

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Thursday, March 21, 2019 at 6:30 p.m.

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

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

ABSENT: Commissioner Jason Van Stone.

ALSO PRESENT: Superintendent Verna D. Ruffin, Deputy Superintendent Greg Rodriguez, Assistant Superintendent Michelle Baker, Director of Special Education Melissa Baldwin, Chief Financial Officer Doreen Biolo, Assistant Superintendent Noreen Buckley, Chief Operating Officer William Clark, Assistant Superintendent Janice Epperson, and Chief Academic Officer Darren Schwartz.

1. SILENT PRAYER

President Brown 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 our former employees of the Waterbury Public Schools who have passed away:

Philip Sirignano – retired from Waterbury Department of Education after 25 years of service as an elementary school teacher and later as a teaching vice principal of Wendell Cross, passed away on February 25, 2019.

Julia Wiley – retired from Waterbury Department of Education after many years of service working with disabled students, passed away on March 4, 2019.

Martha Spadola – previously worked for Waterbury Department of Education as a teacher's aide, passed away on March 8, 2019.

Let us remember them and recognize their service and dedication to the students of Waterbury this evening.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

Francisco Ramos led everyone in the Pledge of Allegiance to the Flag.

3. ROLL CALL

CLERK: Commissioner Awwad.

AWWAD: Here.

CLERK: Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hernandez.

HERNANDEZ: Here.

CLERK: Commissioner Pagano.

PAGANO: Present.

CLERK: Commissioner Serrano-Adorno.

SERRANO-ADORNO: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Jason Van Stone (absent). Commissioner Tom Van Stone.

T. VAN STONE: Present.

CLERK: President Brown.

BROWN: Here.

4. COMMUNICATIONS

Upon a motion by Commissioner Serrano-Adorno and duly seconded by Commissioner Harvey, with Commissioner Tom Van Stone “abstaining”, it was voted unanimously to receive and place on file the following communications:

- a. Email communication dated February 21, 2019 from Robert Goodrich regarding R.A.C.C.E. public address of February 21, 2019.
- b. Copy of communication dated February 13, 2019 from Civil Service certifying James Bernardini for the position of Paraprofessional.
- c. Copy of communication dated February 14, 2019 from Civil Service certifying Kyle Barry for the position of Maintainer I.
- d. Copy of communications dated February 26, 2019 from Civil Service certifying Shanee Sanchez and Kiyanna Martinez for the position of Paraprofessional.
- e. Copy of communications dated March 1, 2019 from Civil Service certifying Emily Van Stone, Gwendoline Pacheco Sanchez, and Ashley Rivera for the position of Paraprofessional.
- f. Email communication dated March 1, 2019 from CAFE regarding Policy Highlights.
- g. Copy of communications dated March 8, 2019 from Civil Service certifying Tiffany Hurdle and Zulma Garcia Pillot for the position of Paraprofessional.
- h. Email communication from Rosemary Petruzzi regarding Commissioner Tom Van Stone.
- i. Copy of communication dated March 13, 2019 from Civil Service to Lora Rodriguez regarding her acceptance of the position of Food Service Worker.
- j. Copy of communication dated March 14, 2019 from Civil Service certifying Javier Andujar Castro for the position of Maintainer I.

- k. Copy of communication dated March 15, 2019 from Civil Service certifying Sheri Jameson for the position of Paraprofessional.
- l. Copy of communication dated March 15, 2019 from Civil Service to Brenda Wood regarding her acceptance of the position of Food Service Worker.
- m. Email communication from CABE dated March 15, 2019 regarding Policy Highlights.

BROWN: Discussion? All in favor, opposed, abstain. One abstention.

5. PUBLIC ADDRESSES THE BOARD

Upon a motion by Commissioner Hernandez and duly seconded by Commissioner Harvey, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:33 p.m.

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

Francisco Ramos, 349 Willow Street, had the following comments: Hello everyone. So it's an honor for me to come out tonight as you all pretty much know me. School is going very well. I'll be going to Southern in New Haven. Just from what I experience, just briefly one of the main issues I'd like to hopefully address in the future, it's only with the school buses . . . help children get to and from school but like even just on Willow, the street I live on, some of the buses will stop on every single street, every single corner so sometimes with certain districts some of the bus stops maybe may not be as necessary for the bus to stop at . . . it doesn't happen all the time but some of the traffic can get backed up making other buses late. Sometimes me on the city bus I miss my bus going to the school or in the future I might miss it going to New Haven because the school bus held up the city bus because it got to keep stopping on every corner. So maybe something in the future to maybe decrease the amount of bus stops for the buses not to have to stop so much. Otherwise everything else in going well and thank you all for your support, thank you for all your work. God bless.

Kait Marcil had the following comments: I am the founder and director of Trauma Prevention Healing at Lotus Counseling and the creator of Kids RISE Up, our school-based yoga and mindfulness program. I'm here to today to try to propose some solutions, I prefer to be solution oriented but there are some big problems. And I'm also here because I care about our community, our children, and their future and I'm not sure the KIDS diversionary program proposed by the Waterbury Police Department that's being implemented is the best solution. I work day in and day out with adult survivors of trauma and see how it impacts their lives. This is why I'm passionate about prevention and early treatment in childhood. I understand that it may seem unclear why I'm talking about trauma but I'm hoping that you'll hear me out. Adverse childhood experiences are the single greatest unaddressed public health crisis facing our nation today. That's a quote from Dr. Robert Block who is the former President of the American Academy of Pediatrics. ACEs, as they're called, are things like physical abuse, sexual abuse, domestic violence, witnessing gun violence and more. There was a study done by Kaiser Permanente that studied adverse childhood experiences, it was the first one of its kind and discovered a really, really significant correlation between trauma, or the ACEs, and poor health outcomes; both mental and physical health. Seventeen and a half thousand adults were studied in that and they found that 67% of participants had at

