

WATERBURY BOARD OF EDUCATION

MINUTES ~ RESCHEDULED REGULAR MEETING

Thursday, January 24, 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 Jason Van Stone.

ABSENT: Commissioner Tom Van Stone.

ALSO PRESENT: Superintendent Verna D. Ruffin, Deputy Superintendent Greg Rodríguez, Supervisor of Pupil Services Tonya Biles, Chief Financial Officer Doreen Biolo, Assistant Superintendent Michelle Baker, Director of Special Education Melissa Baldwin, Assistant Superintendent Noreen Buckley, Chief Operating Officer William Clark, and Chief Academic Officer Darren Schwartz.

1. SILENT PRAYER

President Brown called the meeting to order at 6:04 p.m. with a moment of silence.

STANGO: I would like to note the recent passing of John J. Oris, the retired District Supervisor of Technology Education. Mr. Oris served as Technology Education Supervisor for over 20 years through the 1970s into the 1990s. This was a period of time which saw a change in education brought about by technology. Jack led the massive curriculum and cultural change in tech ed all needed to embrace that new technology. It was during this time that every boy and girl in middle school was required to take technology education, a place where they learned to work together as a team in technology problem solving techniques. Jack always stressed that a computer was a tool, a means to the end and not the end in itself. Jack's tenure as Supervisor saw a high point of our tech ed in district, a period which employed the most technology education teachers, provided the most technology education labs, and educated the most students in technology education classes. Jack demonstrated the people skills needed to be a leader. He was able to supervise and evaluate his teachers and at the same time to be their friend. Mr. Oris was my Supervisor; Jack Oris was my friend. Please remember him in our prayer tonight and recognize his service to our district. Thank you.

SUPERINTENDENT: We also want to keep in prayer Mr. Jeffrey Meehl and his family. Mr. Meehl is a retired Technology Education Teacher at Crosby High School who passed away on January 8 of this year.

Also, keep in mind and prayer Mr. John D. Crowley, he was a retired Guidance Counselor at West Side Middle School and he passed away on December 17, 2018.

2. PLEDGE OF ALLEGIANCE TO THE FLAG

Commissioner Hernandez 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.

J. VAN STONE: Present.

CLERK: Commissioner Tom Van Stone (absent). President Brown.

BROWN: Here.

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to receive a communication from Leslie Williamson regarding the interest arbitration award between the Waterbury Teachers Association and the Waterbury Board of Education.

BROWN: Discussion? All in favor, opposed, abstain. Motion carries. At this point I'd like to invite Attorney Shaw to come and give us information on the arbitration award. And before you do that I have a message from Mayor O'Leary who is not able to be here tonight, he is out of state.

President Brown read the following from Mayor O'Leary into the record:

Commissioners, I am unable to be with you tonight as I am in Washington, DC attending the U.S. Conference of Mayors and meeting with Senator Murphy.

As you are aware the labor negotiations between the city and the Waterbury Teachers Association were unsuccessful and therefore we ended up in interest arbitration hearings for twenty-two hours over two days in December.

The city was requesting a one-year wage freeze with a re-opener in year two to negotiate wages and benefits. This unprecedented proposal was due to the financial crisis that the State of Connecticut is in and the uncertainty of municipal aid in the

upcoming state biennial budget. I proposed a wage freeze to protect the taxpayers of the City of Waterbury until we all could see the proposed state budget which will be released on February 20, 2019, and ultimately the approved state budget which should be in June 2019. I was very uncomfortable negotiating any wage increases due to the reductions in municipal aid over the last several years, specifically years 2013, 2015, 2016, 2017, and 2018. I want to remind you that many of these reductions came in the middle of those fiscal years. I also want to remind you that even a proposed state budget does not always look like the final budget that the legislature adopts. In the Governor's last proposed budget for fiscal years 2018 and 2019 the City of Waterbury was supposed to see a 5.4-million-dollar increase in the Education Cost Sharing Grant. When the legislature adopted that budget the 5.4-million-dollar increase disappeared.

Given these facts and circumstances I did not think my wage freeze proposal for the first year was unreasonable and I testified to these points during the hearings. Fortunately, the majority of the interest arbitration panel agreed and the city prevailed in this unprecedented approach.

It is my intention to negotiate a fair wage and benefit package with the Waterbury Teachers Association once we know what the adopted state budget looks like at the end of this year. I believe in our teachers and respect them for the great work they do for our students and families.

I want to thank Dr. Ruffin for sitting in on all twenty-two hours of testimony, and especially thank Attorneys Tara Shaw and Connor McNamara for the outstanding work they did representing the city in this matter. Sincerely, Mayor Neil M. O'Leary.

BROWN: I'll submit this for the record. Attorney Shaw.

ATTORNEY TARA SHAW: Good evening President Brown, Dr. Ruffin, and Commissioners of the Board. I prepared a brief summary that I believe was distributed to you electronically but Carrie has copies if anyone needs a hard copy as well. In this summary I'll just basically go through it point by point. The first issue, and you heard in the correspondence submitted from the Mayor, had to do with the duration of the contract. It is in fact a three year agreement. However, there, only year one was determined with respect to wages and benefits so there's a re-opener at the beginning of year two which will be negotiated in accordance with the Teacher Negotiation Act, we'll open that up next year around the same time which is early Fall. So it's a three-year agree with a reopener in the second year to negotiate second and third year wages and benefits

With respect to the wages, as you heard, there is a wage freeze in the first year. That is set by the award but the wages for the subsequent years will be negotiated. No insurance changes for the first year as well. Subsequent year changes to the high deductible funding and the premium cost share born by the teachers will also be negotiated in those reopeners.

