Copy of communication dated November 26, 2019 from Civil Service to Nistret Selmani regarding her acceptance of employment as a Food Service Worker.
- l. Copy of communication dated December 5, 2019 from Civil Service to Antoinette Ireland regarding her acceptance of employment as a Food Service Worker.
- m. Copy of communication dated December 9, 2019 from Civil Service to Lisa Colon regarding her acceptance of employment an Office Aide.

PAGANO: All in favor? Discussion? Abstain? Thank you very much. Motion passes.

5. PUBLIC ADDRESSES THE BOARD

There were no public speakers.

6. SUPERINTENDENT'S ANNOUNCEMENTS

Dr. Ruffin read the following announcements:

- Several wonderful holiday concerts and events going on around the District. There is an extensive list on the website.
- We held a successful job fair on Thursday, December 12th. All the schools came together in the teacher-recruitment process.
- Waterbury Schools will be observing a winter break starting on Monday, December 23. School session will resume on Thursday, January 2.

State Commissioners Engage in Vaping, Opioids and Mental Health Discussion at Crosby

- The expert panel included three state commissioners representing the Department of Public Health (DPH), Department of Mental Health and Addiction Services (DMHAS) and Department of Children and Families (DCF) and was organized by the Waterbury chapter of The Links Incorporated.
- Extremely informative and engaging and the students posed thoughtful and insightful questions

IMTI Offers Career Training Certification Programs at High Schools

- Successful walk-throughs at Crosby and Wilby with the Industrial Management and Training Institute as we continue to expand our Career and Technical Education Program
- Since March of this year, IMTI has certified several of our teachers in a curriculum, which includes construction math, introduction to hand tools and basic rigging, to help students accrue the necessary 102 hours.

CT Teacher of the Year Award Ceremony and Reception Honoring Two of Our Own was Held in Hartford Earlier this Month

- Our 2019 Waterbury Teacher of the Year, Ryan Carpenter, was honored at the statewide ceremony on December 4.
- Lisa Romano was honored and recognized as the 2020 Teacher of the Year for Waterbury as well as selected as a Connecticut Teacher of the Year Semifinalist.

7. PRESIDENT'S COMMENTS

PAGANO: Thank you Dr. Ruffin. I'm gonna keep my comments very brief and welcome everyone to my first meeting as the new President and thanks to my colleagues for voting me in as President. I'm here to serve you, I'm here to get the job done, and we should have a little bit of fun during the process so thank you. I take on this role because I am a product of public schools in Waterbury. I started in Duggan, I went to Webster and I graduated Wilby High School in 1972. The system has done very well for me. I spent 35 years as ESPN and retired as their Chief Technology Officer. I reflect on every teacher that has touched me during my school years right from Mrs. Cipriano at Duggan School in kindergarten up to Mr. Riley in Wilby High School and a whole bunch of other in between that helped develop me to what I am today. Which may be certifiable but that is a different story. But I want to thank you each, I'm here and I will be as helpful and as focused on trying to get the job done as possible so I'm looking for your help also. We are a leadership council, we are a governing council. My definition of leadership is helping others do better; it doesn't get any more simpler than that. I'd like to also say hello to a couple of new attendees, Ishyra Scott our student representative on the Board and Mateo Macias, also a student. Welcome, good to see you guys tonight and I'd just like to convey happy holidays to each and every one of you. Thank you.

8. EXECUTIVE SESSION

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to convene into executive session at 6:35 p.m. for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.

PAGANO: All In favor. We will be back.

Present: President Pagano, Commissioners Brown, Harvey, Orso, Serrano-Adorno, Stango, Sweeney, J. Van Stone, and T. Van Stone. Also present was Dr. Ruffin.

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business at 6:42 p.m. with no votes taken.

PAGANO: All in favor, opposed, abstain.

Upon a motion by Commissioner Stango and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to add to the agenda Item #9.3, appointment of Secondary Math Supervisor.

PAGANO: All in favor? Discussion? Abstain? The motion carries.

9. COMMITTEE ON SCHOOL PERSONNEL

9.1 Upon a motion by Commissioner Stango and duly seconded by Commissioner Harvey, it was voted unanimously, by roll call vote, to approve of the appointment of Inez M. Ramirez as Principal, Washington School, effective immediately.

ROLL CALL VOTE:

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

9.2 Upon a motion by Commissioner Stango and duly seconded by Commissioner Sweeney, it was voted unanimously, by roll call vote, to approve of the appointment of Kathleen M. Ferrucci as Academic Academy Supervisor, effective immediately.

ROLL CALL VOTE:

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

9.3 Upon a motion by Commissioner Stango and duly seconded by Commissioner Sweeney, it was voted unanimously, by roll call vote, to approve of the appointment of Jeannine Minort-Kale as Secondary Math Content Supervisor, effective immediately.