least one ACE and 12.6 or one in eight had four or more ACEs. The higher the number of ACEs the more likely you are to have pretty significant poor health outcomes. At one or more ACEs, depression is four times more likely and suicidality is 12 times more likely to be experienced. This is an older study but the data plays out. There's more recent data from 2016 by Child Trends and this is studying children that haven't reached 18 yet and in those children just under half, 45%, in the United States have experienced at least one ACE and one in ten children nationally has experience three or more ACEs which placed them in a category of extreme risk. And children of different races and ethnicities do not experience ACEs equally; it's more prevalent among our black and brown students. The American Academy of Pediatrics states that we should be routinely screening kids for ACEs but we're not. So if it's going undetected and untreated we are setting our children up for a lifetime of poor mental health and physical health outcomes. So why address these as a school? It's a public health crisis; it's not an education crisis, so why address this at the school? And it's a fair question but it's for the same reason that schools require children to have vaccines and physicals because if they don't their health issues can adversely impact the entire school. We have to address ACEs at school because ACEs are affecting our children at school and there's no denying that. The overlap in symptoms of Attention Deficit Hyperactivity Disorder and Oppositional Defiance Disorder which many of the children that are having behavioral issues in our schools are diagnosed with, overlap the post-traumatic stress disorder which is a result of childhood trauma. The overlapping symptoms are startling if you look at them. And this is because ACEs and the toxic stress that they cause changes a young child's brain and body. Literally changes them, it's not just their behavior it's their brain and body. More children than you realize are at school struggling to cope with the effects of ACEs and that's why a restorative justice program and programs focused on helping children learn social and emotional skills are critical. I personally am not afraid of cops; I also know a few of the school resource officers personally and know that they're good. I'm not opposed to school resource officers as a whole and I'm not opposed to the kid's diversionary program as a whole but not in the way that it stands now. But I'm also a white grownup who has never had the police called to my home when I was a child or watched shootings in my neighborhood or really ever had to think twice about things like that. So cops are not a trauma trigger for me like they are for many of the children in our schools.

Just briefly I'll share a little bit of data. In 2001 an agency called Holistic Life Foundation started a program called the Holistic Me after school program for youth who were getting into trouble in the Baltimore Public School System. Baltimore is a pretty tough case so these kids are experience a lot of ACEs. Basically what they did is they replaced detentions and suspensions by enrolling students in an after-school program focused on social-emotional learning, coping skills like yoga and mindfulness and conflict resolution, and they also incorporated volunteer and restorative works for whatever actions students may have done and many other components. In their first year they maintain an 85% daily attendance rate and reduced suspensions to zero for the kids that were enrolled in the program and they also trained and employed 30 older students that also had some troubles to help run this program. I met with the gentleman who founded the Holistic Life Foundation, I showed them my proposal for Kids RISE Up and I trained with them for a week on implementing yoga in schools and they support my proposal including the additional of screening for ACEs for children who are getting into trouble. The Holistic Life Foundation is now in its 17th year and the entire Baltimore School System is implementing the Holistic Life after school program in its 17th year and

it's being funded by the school district. So our question to you, Superintendent, you asked the question why would someone question a program for kids? And my question to you is why wouldn't you? Why wouldn't you do your due diligence to make sure the program that's being implemented is effective at solving the issues at hand if they're not solely behavioral issues. Thank you.

Renee Coryatt, Deerwood Lane, had the following comments: I don't have a speech prepared, I kind of just brainstormed some things I wanted to address that came up from the last time I was here, kind of what was witnessed. There's three things, I think the woman who spoke before me addressed perfectly the concern of the police in the schools and restorative justice guidelines and how, what we see that has been implemented here seems to work across purposes of what's best for the children. My concerns are human rights concerns, I have civil rights concerns. I don't know if they're valid but I have them as a person who walks around in brown skin and has two pairs of eyes and is somewhat conscious of what's going on, I'm concerned for the children. Trauma I'm sure is definitely a word that we could use here for a lot the children that are experiencing behavioral issues so I think that we have, we do have a health crisis that needs to be addressed. We have a behavioral health component that I think is not being addressed and I am wondering if there's any thought on the irony of perhaps children being bullied, receiving bullying from authority figures dressed as police. So I'm just wondering how the power dynamics play here and how we can further look at this with more transparency and a more open dialogue.

The second issue that I have is the words that came after when we spoke about our concerns and valid critics, how we were addressed as an opposition group and if you're aware of how dangerous that framing is. Language is important, framing is important, political climate that we live in right now is important, the racial climate that we live in right now is very important. And to call people who have valid critiques, valid concerns, and are speaking to you directly as advocates for the children being called an opposition group I really hope that you could look at that and maybe dial that back and maybe open some more dialogue so that we can present our grievances, not grievances, I don't know what the grievances are yet. I know that I heard some stories from the parents that are very alarming of just feeling disempowered and I think that's the opposite affect we want parents and children to have if we're talking about solving a problem with behavior and what's going on in our schools. And I'm just wondering if the punishment fits the infractions, if we are punishing because we know that how punishment gets . . . out across race in our school system is always disparities and disparities are huge and I want to know if that data, cause the data there, if that's being analyzed and if so what are your thoughts and what are your thoughts on how we can address those racial disparities. It's not a question of if there are racial disparities, it's a question of what we are doing to fix racial disparities because I think in 2019 we should be past the point of having to prove that this is an issue, I would hope so. I think we've seen enough, I think we've heard enough, the data supports it. I don't want to get into ideological conversations about whether this is severe as it is, we know that it is. So what are we going to do about it because everybody deserves to live in this country, right, civil rights is an issue, human rights is an issue. And with that why the last Board of Education meeting, and this is my last point, there was more of a concern for kids not standing for the pledge instead of why they're not standing for the pledge. If you are so concerned about who shed blood for this country why don't we talk about the black and brown people who shed for this country, who have been in every war, who don't have

the same rights as the other people who went to war and come back and share in this land of the free, home of the brave. Why can't I talk about people who look like me do not have the same pursuit of happiness, the same opportunities, and how that affects our children? You are stunting our children's growth with the program you have now and not only that you are damaging them for life if you don't consider how, again, the power dynamics play out. We're talking about how young minds aren't even formed yet, right. So that's conclusion, I just want to understand the gravity of the situation and how we are advocates for the children, we're not an opposition group, we just want to have a voice, we want some transparency, we want some dialogue and some communication. Thank you.

Robert Goodrich had the following comments: I'm the co-founder of an organization called R.A.C.C.E. which is short for Radical Advocates for Cross Cultural Education. Tonight I'd like to address the Board similar to the way that we did almost a month ago but I'd like to start off at the top by thanking Commissioner Serrano for being the one that responded in collegial polite terms to our concerns. The only one. Being called an opposition group or having an organization that's represented by community members, parents, grandparents, and peers Dr. Ruffin of yours, people who have terminal degrees and are executives at agencies much larger than the Waterbury Public Schools is insulting and disrespectful. So keep meeting with the soft audiences and the less informed and Waterbury Public Schools will continue to reproduce the same problems that we've had for decades. So the extent of the problem is 897 police led interventions in our schools in the first 100 days; 211 school-based arrests. The arrests and suspensions historically in the City of Waterbury public schools are sky high, more than any other school district. Our Sped students, our English language learning students, our white students get suspended at much greater rates than white students in other districts but it's the black and Hispanic students that bear the burden of the greatest disparities in this district. So poor school climate is usually created the experts say by poorly trained and poorly supported staff and it's always made worse when you have a leadership team that doesn't support them in a competent way. Being a former Waterbury Public Schools employee I can say those things for sure are still existent here. So let's get to the police led diversion program. We want counselors, not cops. We want police free schools. That's the foundation of our argument here. So the police led diversion program is bad for . . . reasons, just to note too that only the police determine who enters the program and who exits it. And there is no assessment or standards for the success of this program. There's about a dozen other that other experts throughout the state have identified that disqualify that program as a restorative one but yet we get no responses and we get called an opposition group. Vastly disappointing. We're weary of the planning and implementation process and even with the Title IV assessment needs actually acknowledges this program as a need so it doesn't even violate the tenements of federal education funding through the program that's supposed to fund it. There's a lot of concerns here but we still get silenced, we get brushed off as an opposition group. So I'm gonna encourage Dr. Ruffin and her staff to reconsider this partnership with the police department for a variety of reasons but primarily because this program is a bad one.