There was an issue on the table with respect to class coverage remedies, it was issue number one in the award and essentially at the end of the day the parties submitted the same last best offers on that issue and the language change that will appear in the contract modifies class coverage remedies available to the Board after December 1 of

any school year with respect to the overages that occur in elementary school classrooms. The new language which is found in Article 5, Section 1(b), allows the Board, in its discretion, to choose to pay an elementary classroom teacher on a per pupil, per day basis for any students over the classroom maximum. There are still the other remedies available as well.

The Board also at Issue 10 offers a new definition for “substitute services” which are defined as any service that a substitute teacher would perform including occasionally, additional student contact time during an otherwise scheduled preparation period or unassigned period. This is really to cover those classrooms in the event that staffing vacancies exist and the Board is unable to fulfill certain commitments during that time.

The award also provides an increase in the contract hourly rate which was set up through this school year at \$32 an hour. It’s increased to \$33 an hour beginning with next school year of 2019/20. The project cost of that increase based on the amount that was paid out in 17/18 is an increase of about \$17,500.

The award also provides for an increase in the extra-curricular stipends of two percent beginning next school year. Those are all your coaching and advisor positions. And the projected cost per year for that two percent increase is about \$17,200.

Additional changes that are made part of the award have to do with language that prohibits the Board or any principals from scheduling staff meetings on an early dismissal day, an unscheduled early dismissal day or an emergency dismissal day.

Article 11, Section 7, Professional Development. There is a provision now that will afford, provide compensation for teachers that prepare and present professional development within the district. That is essentially memorializing a current practice.

There are also changes made to the grievance article which will now allow the parties to elect to go before the State Board of Mediation and Arbitration. Currently the contract only provides for the parties to go through private arbitration providers – AAA and ADRC and this will provide another option, a less expensive option.

And finally the contract was amended at Article 28, Sections 1 and 2 with respect to the dues deductions that members pay to comply with the Supreme Court in Janus which held that agency fees are no longer constitutional, mandatory agency fees.

Are there any questions about the award?

BROWN: Commissioner Awwad.

AWWAD: I have a couple and I’m not sure how many of them you can actually answer but we’ll ask anyways. So as to the wage freeze, can you share with us what the last best offer was for the City and the last best offer from WTA before we went into this?

SHAW: The last best offers are actually included as part of the award and the City’s last best offer in year one was a wage free, zero percent GWI and the union’s last best offer was a 2.25% increase which I believe would have amounted to a two and a half million dollar increase in your payroll expense.

AWWAD: So the last best offer was only for one year there was no last best offer for the three year duration?

SHAW: The parties did submit last best offers on each issue submitted to the panel and that did include issues for the second and third year with respect to wages.

AWWAD: So if you could, just so we can get an understanding because I can imagine the impact to the teachers, a rank and file teacher of a zero this year but I wanted to just put on the record if they took a zero this year what were we offering in the second and third years in return for a zero this year?

SHAW: The Board had offered a mid-year step increase in the second year as well as a GWI in the third year with the mid-year step increase in the second year there would have been a GWI increase to those who already are at top step so they wouldn't be held back.

AWWAD: So it was a full step in the second year, mid-year.

SHAW: It was a mid-year step which is essentially, would save money through the budget. It would be a full step though.

AWWAD: And that was gonna be in year two and then in year three it was a general wage?

SHAW: It was a general wage increase.

AWWAD: Do you know what the percentage of that was?

SHAW: I believe it was one and a half percent.

AWWAD: So it would have been a zero, a step, and a one and a half percent?

SHAW: That's correct.

AWWAD: That was the City's last best. Do we know, and you're telling me the WTA's was 2.25 in year one, and I don't mean to burden you with this but what was year two and three?

SHAW: Year's two and three. I'm going to look it up real quick. So the WTA had proposed a step advancement in the beginning of the second year and a 2 ½% general wage increase I believe to the top step.

AWWAD: That was in year two?

SHAW: That was.

AWWAD: So it was a two and a quarter percent in year one, a step or 2.5 general wage for anybody at the top step in year two, and what was year three?

SHAW: It was a two percent general wage increase.

AWWAD: And at this point what we ended up with is a zero this year with no changes in the healthcare so that there's no additional out-of-pocket and a reopener next year.

SHAW: That's correct.

AWWAD: So I guess my, and I had another question too. There was, and I participated in some of these negotiations, there was an issue of prep-time, is that in your summary?

SHAW: The issue with prep time, there were two issues ultimately submitted to the panel and one of them was not found in favor of the Board the other one was. I didn't include in my summary any changes, any proposed changes that won't impact the contract. But the substitute services language, that was I believe issue number 10, that has to do with the prep time.

AWWAD: The prep time and the coverage of the prep time.

SHAW: Yes and really whether or not missed prep time is compensable under the contract.

AWWAD: And just for clarification that went in our favor or the WTA's favor?

SHAW; That issue went in the Board's favor.

AWWAD: I don't have any other questions but I do have a couple of statements at the end so if anybody else has questions.