ROLL CALL VOTE:

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

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

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

10. CONSENT CALENDAR

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to approve the Consent Calendar, items 10.1 through 10.8, as listed:

10.1 The Committee of the Whole recommends the Waterbury Board of Education ratify the successor Collective Bargaining Agreement between the Waterbury Board of Education and The Waterbury Teachers' Association for the period of July 1, 2019 through June 30, 2023.

10.2 The Committee of the Whole recommends the Waterbury Board of Education approve the Connecticut Community Colleges College Facility

Request/Reservation Agreement with Naugatuck Valley Community College, at no charge, for the use of Founders Hall Community Room.

- 10.3 The Committee on Finance recommends the Waterbury Board of Education approve a contract with based on the terms and conditions as outlined in the attached memo of November 5, 2019, and subject to final approval of the Corporation Counsel.
- 10.4 The Committee on Finance recommends the Waterbury Board of Education approve to apply for the CT Department of Energy & Environmental Protection, Public Utilities Regulatory Authority (CT DEEP, CT PURA) Public Educational and Governmental Programming and Education Technology Investment Account (PEGPETIA) Grant Program.
- 10.5 The Committee on Finance recommends the Waterbury Board of Education approve the State of Connecticut Purchase of Service Contract for the Support for Pregnant and Parenting Teens, Women, Fathers, and Their Families (SPPT) Program.
- 10.6 The Committee on Finance recommends the Waterbury Board of Education approve an Agreement with The Institute of Professional Practice, Inc. to provide educational services to students with disabilities in accordance with their Individual Education Program.
- 10.7 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:

GROUP	FACILITIES AND DATES/TIMES
K. Kaso	Generali gym, café: Tues., Dec. 17, 5:30-7:30 pm (Family Reading Night)
P. Poulter	Regan all-purpose room: Tues., Dec. 17, 5:30-7:30 pm (Winter Concert/Art Show) (snow date: 12/18/19)
Dr. Arroyo	Enlightenment café: 4/27 – 6/3/20 Mon. & Wed. 3:00-5:00 pm (partnership with PAL, Shakesperience Production Neighborhood Program)
S. Schulte	WAMS apron stage: 4/20-4/23, 2:00-8:30 pm (Shakesperience Production) WAMS apron stage: 1/6 – 2/28, 2:00-6:00 pm (rehearsals) and 2/27 & 2/28 2:00-10:00 pm (performances)
D. Bakewell	Sprague gym: Thurs., Dec. 12, 5:00-7:30 pm (Watch Dogs Pizza)
V. Cuevas	West Side pool: Dec. 14, 15, & 22, 8:00 am - 9:00 pm (swim testing and training for new & existing lifeguards)

- 10.8 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:

GROUP	FACILITIES AND DATES/TIMES	
REQUESTING WAIVERS:		
P.A.L.	Bucks Hill gym: 1/4/20-3/21/20, Saturdays, 9:00 am – 5:00 pm	
Sgt. Bessette	(basketball program)	\$4,536.)

PAGANO: Discussion? All in favor – aye. Nays, abstains? Motion carries. Thank you very much.

11. ITEMS REMOVED FROM CONSENT

There were no items removed from the Consent Calendar.

12. COMMITTEE ON

12.1 Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, it was voted, with Commissioner Tom Van Stone voting “no”, that the request of Westover School for the use of West Side pool on various dates during the period of December 2, 2019 through March 5, 2020, be approved.

PAGANO: Any discussion? Commissioner Van Stone.

T. VAN STONE: Thank you Mr. President, through you. As we know from the Workshop a couple of weeks ago I asked for this to be a separate item, just my continuing debate over use of our facilities especially for out of town entities. I do know they're paying for this, I've never seen evidence, and I don't recall from the backup how much we're charging them, if it even covers our expenses. That and the fact that what we're going to most likely approve tonight will block out for the next three months Monday through Friday and most Saturdays if I recall from the backup information. So it just concerns me that we would give such an overriding amount of time to especially something outside of the Waterbury district. You know we do this a lot let's say for Sacred Heart, Holy Cross, but we also know a lot of our Waterbury students are those taking advantage of the facilities. The percentage is probably quite low at Westover that are Waterbury students. I don't know the number but I'm sure it's quite low. So I'm just a little concerned. Maybe we should even consider in facilities, maybe there's a different fee structure for outside the district, something. Especially if we're not balancing the books when they're using the facilities. Certainly I don't want to restrict them from having this access however it just concerns me. I'm not even sure that our local community groups even realize that they could request time in our pools. So that may also be something we need to bring out to the public to say do you even want access to our pools, they may not even know. So it bothers me a little bit. I'm not looking for us to reject this application; just on my principles as my fellow Commissioners know my objections to many of the building and school facility requests. I will vote no but I'm certainly not looking to promote us to not allow this application to go through. So those are my points, maybe some more things. I know over time we've looked at the policy for using our facilities. Pools are a little different. I think over time, my time here, we've only waived a fee once, could have been more, but I think it's only been once. So I would like us to take another look at buildings and school facility applications for usage. I'm sure we're losing money on the deal. So we should really take a look. And, again, this is not to deny use of our facilities, it's to take another look at who, how much, and especially the time frame. To automatically say tonight we're gonna say this group has this pool for the next three months six out of seven days a week, I'm not so sure that's something we should, we should think about it, not deny but think about it. Thank you Mr. President.