So now I'm going to get a little personal the Board of Education. So this Board hoards its power for the sanctity of privilege. This Board rarely allows citizens, students, or even family members to access or to share their power. The fact is that this has been a barrier to reform and progress for the Waterbury Public Schools for a long time. It

continues today. So we have Board of Education members that are conflicted, that use the Waterbury Public Schools as a lead education agency on grant applications and have done it for a long time. We have a Board of Education Commissioner that sits as a chairperson as a CHRO Advisory Committee that won't give documents, public documents, to the organization that bargained and negotiated that CHRO Advisory Committee without having to pay for them. We have Board of Education members that are caping for the Mayor, who run his non-profit entities for him. We have Board of Education members that are political operatives for him in varied venues. Finally we have Board of Education members who are so riddled with unchecked bias and soft bigotry that their mere presence among certain community members is threatening. Commissioner Van Stone you need to step down as the chairperson of the Curriculum Committee and pay for and attend, at your own cost, anti-racist and anti-biased training before you should be considered to run a significant committee like the Curriculum Committee. Especially as you're undertaking a new social studies curriculum. Especially since the overt attempts to isolate the African-American community by his recommendations to the Superintendent to eliminate a federal holiday for Dr. Martin Luther King Jr. Just like the police diversion program, those recommendations disqualify you from serving on the Curriculum Committee. And President Brown, if he doesn't step down, you have the sole responsibility to name committee chairs and committee members so your silence on this issue if he doesn't step down makes you the next level that we're gonna come at and blame for not replacing him on this committee.

BROWN: Your time is up sir. Thank you.

GOODRICH: So reconsider the police led diversion program.

BROWN: The next speaker is Michael Sawyer. And I would hope that the speakers would refrain from attacking members of this Board, it's not appropriate, it's probably your right, but it's certainly not appropriate. And to say that you're gonna come after a Board member is pretty strong language so I would hope that we can continue this conversation in a consensus and a way that's respectful of the Board and the public. Thank you. Please proceed sir.

Michael Sawyer, Woodtick Road, had the following comments: I was raised in Waterbury, went through the Waterbury School System from Slocum School to Holy Cross. Since I was a little one I was always taught to have a free mind. My teachers from grammar school to high school always taught me that we have rights in this country. America is an idea, it is not sweat and blood, never been. I served four years and seven months in the military fighting for these rights and ideas. Especially fighting for the rights of the Pledge of Allegiance. I stand up for the Pledge of Allegiance because I love this country. Just like Van Stone, I also joined the military to make sure other people have rights especially our kids. If they want to stand up, they can stand up. But if they want to sit down they can sit down too. These are the rights that I fought for. And anybody in the military should know that and praise that. So I'm telling you respect these kids because they're gonna be our new leaders and they need adults to stand up for their rights in order to make this country the greatest country in the world we need these kids to understand that their adults support them and their rights. The right that their forefathers died for. The rights that I gave my life for. Thank you.

Athena Wagner had the following comments: Good evening everyone. Dr. Ruffin, I welcome you to this district but I also feel sorry for you because of what you stepped into. We're all aware. I'd like to read something that is from the National School Board Association and I'm only going to read a few key points mainly because the print is so small. The school board represents the public's voice. Let me repeat that again – the public's voice. You will not silence us because you don't like what we say, that's our right. It represents the public's voice in public's education providing citizen governance for what the public schools need and what the community wants. And we couldn't be more clear that we're not happy. The common denominator, we may differ on the results, but the common denominator is we're not happy with the disparaging remarks of Commissioner Van Stone, at all. Those children, the people before me, the gentlemen before me, they should have been supported. Your roles and responsibilities as Board members is to create and enforce policy. You have a policy in place that addresses their civic engagement of students that it is on a volunteer basis. So if those students, just like the gentleman before me said, chose to sit, no one bothered to ask why they sit, that's their right. And I'm telling you you will not trample on their civil rights or their constitutional rights and you are completely out of order because you did not adhere to your own Board policy. Thank you very much.

Dick Wood, Avalon Circle, had the following comments: I'd like to say it's nice to see so many people here because normally there's no one here. So all of you that are here tonight you might want to look at coming back because the Board depends on the citizen input and boards in themselves represent the citizens. We're not all from Lafayette, Louisiana by the way. The thing is for Mr. Van Stone being castigated tonight for voicing an opinion that's our privilege. That may not be right, that may not be wrong, but the thing is that by showing up tonight you let everyone know that there are other opinions, there are ideas and you're willing to work for them cause the Board requires assistance. It doesn't do things by itself. It needs the help of the citizens behind me and most of you I've never seen you before so I wonder where you were at the last meeting. But that's the way it seems to be going. We need to have, continue to have citizen participation so that the Board knows, not that they're being watched, but that they have assistance. There are things going on in the schools that require citizen participation. Democracy to maintain itself requires citizen participation. And whether you like what someone says or not is irrelevant, they have the right to say it. I'm sure when I've spoken here a few times there are things that I said that you don't agree with, so be it. But we have to move on, we have to move on with diligence and respect for each other. We're all here to serve in different ways to the best of our ability, the thing is not to belabor minor things and create a monster problem out of a small thing. Peace be with you.