BROWN: Any other questions? Commissioner Stango.

STANGO: Thank you Madam President. Tara, when you talk about the item of class overage and you use the term at the Board's discretion, that's not a very strong term. At the Board's discretion, at my discretion we're not gonna do it or my discretion we are going to do it. It seems like it's a non-starter.

SHAW: Ultimately there are remedies for class overages already provided in your contract. One overage that was not provided I believe, it was taken out by the Oversight Board years ago was the ability to keep a child over the class max in the classroom with the teacher that they're assigned to and pay or compensate the teacher for having an additional child in that class. The union had put on a proposal, the Board submitted a counter proposal, went back and forth with the union and ultimately agreed to the language that's gonna appear in the contract. It was matching last best offers that were submitted but the discretion of the Board would allow the Board to find a suitable remedy given the circumstances. I assume every situation is a little bit different. And this way the Board would have discretion and certainly have flexibility so that it wouldn't incur additional costs when it couldn't afford to do so.

STANGO: So when you talk about the Board will find a suitable remedy, what they talk about is the remedy of paying teacher per pupil/per day. Is there any other remedy? Is there any other remedies the Board could, at their discretion, look at?

SHAW: There are. I believe they're specifically provided for in the paragraph proceeding that new language and I believe it is moving the child, I believe it is relinquishing or removing a duty from the teacher's assigned scheduled and there are other remedies provided therein. I'd be happy to pull them up if you want to take a look at them.

STANGO: I can check that out. We have the whole 150 page arbitration award. Okay, and the other concern I have would be the negotiation or arbitration costs. Now we just went through a whole arbitration, I'm assuming very involved with all kinds of parties and testifying and all of that and that cost a lot of money. Now next year when we go into negotiation for year two of the teachers' contract pay scale, if we're at an impasse then again, and we have to go to arbitration again, that's a whole another set of high cost items. Am I correct on that?

SHAW: You are correct.

STANGO: So we could be looking at that again.

SHAW: You could be looking at that again.

STANGO: I just wanted to say that was my concern. Thank you Madam President.

BROWN: Any other questions for Attorney Shaw? Commissioner Awwad.

AWWAD: I would just like to offer this because I can pretty much think that as the word of this starts to go across that there's a zero this year for teachers who have truly stepped up to the plate and are now looking at no increase this year, thankfully no changes to their healthcare because the high deductible health care plan have a severe impact on people. I'm a member of one myself and it's very, very expensive. But I think what can't be lost in this is that we didn't know what we had to work with going into it which is why we asked for zero in the first place. We have a new governor, we don't know what his take is gonna be, we don't know what the ECS funding is gonna be so I would offer that. I think the Mayor has always stepped up to the plate when he could and in his six year term I think the WTA has had four steps and some general wage increases which represents his commitment to them but I think the best stance was the zero percent while we look to see what's in the checkbook next year based on what Governor Lamont offers for our ECS funding. But I just wanted to offer that a zero percent this year tells me that when we go to look next year, to your point Charles to avoid arbitration again, that we negotiate that zero from a good faith effort and say to these teachers we know it hurt you last year but now this is what's in the checkbook and here's what we can legitimately afford to do for you and thank you for the services you've given to the city. I don't know what the healthcare is going to look like and I would encourage us to be very careful when we make those changes. But I do just want to reiterate that I'm certainly sure this is difficult to hear for the rank and file teachers. Personally I think they do a great job, I think they deserve anything we can give them. This year there wasn't much there and when we look at it and I know the word will, there's been some conjecture already today about well the police officers got raises. But we know what 335 police officers will cost us out of the general fund. We know what a raise for the teachers will cost us out of ECS but we don't know what the

ECS has to offer and I think that's the biggest concern and why reluctantly the zero percent was good for the taxpayers of this City. Not necessarily for the teachers, but for the taxpayers.

SHAW: Commissioner Awwad. Just to your point. The police and fire contracts, both of which settled, both had zeros in the first years of those contracts.

AWWAD: Point taken. Thank you.

BROWN: Thank you. I would just like to echo Commissioner Awwad's comments. I think this is certainly not reflective of how the Board of Education views our teachers and our staff; we know they're outstanding. I just want to say that this is not just a Waterbury problem. We have a state structural problem. It's unconscionable that the ECS formula has not been funded which puts us at a very, very precarious, untenable position. So the whole way the ECS formula and the way the budget is done at the state level really impacts people's lives and it's unconscionable and I for one will be trying to voice that on the state level that we need to find out as quickly as possible and get some understanding of what the city will be getting because it's not fair to anybody on the local level.

Secondly, again, a state issue, our teachers in Waterbury are, their salaries are based on the district's ability to pay which leads us at a terrible disadvantage. How could we compete with a Greenwich or a Middlebury or some of these affluent communities? So the whole structure of collective bargaining limiting the teacher's salary to the wealth of the community they're in is totally inequitable. And so again I know there are people, voices up at the capitol trying to make that case so that a teacher teaching in Greenwich has the same degrees as a teacher in Waterbury there should be some fairness in the salary. So these are not reflective of Waterbury as such but the whole failure of the system on the state level to adequately fund education and to recognize the disparity that we face with teacher compensation in this state. It's really a disgrace. So I will end my soap box but I would encourage everyone to voice their concern to the State Legislature and the Governor about this really inequitable situation. Thank you for coming tonight. Commissioner.