PAGANO: Thank you for your comments. Commissioner Serrano-Adorno.

SERRANO-ADORNO: Thank you Mr. President. I definitely agree with Commissioner Van Stone as far as the Waterbury schools should have maybe first dibs but maybe in the next round maybe look at the application or their contract, maybe the verbiage can be changed so that if a Waterbury school requests it afterwards that they may have the priority. But as of now this is first come and they did, they are the first ones then I would be approving it but I do understand Commissioner Van Stone that Waterbury schools should have a priority, first choice. So maybe just looking back at the contract in itself and changing the verbiage and maybe allowing the Waterbury students to have that opportunity.

PAGANO: Duly noted and thank you. Vice President Harvey.

HARVEY: Thank you Mr. President. I would recommend, first of all these are valid points Commissioner Van Stone. We have all been assigned to committees and I think this should probably be the first item on committee that we discuss, discuss this item because we've gone, this has lingered and we haven't had a meeting to discuss it. So I would recommend, even before we look at contracts, et cetera, that we bring this up in our sub-committee and look at this and consider the valid points that you made Commissioner Van Stone.

PAGANO: Thank you Vice President Harvey. Any further discussion? All in favor, opposed.

T. VAN STONE: No.

PAGANO: Abstain? Motion goes forward.

13. COMMITTEE OF THE WHOLE

13.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to approve the 2020/2021 School Year Calendar, as attached.

PAGANO: All in favor, opposed, abstain. The motion carries.

13.2 Upon a motion by Commissioner Harvey and duly seconded by Commissioner Tom Van Stone, it was voted unanimously to approve the 2021/2022 School Year Calendar, as attached.

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

14. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file items 14.1 through 14.7, Superintendent's Notification to the Board, as listed:

14.1 Athletic appointments:

Arroyo, Alyssa – WHS Head Softball Coach, eff. 03/21/20.
 Atkinson, Damon – WHS Spring Strength & Conditioning Coach, eff. 03/02/20.
 Atkinson, Damon – WHS Winter Strength & Conditioning Coach, eff. 12/05/19.
 Carpenter, Ryan – NEMS Girls Basketball Coach, eff. 12/05/19.
 Guerrera, Nona – WHS Head Cheerleading Coach, eff. 12/3/19.
 Hagley, Katlyn – KHS Assistant Indoor Track Coach, eff. 12/05/19.
 Iverson, Cazzie – WHS Assistant Boys Basketball Coach, eff. 12/13/19.
 Lewis, Walter – WHS Assistant Football Coach, eff. 11/14/19.
 Morrison, Terrance – KHS Freshman Boys Basketball Coach, eff. 12/12/19.
 Tehan, Kyle – CHS Associated Unified Sports Coach, eff. 12/04/19.

14.2 Grant Funded appointments:

Collette, Sharon – Instructional Tutor, Mt. Carmel School, \$33 p/hour, part-time, non-union and without benefits, funded by Title 1, effective immediately.
 D’Agostino, Elisa – Adult Ed Basic Education Teacher, part-time, \$33 p/hour, non-union and without benefits, effective immediately.
 Goldberg, Shoshana – Instructional Tutor, Bais Yaakov, \$25 p/hour, part-time, non-union and without benefits, funded by Title 1, effective immediately.
 Newman, Nakiea – WAMS Parent Liaison, salary and benefits governed by UPSEU, funded by Title I, effective immediately.