Brenda Fulcher had the following comments: I drove almost 50 miles to get here to this meeting tonight. I don't have a child in the Waterbury School System. I am not a resident of Waterbury but I am a part of the village. I have been an educator for early childhood for over 38 years, self-employed, and I have a degree in early childhood, I have a degree as substance abuse counselor. When I read the article where Mr. Van Stone had stated because the children did not want to stand for the Pledge of Allegiance I was appalled when he said that, his suggestion was have school open on Veterans' Day and have veterans to come in and to explain to the children why they should stand for the Pledge of Allegiance. Now I'm gonna piggyback for a second on everyone else that walked up here and I'm gonna start off by saying 125,000 black men

were in wars. We fought in the War of 1812, the Mexican American War, the Civil war, the Spanish War, the Korean War, Vietnam, the Gulf War, and now the wars in Iraq and Afghanistan. So one of the things I want to say is why is it that you felt like we needed to have the kids come in on Veterans' Days so that the veterans could explain to the children why we should stand instead of you educating yourself and find out why they don't want to stand. I send you an email and you emailed me back and you said that we would talk but you didn't call me and you said that the system is bleeding and you'd like to put a band aid on it. Well the band aid, and I'm not trying to be disrespectful to any white person in here because I'm not prejudice like that but I have to address it this way. So many white people want to put a band aid on a bullet wound. You cannot put a band aid on a bullet wound and these children that you see are coming through now like the basketball player that they inched out of his job and the Vice President of the United States who walked out of a basketball game because he was offended because everybody wouldn't stand but he can work with a president that call black countries an a-hole and support him. All of these things that are going on in the world today especially since we have, that absolutely don't support black people and let's go one over. When they had the Senate hearing with Cohen not too long ago, there was a Senator that stood up and I think his name was Mark Meadows. He started crying when he had brought a black woman there as a token to prove that President Trump was not prejudice. And when he was called out on it he started crying and going oh my God, I got black nephews and nieces. Well what good, now here we go with the band aid on the bullet hole again, what good did it do him to cry and try to say that he was not prejudice when in 2012 he vowed that he would send President Obama back to Kenya. So I just want to know when, you said stop the bleeding, well before we can stop the bleeding we got to stop the lying. And we got to start educating ourselves. Now you want those kids here on Veterans' Day to bring veterans in. Probably more than half of those kids have family members that are already serving in the war, that have already died in the war, that are coming home crippled from the war and you want them to stand, but yet and still, I'm gonna give you another example, on July 6, 2016, a young man was stopped for a traffic, nothing, just made, the officer went to his car and asked him for his registration and license, his insurance card and he told the officer that he had a gun in his glove compartment and he had a permit for it. He was not reaching for the gun; he never even opened the glove compartment. That man was shot seven times, killed in front of his fiancé and his four year old daughter. His daughter is now seven years old so just tell me are you going to feel some sort of way if that lady doesn't want to stand up for the Pledge of Allegiance you give us no reason to stand up. We're second class citizens in a country that we are born and raised in. That we were born and raised. We fought in the wars with you, we bled alongside of you. All of the things that happened to us as black people, I mean, like I told you in the email, we were lynched, we were burned, we were raped, we were taken from our families, we were sold. All of those things happened to us and you still dust it under the rug like it never happened. In my day, when I was in school like I told you in the email, when I was coming through school there was hardly any conversation about black people so I never really knew my self-worth. I came from a family where my Dad only had a first grade education so he couldn't teach me a whole lot of anything. By the time I got to high school and I realized okay, they're offering black history, I had gone to school for nine years and they didn't teach me one thing about black history, not one thing. And when I realized the accomplishments that black people made in this United States of America that one minute you'll want to give it to us, the next minute you want to take it away. When I realized the accomplishments that we made stopped standing for the Pledge of

Allegiance, I don't do this. You know why, it's no disrespect for the military, that what you guys want to try to make it like it's a disrespect for the military. We don't disrespect the military; we disrespect what you're doing to us. We're not accepting it anymore.

STANGO: Point of order Madam President. I think the speaker's time has expired

Ginne-Rae Clay, President of the Greater Waterbury NAACP, had the following comments: The mission of the National Association for the Advancement of Colored People is to secure political, educational, social, and economic equality of rights in order to eliminate race based discrimination and ensure the health and well-being of all persons. I am here tonight to address serious concerns about the Board of Education. At the February Board of Education meeting Commissioner Van Stone Senior, Thomas Van Stone Senior, made racial, insensitive comments, suggestions, and proposals directed towards the African American community in his official capacity. During and after those comments the entire Board sat silent. Our community is extremely disappointed in each of you. Commissioner Van Stone's disparaging comments and your silence cause us concern about your ability to serve our students, their family, and the community. Student rights are being violated every day and the Board has done nothing to put an end to these violations. What is your plan? What is your plan for students to be safe in school and for parents to feel confident in your ability to govern our school system? Racial insensitivity runs rampant in the Waterbury school system. Just today I received a call from a teacher who told me one of her colleagues was referred to as a house negro during February Black History Month. Silence is acceptance. Earlier this month we called for Commissioner Van Stone to step down as the Board of Education's Curriculum Chair. In addition, we called for Commissioner Van Stone to attend an anti-bias training program at his own expense. These demands were made partially because Mr. Van Stone had not reached out to the community, at least not to the NAACP. Since that time Mr. Van Stone has reached out to the NAACP as did Board President Elizabeth Brown. The NAACP plans to meet with both next week. As we proceed in our discussions we put the Board of Education on notice that the community is watching and you will be held accountable. Thank you.

Upon a motion by Commissioner Hernandez and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business at 7:13 p.m.

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

6. SUPERINTENDENT'S ANNOUNCEMENTS

SUPERINTENDENT: Prefacing several of the announcements that I will be sharing with you is also a reminder to everyone that we held over 10 meetings of community forums for the entire public community to share with us the Portrait of the Graduate. During that time we engaged members of our schools, our parents, our greater community, our stakeholders, our business community, our stakeholders for economic development, our parents, our teachers, and our students. We plan on continuing a Portrait of a Graduate but importantly during that time we asked specific questions as to what do we expect students to be able to do, what do we expect students to know, and what do we expect of our students in characteristics. We plan on utilizing this opportunity to engage the community so that we can define what we expect our

graduates to be and what we expect to be able to do. That is ample opportunity for our voices to be heard on a number of occasions because I believe everyone helps shape the future of what we expect to do and deliver on the promise for our students. So as an ongoing invitation to the public, including those who have left, it is always a constant reminder that you are invited to participate in those conversations as they help us to be able to shape the future of our district in Waterbury.

Dr. Ruffin read and distributed the following announcements:

We just held a reception in honor of our Waterbury Board of Education in recognition of Board Appreciation Month and in gratitude of all that our Commissioners do on behalf of our students and schools. Students from Crosby and Wilby prepared food for the event. Students from WAMS provided the entertainment:

- Justin Canada sang "Never Enough" from the Greatest Showman;
- Vincent Dadamo sang "Pure Imagination" from "Willie Wonka and the Chocolate Factory";
- Charlotte Gomes sang "Habanera" from the opera Carmen, accompanied by Luigi Marcu; and
- Lexus Pagan sang "Burn" from Hamilton.

An Innovative Design Team will be formed upon the conclusion of the Portrait of a Graduate sessions and community forums for the 2018-2019 school year. Members will discuss and shape into action the insights provided about what a graduate of Waterbury Public Schools should know, be able to do and what type of qualities or characteristics that they should possess. They will help to coordinate partnerships, internships and shadowing opportunities to further prepare Waterbury students as they become Waterbury's graduates.