STANGO: I just want to jump off of what you said too, also another concern of mine. We talk forever about the teachers that we do have are bailing out for better pay, better positions, better places. Not better places, there's no better place than Waterbury, but more benefits and more money. I'm concerned that we're going to continue to lose that. We talked about many times we have to find ways to keep them; this is not finding a way to keep them. And we can all go around this whole Board and we will all say we appreciate teachers, we all do, it goes beyond words. But when it comes down to we have to keep what we have and it's gonna be difficult. Then it's gonna be difficult when we hire trying to find someone to fill those positions that we need to fill when they look at the pay scales, compare ours to other places around the state. That's going to be difficult. And then once we do hire we always talk about the fact that they come in, they earn their stripes for three years here and then move on. And if our money is not equal to other places they are going to move on so it's going to be difficult to retain them. So I know it's no fault of the city but that's no answer either. I don't know what the answer is. Restructuring of something or other, perhaps. But that's just another concern I have. So I thank you for that.

4. COMMUNICATIONS

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

- a. Copy of communications dated December 28, 2018 from Civil Service certifying Cynthia Hernandez Santiago for the position of Paraprofessional and Dorene Rinaldi for the position of Cafeteria Manager.
- b. Copy of communication dated December 20, 2018 from Civil Service transferring Ronald Cardozza to the position of Maintainer I.
- c. Email communication dated December 21, 2018 from CABE regarding Policy Highlights.
- d. Copy of communications dated January 3, 2019 from Civil Service certifying Jason Robles, Sr., Sean Scott, Anthony Mancini, and Joseph Cicchello, Jr. for the position of Maintainer I.
- e. Email communication dated January 4, 2019 from CABE regarding Policy Highlights.
- f. Copy of communication dated January 7, 2019 from Civil Service certifying Steven Comstock for the position of Paraprofessional.
- g. Copy of communication dated January 7, 2019 from Civil Service transferring Elvis Silva to the position of Food Service Driver.
- h. Email communication dated January 18, 2019 from CABE regarding Policy Highlights.

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

5. PUBLIC ADDRESSES THE BOARD

Upon a motion by Commissioner Jason Van Stone 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 6:56 p.m.

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

Stephanie Thompson-Parker, 86 Fillmore Street, had the following comments:

Good evening. This is Clinton Parker. We are the parents of Quinton Parker who is an autistic child at Wilby High School. Thank you for letting me speak today because I just feel that I'm at a desperate point in regards to my son. He is in special education but education is education so I'm hoping, I'm sure I won't get any answers today, but just thank you for letting me speak. I just would like to share an email that I addressed to a few people – Melissa Baldwin, the district superintendent of special education, the director, excuse me; Melina Rodriguez, the district supervisor; Dina Boles, my son's case manager; and Carey Edwards the principal at Wilby High School. This all began on January 4 in the evening when I noticed my son was doing a lot of humming, scripting, and having behaviors. Now these are behaviors my son has come to get a handle on over time, maturity, medication; he's doing well, he was doing well. In the middle of the night I found my son in the dark scripting and chanting and when I went

into his room I asked him what was wrong and he started saying Nicole is his behavior therapist not Ms. Kuana. So I asked him who is Ms. Kuana, he said that's my new behavior therapist. And I said to him no, Ms. Nicole is your behavior therapist and he was insistent. So on Monday I immediately contacted Dina Boles who is his case manager at Wilby High School and she said she just found out that there was a change in his behavior therapist prior to my call. I was a little shocked because this is my son's case manager and my son was non-verbal and I was dealing and sitting in PPT's and a very important part of his team since the age of four so I knew there had to be a mistake, maybe an intern that was shadowing his behavior therapist. But that was not the case. She said she just found out and this person was present working with him now 24 hours with his current behavior therapist. I called for an emergency meeting, PPT, and when I got there I was asked for my concerns. I expressed my concern for my son, I told them I don't know how this could take place without my knowledge. The worst thing ever I was told by the district supervisor they did not by law had to notify me of this change and if they did it was a courtesy. That cut me like a knife as any mother would. I sat there shaking and trembling and I just told them all the things I experienced this weekend. I reminded them the last time that this team made a change without my knowledge it put my son in jeopardy. They took his behavior therapist off for a couple of hours first and second period and I wasn't aware. The bus picked my son up, it arrived at my house and he was behind the bus. It pulled off and he attempted to walk to school from the east end and he was found in front of Reed School attempting to walk to Wilby High School. I said so I don't understand that you have made another change and you didn't inform me. I asked them to, we're sitting in here, the case manager, I don't know, the teachers didn't know who made the decision, they told me it was Melissa Baldwin. I asked for a contact number. I contacted her office and when I asked for her they told me she was not in. I said would you please put me to her voicemail. I was then told she doesn't have a voicemail. I was very shocked. I said the director of special education doesn't have a voicemail? I was put on hold, when the woman came back she told me she was giving me the secretary. I spoke to the secretary, I just expressed my urgency because this was going to take effect in basically three days, this is Thursday, this was going to take affect into Monday. They assured me she would contact me. She didn't contact me. Till today I did not hear from Melissa Baldwin. I did get a call from Melina Rodriguez, the district supervisor, who told me for one week that Nicole would be with Quinton. I then told them that's still no time to fairly transition him. We all go through changes and just as adults it's hard for us to adjust and could only imagine my son that's autistic and know him and his behaviors and his personality it just really was unconscionable and the affects were going to be negative. They told me she was returning on Monday. She did not return. I found out when I called the school on Monday to see how he was doing with his current behavior therapist and the new person she was not at the school. Three days later she arrived at the school late, she was there for two days. Now this is maybe week three and my son is still acting out at home, he is cursing, he is just saying things, he is scripting and he's humming; it's very heartbreaking, it's very heartbreaking.