14.3 2019 – 2020 Extended School Hours Program Appointments:

School	Last name	First Name	Assignment
<i>Bucks Hill</i>	Tremaglio	Laura	Teacher
<i>Carrington</i>	Iacovone-Boivin	Rachel	Teacher
<i>Gilmartin</i>	Whipple	Jennifer	Teacher – Sub
	Garafola	Denise	(remove)
<i>Tinker</i>	Moore	Lisa	Clerical – Sub
<i>Wilson</i>	Gray	Stacy	Teacher – Sub
	Densmore	Amy	(remove)

14.4 Teacher new hires:

<u>Name</u>		<u>Assignment</u>		<u>Effective</u>
Auen	Amanda	Duggan	English/LA	01/06/2020
Brown	Jennifer	Wilson	Lib. Media Spec.	12/12/2019
Masayda	Rebecca	Annex/Bucks Hill/ Gilmartin	SLP	11/18/2019
Mayo	Colin	Driggs/Kingsbury	Music	12/05/2019
Morhous	Jennifer	WCA	Special Ed	12/05/2019
Pratt	Lena	West Side	ELA	11/21/2019
Rashiti	Miradije	Crosby	Social Studies	11/21/2019
Reinholz	Erica	Regan/Washington	Lib. Media Spec.	11/18/2019
Ruggiero	Rebecca	Bunker Hill	Music	11/18/2019
Sampt	Krystle	Bucks Hill Annex	Pre-K	10/18/2019
Selmanaj	Fabian	Duggan	Math	09/23/2019
Vinca	Valmira	Reed	Gr 2	11/08/2019
Volpe	Elvira	Kennedy HS	Social Studies	12/02/2019

14.5 Academic Achievements effective 08/22/19:

<u>Name</u>		<u>From</u>	<u>To</u>	<u>University</u>
Lucas	Michele	BA+15/5	MA/5	Wesleyan & Graduate Institute

14.6 Resignations/terminations:

Byer-Alcorace, Alexis – CHS Speech/Language Path., effective 12/20/19.
 Currier, Kara – KHS Social Worker, effective 12/20/19.
 Diorio, Michael – KHS Math, effective 12/13/19.
 Duffany, Susan – CHS Special Ed, effective 01/10/20.
 Conway, Michael – KHS Tech Ed, effective 01/03/20.
 Johnson, Deanna – WMS Art, *terminated* effective 12/20/19.
 Kozieradzki, Jill – Hopeville PE/Health, effective 12/31/19.
 Pandolfi, Erica – Bunker Hill Special Ed, effective 12/13/19.
 Perosino, Diana – WMS Math, effective 12/20/19.
 Perugini, Gianni – WAMS PE/Health, effective 12/20/19.
 Ricard, Deborah – WSMS Special Ed, effective 12/03/19.
 Richter, Tania – WMS Math, effective 11/15/19.
 Risk, Lyndsey – Hopeville Grade 1, effective 11/26/19.

14.7 Retirements:

Dubois, Donna – WHS PE, effective 11/30/19.
 Morrissey, Sean – Kingsbury Grade 5, effective 12/20/19.

PAGANO: Discussion? All in favor, opposed, abstain. The motion carries. Item 15 – Unfinished Business of Preceding Meeting Only. Discussion? All in favor of moving on, aye, opposed, abstain. Thank you. New and Miscellaneous Business. Any items? Liz please.

BROWN: Thank you. I just want to officially present those of us who were able to go to the CABE Conference in the end of November; the Waterbury Board did receive a Board Recognition Award for High Standards, Dedication, and Teamwork. I think we should all be proud of the work that we've done together so this is the official citation. We'll frame it and put it someplace. Carrie will figure it out. We should be proud of our work together.

PAGANO: Thank you Liz and congratulations, big round of applause. While we are on a CABE track I would like to congratulate two commissioners who have achieved the status of Master Board of Education Member – Ms. Ann Sweeney and Charles Stango. CABE announced this in September but it's prestigious because there's only a couple of handfuls of people around the state that achieved that status so congratulations and a big round of applause. Anybody else have any new business.

I would like before we adjourn, I would like to thank my predecessor Liz, she did a phenomenal job for the last four years, has been a good mentor to me, listening to my moans and groans throughout the last four years. She's still gonna be here and I'm counting on her to help me . . . I'm not a seasoned professional in this, I just play one on

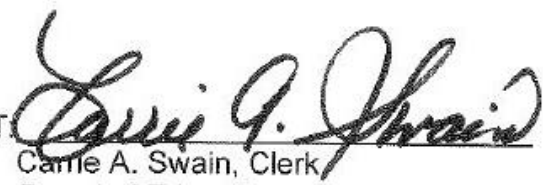
TV but Liz is a superb President and I look for her support and the rest of my colleague's support as I screw it up going into the future so thank you very much.

Merry Christmas and Happy Holidays everyone.

ADJOURNMENT

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Serrano-Adorno, it was voted unanimously to adjourn at 7:04 p.m.

ATTEST:

A handwritten signature in black ink, appearing to read "Carrie A. Swain", written over a horizontal line.

Carrie A. Swain, Clerk
Board of Education