We also held a second meeting this week to discuss how we might expand our Intake Center to become a true Welcome Center that offers expanded services and information.

A large group of our high school students attended yesterday's CAFE Day on the Hill, accompanied by myself and Commissioners Ann Sweeney and Charles Stango. Select students from each of our high schools had the opportunity to visit the Capitol and learn more about the legislative process while reinforcing the value of public education to legislators.

Participants included:

From Kennedy High School Chevelle Sheppard and Christaphon Reach.

From Waterbury Arts Magnet Ivanna Jarjura, Rylie Guillet.

From Waterbury Career Academy Ilene Garcia, Olivia Santiago

From Crosby High School Yosmeiris Castro and

And from Wilby High School Synia March and Miasia Gatling

A new program at Crosby High School is receiving praise from its student participants. The Principles of Banking career pathways program allows students to learn the skills needed to become bank tellers as well as providing opportunities for job shadowing and paid internships at local banks including Ion Bank, Savings Bank of Danbury and

Thomaston Savings Bank. Instruction is provided during an after-school program two days per week. The Northwest Regional Workforce Investment Board provides oversight.

Youthbuild Waterbury is currently seeking Waterbury residents aged sixteen to twenty-one who are interested in a career in construction. Accepted applicants will develop leadership skills, network with area employers and receive job placement assistance after they complete the program. Those interested should visit the website www.nrwib.org/ybwaterbury for more information on how to register for an upcoming orientation session.

Student art work from throughout the district has been on display at the Mattatuck Museum this month. A closing reception was held on March 13th. It was a pleasure to see the talent exhibited by our students on display in a museum setting.

On March 1st, Gilmartin School held a "Wear BLUE" for Colon Cancer Awareness Month, held in honor of Kindergarten Teacher Mrs. Nirmala Vowe, who is currently battling against the disease. All money raised was donated in Mrs. Vowe's name to the **Colorectal Cancer Alliance** (website is www.ccalliance.org). For \$1.00, staff and students were allowed to wear anything blue to school. The school had a HUGE outpouring of love for Mrs. Vowe with donations made totaling \$423.87!

On Thursday, February 14, 2019, Gilmartin School held a "Wear RED" Day where staff and students were allowed to wear red sweatshirts, t-shirts, sweaters, scarves, socks, headbands or specific Valentine's Day shirts for \$1.00. All money was to be donated to the American Heart Association. \$167.65 was collected.

We have a number of individuals or teams to congratulate this month including

- Project Love received an Exchange Club Grant of \$2,000 again this year to further its mission of providing homeless families with an opportunity to network and have an evening out. The project is the volunteer work of parent liaisons, the FACE center, and community partners.
- The Crosby LifeSmarts team will be representing the State of Connecticut at the LifeSmarts national competition in Orlando in April. Crosby has absolutely dominated this competition in the state for the past several years.
- Rotella Magnet School has been named a 2019 School of Distinction by the Magnet Schools of America. One of Rotella's students is in the competition for poster of the year.
- North End Middle School continues to be a leader in the state rankings in the national Vocabulary Bowl.

Dr. Maria Pesce-Stasaitis an Assistant Principal at Waterbury Arts Magnet School, is scheduled to present a workshop on the topic of "Blog About It! Blogging in the English Classroom" at the Magnet Schools of America national conference in April. During the presentation, she will be discussing instructing argumentative writing through collaboration on a student blogging site. It is based on original research Dr. Stasaitis completed with 7th graders while she was a teacher at North End Middle School working on her doctoral dissertation. The presentation will focus on teachers designing

an intervention for their classrooms using non-fiction texts, argumentative writing standards, cognitive complexity and 21st-century learning skills.

Brianna Denski, a sophomore at Waterbury Arts Magnet School, last week had the thrill of being part of a Hollywood red-carpet opening for the film “Wonder Park.” Brianna voiced the main character June for the animated film. Following a welcome back to WAMS, Brianna visited her former elementary school, Rotella, on Monday. Excited students warmly greeted her, then asked questions about what it was like to be in a movie and how did she manage her time, among others.

7. PRESIDENT’S COMMENTS

BROWN: Any questions for Dr. Ruffin? I just have a few remarks I’d like to clarify to the public after listening to some of the misinformation from some of the public that our policy related to the Pledge of Allegiance. The Waterbury Board of Education policy with respect to the Pledge of Allegiance remains in place and provides opportunities for all students to participate in a manner consistent with their personal beliefs. The policy reads as follows: students will be offered the opportunity to recite the Pledge of Allegiance to the United States flag at least once during each school day. Participation in reciting the Pledge of Allegiance will be voluntary. Students may refuse to participate in reciting the Pledge of Allegiance for any reason including religious, political, or personal reasons. If a student chooses not to participate he or she may stand or sit in silence. That is our policy. This Board has always upheld this policy. This is a state statute since the ‘40s. We respect everybody’s right and everybody’s opinion and do wish that we can engage in a dialogue because obviously feelings are hurt here and some members of the community are deeply moved by this whole experience as we all are. I welcome the opportunity and I thank Ginne and the NAACP for our conversation and I welcome a dialogue because we have to respect each other. We have to be models to our children. They have to feel safe; they have to grow in a nurturing environment. So I hope we can continue this dialogue and I respect everybody’s opinion and I respect Commissioner Van Stone’s opinion, and everybody’s opinion here and I think we need to give each other the benefit of the doubt and use this as a teachable moment. We’re a small community in Waterbury. We could be a model in this state and in the country as to how civil people as human beings we can come together with respect and have these conversations and walk away. We’re here for our students; we’re not here for any other reason. All of us are elected officials; we would not be here if we didn’t care about our students. So I hope we can move beyond the animosity that I feel in this room from some people. I also feel the passion and I respect that so deeply. So I look forward to continuing the conversation as Dr. Ruffin had said. We actually had a meeting in November called Portrait of a Graduate: Race and Education. We are not hiding our heads in the sand. We are trying to work as a community with trust and respect and I think that as we move forward we all are working hard and I hope we continue to do so. I’ll end with this – student voice, and this is a quote from Dr. Ruffin, student voice is a critical and valued element of our educational community. I am confident that the Board of Education policy balances the civil, civic elements of our public education institution with the individual rights of students and their ability to express those rights within a safe and respectful learning community. And I believe that we embrace that value and we will continue to do so.

I just want to again thank Commissioner Stango and Commissioner Sweeney for attending CAFE Day at the Hill yesterday. It was a very exciting. Many of our students came and maybe Commissioner Sweeney could just elaborate a little bit, and Commissioner Stango, about your experience with our students yesterday.