BROWN: Would you please summarize please.

THOMPSON-PARKER: In summary I asked them for nothing to be done in my son's behalf as I was requesting mediation and due process. I have yet to receive a date in regard to any of those matters and I just want to know now at this point what my next steps are to ensure my son's safety and that he is getting everything that he is entitled

to and I just ask you to please hear my voice tonight, it is the voice for Quinto as he's unable to use his on his own. Thank you.

BROWN: Thank you very much Mrs. Parker, I'm sure that Dr. Ruffin

Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to return to the regular order of business at 7:05 p.m.

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

6. SUPERINTENDENT'S ANNOUNCEMENTS

Dr. Ruffin read and distributed the following announcements:

The fourth annual Dr. Martin Luther King, Jr. Youth Summit took place last Saturday at the Waterbury Career Academy. This event is organized each year by the Concerned Black Clergy Council of Waterbury, with the assistance of many community partners, including the Waterbury Public Schools. Each year one youth from each of our local high schools is presented with a youth leadership award, and one teacher is recognized for his or her contributions to school and the community.

This year the awards went to:

- Crosby High School – Hannah Rosario
- Kennedy High School – Chevelle Shepherd
- Enlightenment School – Tameka Jennings
- Holy Cross High School – D'Asia Hargrove
- Sacred Heart High School – Evan Battiste
- Waterbury Arts Magnet School – John Rice
- Waterbury Career Academy – Soribel Torres-Jimenez
- Wilby High School – Lorenzo Maldonado

And the Dr. Martin Luther King, Jr. Leadership Award was given to Anita Watkins, a teacher at Wilby High School.

We are continuing the process of doing Focus Walks with our staff. During these walks, we discuss optimal pedagogy and apply it to academic subjects so that administrators can focus on the teaching practices that should be happening in our classrooms. These Focus Walks hone the skills of administrators so that they may more effectively guide teachers in the practice of teaching.

During a recent Administrator's Forum, we introduced social media as one way to present our story directly to the public. We encouraged our administrative staff to open twitter accounts so that they might tweet out positive stories of the many good things that are happening in our schools. As a result, many of our principals and vice principals have begun tweeting and using social media to share photos and news of their schools.

- Our District Twitter account is @WaterburySchool
- Our District Facebook account is <https://www.facebook.com/waterburyctpublicschools/>

Just prior to our recent spell of bad weather, members of the Waterbury Fire Department distributed coats to selected students at Sprague and Duggan Schools, through Operation Warm. Each year, firefighters raise money to purchase coats through this program so that our students have warm coats to wear.

Next week I will be meeting with a select group of stakeholders to obtain community feedback on Portrait of a Graduate. We plan an open session for families and community on February 26th after which we will begin the process of developing an action plan to implement Portrait of a Graduate concepts in our schools.

Starting tonight at 7:00 pm, and running through Friday, January 25 and Saturday, January 26, Waterbury Arts Magnet School Senior Showcase will present an original student play, "Alice vs Wonderland," on the Apron Stage. Adult tickets are \$10.00 and student tickets are \$7.00.

Dr. Ruffin introduced Dr. Gregory Rodriguez, Deputy Superintendent of Schools.

(applause)

DR. GREG RODRIGUEZ: President Brown, Dr. Ruffin, Commissioners, it is my pleasure to be here with you here in Waterbury. This morning somebody asked me if I was getting my feet wet and I said yes, literally. I hit the ground running, I've been very privileged to work alongside our administrators, participated in focus walks already, visited the Connecticut Department of Education, visited UConn Waterbury, and other partners that we've been engaged with. So just pleased to be here, pleased to get to know all of you and I'm very happy with the welcoming receptions I've received, maybe not with the weather but with the people. So thank you so much for the opportunity. Looking forward to serving you and serving the kids of Waterbury.

(applause)

7. PRESIDENT'S COMMENTS

There were no President's Comments.

8. CONSENT CALENDAR

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to approve the Consent Calendar, items 8.1 through 8.6, as listed:

- 8.1 The Committee on Finance recommends that the Waterbury Board of Education approve to apply for the 2018 (Round 2) Low-Performing Schools Bond Funded Grants (RFP 816), for the following schools: Bucks Hill, Driggs, Gilmartin, Hopeville, Sprague, Walsh, Washington, Wilson, North End, Wallace, West Side, Crosby, Kennedy, and Wilby.

- 8.2 The Committee on Finance recommends that the Waterbury Board of Education approve to apply for the following Connecticut State Department of Education Grants:
- Title III Grant
 - Bilingual Education Grant
 - Immigrant Children and Youth Education Grant
- 8.3 The Committee on Curriculum recommends that the Waterbury Board of Education approve an Agreement with Cly-Del Manufacturing to provide Waterbury Career Academy High School a Manufacturing Externship/Pre-Apprentice Program.
- 8.4 The Committee on Curriculum recommends that the Waterbury Board of Education approve an Agreement with Carby Corporation to provide Waterbury Career Academy High School a Manufacturing Externship/Pre-Apprentice Program.
- 8.5 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

M. Bergin	Rotella comm.rm.: Wed. Jan. 16, 12:30 - 2:30 pm (Pre-school professional development)
*K. Yamashita-Iverson	Maloney café: Fri., Jan. 25, 5:30 - 7:30 pm (5 th grade Japanese class – New Year’s party)
*V. Hamilton	Gilmartin room 2026: 1/23 – 6/12/19, Mon. & Wed., 3:00 - 4:00 pm (sprout scouts after school program)
*N. Augelli	Crosby gym: April, May, June; Tues. & Thurs., 6:00 - 9:00 pm (Prep for June CIAC open evaluations of Juniors & Seniors)
*C. Anderson	Career Academy café: Fri., Feb. 8, 6:00 - 8:00 pm (Winter Dance)
*M. Rocco	W. Cross rm.: Thurs., Jan. 31, 5:15 - 7:30 pm (Kdg. Connection parents meeting)
*D. Mortensen	Rotella media ctr.: Tues., Feb. 12, 8:30 am - 12:00 pm (ELA meeting)
*D. Bakewell	Sprague gym: Fri. Jan. 25, 5:00 - 9:00 pm (PTO Family Movie Night) Sprague gym: Wed., Feb. 6, 5:30 - 7:30 pm (STEM night)
*W. Owens	Rotella comm. rm.: 3/13, 4/3, 4/24, 5/8, 5/15, 5/22, 5/29; 8 am – 3 pm (re-certification training)

- 8.6 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

REQUESTING WAIVERS:

Hoops 4 Life	Driggs gym: Saturdays 1/5-3/29, 9 am – 3 pm, Basketball program	
D. Fryer		(\$3,528.)
CT. Special Olympics	Kennedy gym, café: Sat. Mar 23, 7:30 am - 5:30 pm	(\$924.)
S. Mohr	West Side gym, café: Sat. March 23, 7:30 am - 5:30 pm	(\$924.)

	Crosby gym, café: Sat., March 23, 7:30 am - 5:30 pm (annual basketball tournaments)	(\$924.)
*Uplifting A Life	Reed café: Sat., Feb. 16, 3:00-6:00 pm (Black History)	(\$168.)
	Reed café: Sun., Feb. 17, 3:00-6:00 pm (We The People)	(\$168.)
	Reed café: Sun. Feb. 10, 5:00-8:00 pm (Sweeties Dance)	(\$168.)
	Reed café: Sat., Jan. 26, 2:00-6:00 pm (MLK event)	(\$210.)
	Reed café: Sun., Feb. 3, 4:00-7:00 pm (Culture your Life)	(\$168.)
*Hoops 4 Life D. Fryer	Chase gym: Saturdays, 1/5/19 – 3/30/19, 2:00-8:00 pm (basketball program)	(\$3,528.)
*P.A.L.	Reed gym: Saturdays 1/12 – 3/30/19, 8:30 am - 4:00 pm	(\$4,284.)
Ofc. Amatruda	Reed gym: Sundays 1/6 – 3/24/19, 10:30 am - 12:00 pm (basketball program)	(\$1,260.)
*Wtby. Ballers T. Lott	Generali gym: Sat. 1/13 – 3/30/19, 9:00 am - 2:00 pm (basketball program)	(\$3,024.)

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

Wtby. Ballers P. Lott	Crosby gym: Feb. to June, Mon – Friday, 5:00 - 8:30 pm (basketball practice) (only when gym available)	
*Uplifting A Life E. Cooper	Reed gym: Fri. Feb. 8, 3:00-6:00 pm (Black Wall Street)	
	Reed café: Thurs., Jan. 31, 5:00-7:00 pm (Raising black.brown kids)	
	Reed café: Wed., Feb 27, 5:00-7:00 pm (Raising a Woke Family)	
	Reed café: Fri., Feb. 22, 5:00-8:00 pm (Are You Woke)	
*Wtby. Ballers T. Lott	Chase gym: 1/14 – 3/27/19, Mon. & Wed., 6:00-9:00 pm (basketball program)	
*Bunker Hill Sports N. Meglio	Maloney gym: Thursdays, 1/24-3/21/19, 5:00-8:30 pm (basketball)	

BROWN: Discussion?

AWWAD: Under discussion. There was an issue regarding the request to use Crosby gym February to June and I don't know what's happened with that but I see it on here as requested, Monday through Friday, five to eight-thirty p.m. So has it been addressed? We're about to approve it and I don't think it has been addressed.

SUPERINTENDENT: Yes it has. It's always with the understanding that when we need it for other programs that it's not going to, no one will be prevented from using it. Just to make certain that it's available to Crosby at the time that they need it but it does not prevent others from using it to conduct their business as well.

AWWAD: So the only other point that I'm going to make and then I'll let it go is that this then allows that one entity to tie that gym up outside of our school use and no other community organization will have the opportunity to use that gym because we're giving it to them Monday through Friday from five to eight-thirty except if our school needs it. So no other community group will have access to it. So I'm just making that point.