SWEENEY: I think Dr. Ruffin did a pretty good job of summing up yesterday. It was quite a day for the students and for us as well. First of all I do want to note that we had some chaperones from the high schools from WAMS, Kyle Ondrush. From Waterbury Career Academy, Maritza Santiago. From Crosby High School, Kelly Donahue. And from Wilby Olga Sanchez. We greatly appreciate their time and attendance yesterday in taking care of our students that allows the students the time to go off and tour the capitol while we worked with CAFE on legislative issues. It was also very wonderful to see the students engaged with some of our State Representatives. They spoke with Representative Ron Napoli, Representative Jerry Reyes, and Representative Stephanie Cummings. And they were quite engaged with their state reps, they're not afraid to ask a question or make a demand and it was wonderful to see. So all around a great day. The students, as always, were great representatives of their schools and this district and we thank them for that.

BROWN: Commissioner Stango.

STANGO: Thank you Madam President. I concur along with Commissioner Sweeney's remark. This is probably about ten years now I've been attending CAFE Day on the Hill with the students. I just want to tell you all you haven't lived until you've ridden on a school bus to Hartford on bumpy roads. In the end it's quite enjoyable. We know on the Board all too well that our students are great. We see that when we visit schools. But you know what you see them in a different light when you see them outside of school. And these students that we brought left nothing on the table, they took everything with them, they were personable, they were well behaved, their comportment was outstanding. And when we know what we have we have to broadcast that. We know what we have in our district and it means a lot to us when someone from out of our district, someone from the CAFE staff, someone from another school district, will come up to us and say you know what, I just want to compliment you on your students, they seem very well behaved and very knowledgeable, they know the right thing to do. Superintendent, President Brown, and the Board – our students did Waterbury proud this week. Thank you very much.

BROWN: And some of the legislation that we proposed are . . . their way through the legislature thanks to Commissioner Sweeney, she's staying on top of it and our voice is being heard. So we'll keep moving on that.

I just want to mention the fantastic robotics event we had at Wilby High School. Forty-one teams – New Jersey, New York. And I want to thank Commissioner Van Stone who was a judge; I think this is your third year of being a judge. So thank you for your commitment. I think you actually think it's fun, right? I want to thank Crosby. Kennedy High School was recognized for their design and Crosby made a great showing so another exceptional event in Waterbury to honor our students and faculty and our staff here.

The other thing I want to really thank Joe Gorman and the Health Department. We had a great Asthma Camp at Driggs School for the first time and this is a partnership with Naugatuck Valley Community College and the respiratory therapist students. And it was phenomenal. The kids interacted with the students and they learned, the whole goal was to help students with asthma, especially the little ones, to help them understand how to manage their asthma and how to use their inhalers and how to breathe, and all kinds of activities. So there's gonna be another one on April 2, so you're all welcome to come and stop in and see this amazing event that we hope to really spread out to all of our schools because unfortunately our children suffer from asthma in Waterbury, we have over 4,000 students in the Waterbury School System who suffer from asthma. So I want to thank Mr. Gorman and the nurses and everybody who helped make that happen. So with that we'll continue with the rest of the agenda. Thank you.

President Brown proceeded to read the Consent Calendar, items 8.1 through 8.8.

8. CONSENT CALENDAR

Upon a motion by Commissioner Hernandez and duly seconded by Commissioner Harvey, it was voted unanimously to approve the Consent Calendar, items 8.1 through 8.8, as listed:

- 8.1 The Committee of the Whole recommends that the Waterbury Board of Education approve an Occupancy Agreement with StayWell Health Care, Inc. to occupy Suit Number 103 in the Commons Building located between North End Middle and Wilby High Schools, for the sole purpose of operating a School Based Health Center.
- 8.2 The Committee on Finance recommends that the Waterbury Board of Education approve for Waterbury Public Schools, via the Mayor's Task Force Against Substance Abuse, to apply for the Local Prevention Council Program funds through the Housatonic Valley Coalition Against Substance Abuse, Inc.
- 8.3 The Committee on School Personnel recommends that the Waterbury Board of Education approve the job specifications for the position of ESL Facilitator/Adult Education.
- 8.4 The Committee on Building & School Facilities recommends that the Waterbury Board of Education approve to accept as complete the West Side Middle School Code Violation Project – 151-0258 CV.
- 8.5 The Committee on Building & School Facilities recommends that the Waterbury Board of Education approve to accept as complete the Wilson School Code Violation Project – 151-0262 CV.
- 8.6 The Committee on Building & School Facilities recommends that the Waterbury Board of Education approve to accept as complete the Barnard School Code Violation Project – 151-0261 CV

- 8.7 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
T. Grabowski	Maloney café: Thurs., Mar. 21, 5:00 - 8:30 pm (Family Bingo Night)
Park Dept.	KHS pool: May 18 & 19, 8 am – 5 pm (Lifeguard Cert. Training)
V. Cuevas	KHS aud. & cafe: Thurs., June 27, 8:00 am - 12:30 pm (summer staff orientation) KHS pool: Thurs., June 27, 12:00 - 3:00 pm (Lifeguard training) KHS pool: July 1 – Aug. 9, Mon. thru Fri., 8:30 am -3:00 pm (Learn to Swim Program) Sprague gym: June 27 thru Aug. 9, Mon. thru Fri. 9 am – 3 pm (summer camp program)
M. Rocco	W. Cross gym & café: Sat., May 18, 5:00-10:00 pm (PTA Murder/Mystery dinner - family event)
R. Moffo	Generali aud., gym, café: Thurs., Mar. 21, 3:30-7:30 pm (Family Reading night/Family Science night) (snow date: 3/28/10)
R. McDonald	Kennedy gym: Monday, March 4, 5:30-9:00 pm (Boys' basketball tournament) (snow date: 3/5/19)
Dr. E. Brummitt	Wilby aud.: Fri., May 17 & Fri., May 31, 7-10 pm (joint performances for dance team, drum, concert band)
H. Doolan	WHS aud.: 3/11 – 3/14 rehearsals; 3/15 performance 7:00 pm-10 pm, (spring musical)
S. Purcaro	Rotella comm./art rooms, Fri., March 8, prof. dev. - visual arts-all day
L. Lombardi	Rotella comm. room: 4/4 - 4/12, all day (Book Fair)
K. Effes	WAMS apron stage: 6/6 & 6/7, 5-9 pm (Alumni Show)
M. Bergin	Sprague gym: Tues., Apr. 9, 5:30-7:00 pm (Family Night)
M. Rocco	W. Cross gym: Fri., Apr. 5, 3 – 7 pm (set-up) & Sat., Apr. 6, 7 am-9 pm (breakfast with Easter Bunny & spring craft fair/auction)
C. Anderson	Career Academy café: Fri., Mar. 29, 6 – 10 pm (Spring Dance)
N. Vaughan	Kennedy aud.: Wed., May 22, 5:00-8:00 pm (Superintendent's Student Awards)
P. Sterling	WAMS apron stage: Tues., May 21, 8 am - 3 pm and Wed., May 22 nd 9 am – 9 pm (Band & Orchestra concert)
C. Damore	Reed café: Thursday, March 21, 5 - 7 pm (Family Stem Night)
R. Henry	Rotella aud.: Sat., May 11 th 9:00 am-12:30 pm, (Gettysburg Address contest)
*D. Melendez	Chase gym: Thursday, March 28, 5:30 - 7:30 pm (Science Night)
*M. Ieronimo	WAMS café: Monday, June 3, 5 - 8 pm (Super Senior Supper)
*J. Gibson	WAMS atrium: Thursday, April 4, 5 – 7 pm (Bob Ross Paint Night)
*R. Collado	Career Academy café: March 19, 28, 29, April 1, 2, 3 - 4 pm (program in partnership with Hartford Global Leadership Institute)
*L. Lombardi	Rotella comm. rm.: Mar. 25, Apr. 1, 22, 29, May 6, 13, June 3, 10 11:00 am - 1:30 pm (girl scouts STEM program)
*M. Hulse	Kingsbury café: Wed., March 27, 5:00 - 6:30 pm (parents mtg.)
*Civil Service	Kennedy café: Monday, April 8, 2:00 - 5:00 pm
J. Ostuno	(customer service pre. Exam)

- 8.8 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:	
T. Zimmerman Foundation Ta'Quan Zimmerman	Wilby gym & cafe: 7/29-8/9/19, Mon. thru Fri. 7 am – 5 pm (anti bullying basketball camp) (\$9,240.)
Hoops 4 Life	Reed gym: 4/7, 4/14, 5/25, 9 am – 1 pm (\$630.)
D. Fryer	West Side gym: 4/7, 4/14, 5/25, 9 am – 1 pm (\$630.) Kennedy gym: 4/7, 4/14, 5/25, 9 am – 1 pm (\$630.)
A13 Leadership Academy Anthony Ireland	Crosby gym: June 24 -28, 10:00 am – 4:00 pm and July 2 & 3, 10:00 am – 2:00 pm (\$1,890.) Rotella gym: June 27 & 28, 10:00 am – 4:00 pm (\$588.) (basketball and mentorship clinic)
*Yeshiva K'Tana of Wtby. R. Sapirman	Crosby aud.: Tues., May 21, 4:30 – 9 pm & Sat., May 26 10:30 am - 9:00 pm (rehearsal & performance) (\$1,070.)

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

Girl Scouts of CT. C. Roy	NEMS café: Friday, April 26, 4:00 - 9:00 pm (special adult & scout dance)
Our Lady of Mt. Carmel School/S. Klemeshcfsky	Tinker gym: Thursday, May 9, 6:00 - 8:00 pm (rehearsal)
State of CT. Rep. Stephanie Cummings	Crosby aud.: Thursday, March 21, 6:00 - 9:00 pm (public forum re: transportation/tolls)
Neighb. Housing Services K. Taylor	Reed gym: Tues., March 5 and Tues., March 12, 6 – 8 pm (basketball games)
Hoops 4 Life D. Fryer	Kennedy gym: March – May, weekdays, 5:00 - 9:00 pm West Side gym: April – May, weekdays, 4:30 - 9:00 pm Reed gym: April – May, weekdays, 4:30 - 9:00 pm (basketball program)
*Neighb. Housing Services K. Taylor	Reed gym: Tuesdays 3/26 – 5/28 6:00-7:30 pm (basketball program)
*Wtby. Patriots T. Inabinett	Crosby gym: Friday, April 5, 4:30 - 10:00 pm (fundraiser basketball game)
*Town Plot Neigh. Assoc.	Kennedy café: Wed., April 24, 6 – 9 pm (meeting)
*Boy Scouts Troop 41 C. Hewitt	Kennedy parking lot: Apr. 19, 4 – 7 pm; Apr. 20, 8 am – 5 pm; Apr. 21, 8 am – 1 pm and May 10, 4 – 7 pm; May 11, 8 am – 5 pm; May 12, 8 am – 1 pm (sell Easter & Mother's Day flowers)
*Bouley Manor Neigh. Assoc./L. Mills	Chase café: Thursday, 6:00 - 8:00 pm (monthly meetings) Sept. 12, Oct. 10, Nov. 14, Dec. 12
*Boy Scouts Troop 3 A. Marchetti	Crosby pool: Monday, March 18 & 25, 7 - 9 pm (water safety badge)
*CT Lets Go D. Thomas	Generali gym: April 16,17,18,26, 6:15 - 8:30 pm (cheerleading practice)
*CT. Lets Go N. King	Generali gym: Wed. & Fri. 3/27 – 4/26, 6:15 - 8:00 pm (conditioning for track & field)

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

9. ITEMS REMOVED FROM CONSENT

There were no items removed from the Consent Calendar.

10. COMMITTEE ON POLICY & LEGISLATION

10.1 Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Serrano-Adorno, it was voted unanimously to approve the following addition/revision to the Bylaws of the Board of Education (9010):

Organization

- c) The Board may allow student representatives to the Board of Education consistent with Corporation Counsel's opinion of December 31, 2018 and Board policy.

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

11. COMMITTEE ON CURRICULUM

11.1 Upon a motion by Commissioner Tom Van Stone and duly seconded by Commissioner Sweeney, it was voted unanimously to approve the new high school course "AP Computer Science Principles", as attached.

VAN STONE: You will see attached in our packet tonight a very comprehensive course for everyone. Very comprehensive. It's really something we never offered our students in the past.

BROWN: Discussion? I think we're all very excited about this. I think it's one of the first opportunities we've had and I think it will really lead to a great career path for our students. All in favor, opposed, abstain. Motion carries.

11.2 Upon a motion by Commissioner Tom Van Stone and duly seconded by Commissioner Serrano-Adorno, it was voted unanimously to approve the new high school course "Principles of Banking", as attached.

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

12. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Hernandez and duly seconded by Commissioner Harvey, it was voted unanimously to receive and place on file items 12.1 through 12.5, Superintendent's Notification to the Board, as listed:

12.1 Athletic appointments:

Palladino, Erica – WSMS Unified Sports Coach, effective 02/05/19.
Hagley, Katlyn – KHS Assistant Outdoor Track Coach, effective 03/16/19.
McColl, John – KHS Freshman Baseball Coach, effective 03/13/19.
Moriarty, Shea – WHS head Boys Tennis coach, effective 03/16/19.

12.2 Grant funded appointments:

Demers, Heather – Substitute Teacher, 21st Century After-school Program, Washington, salary per WTA contract.