BROWN: Any other comments? All in favor, opposed, abstain. Motion carries.

9 . ITEMS REMOVED FROM CONSENT

There were no items removed from the Consent Calendar.

10. COMMITTEE ON BUILDING AND SCHOOL FACILITIES

10.1 Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Sweeney, it was voted unanimously to approve an Architect and Engineering Agreement with Friar Architecture, Inc. for the Wendell Cross Elementary School Construction Project.

BROWN: Discussion. Commissioner Van Stone.

J. VAN STONE: Thank you Madam President, through you. . . . to November a special selection committee was impaneled led by Mr. LeBlanc who is at the podium now who will walk us through the process. I just want to take this opportunity to thank Mike for his stewardship in this process, he really quarterbacked it from the beginning as well Santiago and our friends at WDC, Jim Nardozi I see. We put in a lot of time, a lot of effort, and a lot of hours going over these responses. I want to thank all the members of the Committee who sat in and gave up a number of their nights to get us to where we are today. Even though there's, still pretty far away, we need to move the ball to get to the end zone I think this was a solid step. With that I'll turn it over to Mr. LeBlanc.

BROWN: Mr. LeBlanc, welcome.

MICHAEL LeBLANC: Good evening. For those of you who may not know me I am Mike LeBlanc, I am Director of Finance for the city and thank you for the kind comments. This was quite the effort and it was something that had to be moved along recognizing the situation that this project is in at this point. As you're aware some time ago the state approved a 46.2 million dollar grant on a reimbursement basis up to 78% for the expansion/renovation of the Wendell Cross School and essentially establishing that into a pre-k to eight school upon completion. Several months ago we issued the RFP for architectural and engineering services and the responses to that RFP were received on November 19 of 2018. The selection committee indeed did participate in a very comprehensive process in evaluating the responses, bringing in several firms for presentations ultimately establishing two finalists who were brought back for an additional round of presentation and interview questions. And ultimately at the conclusion of the process the committee unanimously voted to award the contract to Friar Architecture. This is an architectural firm out of Farmington, Connecticut. They are a firm that has extensive experience in Connecticut school construction projects. They have on their resume successful completed projects here in the City of Waterbury. Certainly at the top of that list is the Carrington School project. But they have also been involved in some other projects and currently are involved with multiple elevator installation projects, again from the architect/engineering side. Throughout the process one of the things that drew the attention of the committee was the concept models that were presented by Friar Architecture. As has been publically discussed to some degree there is a desire to look at other options as the possible solution for this school. The first option being what is currently approved by the State of Connecticut by the standpoint of a renovation and expansion. The second option would be to look at the feasibility of demolition and new construction under the current program size for this school. And the third option being a demolition/new construction where there would be three classrooms per grade. And the concept models, again, presented by Friar

Architecture to the selection committee were well received. It's certainly just a starting point that will be subject to a lot of input throughout the process but it's a, in all three cases the models in the opinion certainly of the committee, represented a very good starting point. Friar Architecture is also very intimately familiar with the State of Connecticut's Department of Administrative Services, School Construction Group. There is a grant review department within DAS, there are extensive requirements for the program, for that grant program, and Friar brings to the table an extensive amount of familiarity with those program requirements. The objective throughout this process is to maximize the reimbursement that's available under the grant and we anticipate that Friar is gonna do a great job in assisting this project to achieve again the maximum amount of reimbursement. And certainly throughout this process some of you may be familiar that approximately a year ago the City modified its procurement ordinance to allow through the competitive RFP process the ability to negotiate with up to three finalists from a fee standpoint and we furthered that effort, we really leveraged that change in the procurement ordinance with the two finalists and Friar, they were very aggressive in their fees initially and that when they were given the opportunity on two occasions to come back with revised fee offers there was substantial movement from the first proposal to the second proposal and then even some additional movement into their final fees. At the end of the day I think they, very much through this process, displayed they very much wanted this contract and ultimately the fees, the final fees that were negotiated reflects their great desire for this project.

Additionally through the efforts of our Corporation Council's Office we most recently went through the process of finalizing the terms and conditions of the contract itself in addition to the fees and I'm certainly pleased to report to you that the contract with Friar has multiple protections built into it from the standpoint of establishing what we are terming phase completion dates as well as several milestones within the contractual arrangement and there is risk that will be born by Friar from the standpoint that if they don't meet these established completion dates and milestones they are at risk in the form of liquidated damages. And one additional component that's tied into the contract with our extensive discussions that we've had over the past several weeks with Friar is both contractually and just through an understanding with Friar our expectation going into this project is that they will work hand in hand with the construction manager once we bring on a construction manager for this project. They were supportive of the idea of bringing on a construction manager early on in the project. That is not always the case and it's something we're going to look to do. It will not be long before we develop and issue the RFP for a construction manager for this project. We think there will be great advantages to the success of the project if they're working hand in hand again through the design, final design, and then ultimately through the construction progress.

So with that I just wanted to highlight that there are several individuals here this evening to address questions that you may have. From Friar Architecture we have Mike Serrano and we have Bryce Sens. From the Waterbury Development Corporation who is gonna be serving as the project manager and representative for the City and Board of Ed on this project we have Santiago Bolanos and Jim Nardozi. Myself certainly to the extent I can address any questions that you may have, and I don't know if it was by choice or not but we added another person to the team and that's your new Chief Operating Officer Will Clark who will be actively involved in the project as we go forward. So with that I'll open it up to any questions.