- Dolan, Robert – Tutor, St. Peter and Paul, \$32 p/hour, non-union and w/o benefits, funded by Title I Non-public.
 Farley, Matthew – Recreation Specialist, various locations, 21st Century After-school Program, \$12 p/hour, non-union and without benefits.
 Irizarry, Jorge – Robotics Teacher, 21st Century After-school Program, Hopeville, salary per WTA contract.
 Philips, Cheryl – Coordinator, Wilson FRC Books and Basketball Before School Program, Monday through Thursday, 7 – 8 a.m., beginning 02/19/19, funded by Wilson FRC Grant.

12.3 Teacher hires:

<u>Name</u>		<u>Assignment</u>		<u>Effective</u>
Bizati	Liridona	Sprague	Gr. 1	2/1/2019
Braica	Amy	Driggs/Kingsbury	Music	2/19/2019
Ciaramella	Nicole	State Street	Special Ed.	3/4/2019
Conlon	Taylor	Duggan	Pre-K	3/4/2019
Goodman	Jillian	Reed	English Gr. 7	12/31/2018
Marquez	Chakira	Bunker Hill	Gr. 5	12/20/2018
McCorry	Kelly	Wallace	English Gr. 7	1/31/2019
Sawyers	Hillary	WAMS	HS Math	1/28/2019
Thomas	Richard	WAMS HS	Math Gr. 9-12	2/7/2019
Wojcik	Jennifer	Tinker	Music	2/25/2019

12.4 Resignations:

- Biles, Tonya – Supervisor of Pupil Services, effective 02/22/19.
 Bramble, Michelle – Reed Math, effective 04/24/19.
 Lundquist, Jessica – WMS ELA, effective 03/26/19.
 Pagnoni, Philip – NEMS Math Numeracy, effective 02/15/19.
 Pelletier, Matthew – State Street Art, effective 02/28/19.
 Santos, Alexandra – Generali Grade 2, effective 02/22/19.

12.5 Retirements:

- Behlman, Pia – Maloney Media/Library, effective 06/30/19.
 Beshi, Medali – CHS Math, effective 06/30/19.
 Bramble, Teresa – Bucks Hill Grade 1, effective 06/30/19.
 Carvalho, Rosemarie – CHS French, effective 06/30/19.
 D’Agostino, Elisa – WAMS Reading/ELA, effective 06/30/19.
 DeCarlo, Teresa – Bucks Hill, Speech Pathologist, effective 06/30/19.
 Fann-Pierce, Cassandra – KHS Family & Consumer Science, eff. 03/01/19.
 Irizarry, Jorge – WSMS Math, effective 06/30/19.
 Julian, Rosemary – Carrington Art, effective 06/30/19.
 Kostka, Candice – WSMS, Assistant Principal, effective 06/30/19.
 Lopez, Robert – KHS Spanish, effective 06/30/19.
 Magda, Matthew – WHS Social Studies, effective 06/30/19.
 Malgari, Mary Ann – Washington Kindergarten, effective 06/30/19.
 McDermott, Marie Ann – NEMS Social Studies, effective 06/30/19.
 McDonnell, Eileen – Carrington Kindergarten, effective 06/30/19
 Moffo, Laurie Ann – Chase Literacy Facilitator, effective 06/30/19.
 Moriarty, Gail Regan – State Street Special Education, effective 04/23/19.

Moynihan, Mary – Driggs Special Education/RR, effective 06/30/19.
Normandin, Susan – Rotella Special Education, effective 06/30/19.
O’Leary, Kathryn – Sprague PreK, effective 06/30/19.
Phelan, Susan – State Street Special Education, effective 06/30/19.
Sica, Alan – Adult Education History, effective 06/30/19.
Swan, Sandra – WAMS Language Arts, effective 06/30/19.
Trocolla, Lillian – KHS Bilingual Science, effective 06/30/19.

BROWN: Discussion? All in favor, opposed, abstain. Motion carries. Thank you.
Unfinished Business of Preceding Meeting Only. Fourteen – Other Unfinished, New,
and Miscellaneous Business. Vice President Harvey.

HARVEY: Thank you. Just a few things Madam President. First I wanted to
congratulate Commissioner Awwad. I had the pleasure of attending the Principles of
Banking Ceremony at Crosby and I was just really pleased with that whole program. It
brought back memories for me cause I spent 15 years in banking and that was one of
the courses I had to take as a new employee. So it was like, I could feel the tension
coming back because it was a lot to learn and I just applaud the students. I hope we
can get more. I think it’s a wonderful program and I just applaud you for bring this and
Principal Gopie and I was just relay pleased with that. So I just wanted to congratulate
you on that and thank you.

Next is, Madam President, point of personal privilege, just to correct, there’s some
misinformation that was given in regards to the Advisory Committee and information
and the formation of it. Any committee that we have on this Board, if there’s a request
for information, that is a Freedom of Information request and we have to follow that to
the letter of the law so that means that requests of that nature are handled by our
Corporation Counsel. So I just wanted to make sure that the public understood that.
We have never held information back, anytime there’s a request for information we have
forwarded that information. So I just wanted to make sure that there is a correction
there on that.

HARVEY: Point of Order.

STANGO: Point of Order please.

HARVEY: Thank you.

STANGO: Madam President, there’s no speaking from the audience and
Commissioners are not to address comments from the speakers also, in our bylaws.

HARVEY: Madam President, I think I asked for a point of personal privilege and I was
granted that so that’s what I’m doing.

STANGO: I don’t know what a point of personal privilege is; all I know is what the
bylaws state.

HARVEY: Well we know what the point of personal privilege...

BROWN: All right...

HARVEY: Madam President, may I continue?

BROWN: Yes, please summarize.

HARVEY: Next is, Madam President, I would hope that you know there were comments about not speaking at the February meeting and I would point to referring to my comments and your comments in regards to the matter at hand with the Pledge of Allegiance, February 23 in the newspaper, our comments were in there. And I would also hope, Madam President, that the Board, I would like to; I would love to attend that meeting with you. I sounded as if it's just you and Commissioner Van Stone and I would hope that any Commissioner that wanted to attend could attend that.

And lastly I proposed an orientation for new members and I believe we have adopted that but I would include in the training for our new Board members that we have cultural competency training, that that be a part of the training for our new members and all any old, not old members, I don't want to say that, any of our experienced members that would like to attend because I think any type of training of this nature in an urban district would assist us in being better commissioners. So with that I thank you Madam President and end my comments.

BROWN: Thank you.

EXECUTIVE SESSION

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to convene into Executive Session at 7:44 p.m. for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.

Present: President Brown, Commissioners Awwad, Harvey, Hernandez, Serrano-Adorno, Pagano, Stango, Sweeney, and Tom Van Stone.

Also Present: Dr. Ruffin.

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to return to the regular order of business at 7:52 p.m. with no votes taken.

ADJOURNMENT

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to adjourn at 7:52 p.m.

ATTEST: 
Carrie A. Swain, Clerk
Board of Education