BROWN: Commissioner Awwad.

AWWAD: Mike, just for clarification, the construction manager is gonna be a construction manager at risk, correct?

LeBLANC: That's correct.

BROWN: Commissioner Van Stone.

J. VAN STONE: Mike, I just have one question, actually for Mike from Friar if I could. This is specific to option three which would be demolition, new construction, new program. So some of the language here specifically talks about ten additional classrooms. One of things we had talked about and after you guys had come and gone was in the programming for the new building that had those ten additional classrooms there would also be changes in other space there. So I just wanted to make sure and put everyone's mind at ease that in addition to those ten classrooms if there was need for a larger science lab or another type of shared space, those would be taken into consideration as well. This isn't just simply ten new classrooms.

MIKE SERRANO: Correct.

BROWN: Commissioner Pagano.

PAGANO: Gents, thanks for being here. Quick question, where do we stand with the alternative school for Wendell Cross is down?

LeBLANC: So over the next several weeks we will be working on the development, the analysis and development of what we hope and expect will be a very sound argument to make to the Department of Administrative Services. In early February I anticipate that we'll be requesting a meeting with DAS that would likely happen in the middle to latter part of February and the, we will go in certainly with the hope and expectation that they will give serious consideration to that third option. You know but with giving them respect for their processes you know what we can do to best position ourselves is in working with the architect establish the components of the, integral components of the project that are going to help support our argument to have them give positive consideration to that third option. There's no guarantees at the end of the day as to ultimately where things are going to flush out and also tied to that is ultimately the components of what the impact on the reimbursement will be, if any, under those options and then also there's a component here as far as if we ultimately want you know our desired third option, what is it ultimately that will be a payout as far as how we get there, will we be able to do it through a grant modification or will we be looking at a possible new application. So these are all things that are going to have to be prepared for and discussed in depth with the DAS when we're given the opportunity to go up and meet with them.

BROWN: Any other questions? Well thank you very much. We look forward to working with everyone. Commissioner Van Stone.

J. VAN STONE: Not really a question, just kind of comment again on the entire process Mike touched on a little bit but one I think with our first walkthrough with this new

procurement process I think it worked, and I think it worked well. I am excited to for this endeavor for of both the architect and construction manager at risk, I think it really makes sense for all parties to have skin in the game. Not that I expect anything to go wrong but I think this is something that obviously helps us going forward. We're very excited with Carrington so there's no reason to add any doubt there. I neglected to mention Corporation Counsel, Linda Wihbey who sat in all those meetings, and our quasi-retired Director of Purchasing Rocco Orso who despite not really working here anymore still sat in on all these meetings so I want to thank them. And just one thing about Friar as we moved through this process, and it was a lengthy one, I, at least personally, not to speak for the Committee, even after that first night I felt Friar was where we needed to be. I appreciated what I thought was their honest and considerate answers especially with the process that we will have to go through with the State. You guys didn't over promise, you didn't have this thing yea, we'll get it done tomorrow, no big deal, and I thought that spoke to an integrity I believe you guys have. So I know I'm looking forward to working with you as I believe this Board will be and I think this is going to be the beginning of a great new school for the people up in East Mountain and if I can plug my own Committee we're gonna be meeting, the Building Committee, up there at Wendell Cross, so I would invite any of the parents, I see Karri Baker is here, any of the parents from Wendell Cross who had more questions, we'll be there to do our best to answer all of them next Wednesday up there at Wendell Cross.

BROWN: Commissioner Stango.

STANGO: Thank you. I'm just, Mr. Friar, as far as your interview was concerned, I was on the panel and reasons why we picked you, as Commissioner Van Stone says, because of your answers and your thoughtful responses. And I just have to say that one of the things that attracted me was when you were asked about the existing site is it feasible and you said it's absolutely feasible because we do rock. And because you rock is because I thought you'd be good.

BROWN: It sounds like a great committee and thank everybody for their service on this wonderful committee. Commissioner, did a great job. All in favor, opposed, abstain. Motion carries. Thank you.

SUPERINTENDENT: Thank you Commissioner. Some of the follow-up to this is there is a Committee meeting that Mr. Van Stone is convening at Wendell Cross next week and after and during that meeting we will be communicating some of the next steps as well as we prepare for what happens next here as we look more into swing space and some other options, several other options, I'll be working very closely with our staff and our COO and we will be able to present that to families. We've taken some suggestions and recommendations, we're working on some figures to determine what that might look like and we'll be ready for some discussion and then we'll always communicate that through that website I had indicated we would keep active with questions and answers on the Wendell Cross Project.

BROWN: And what's the date of that meeting?

SUPERINTENDENT: The 30th.

BROWN: So January 30, 5:30, the public is welcome to attend the meeting at Wendell Cross to continue the conversation about Wendell Cross School. Thank you.

11. COMMITTEE ON FINANCE

AWWAD: I asked that this be put on non-consent because I wasn't sure there was discussion regarding this Edgenuity Contract and then I'll read the motion. I'm not sure if someone is here who can ask the few questions I have so if someone could indulge me.

11.1 Upon a motion by Commissioner Awwad and duly seconded by Commissioner Jason Van Stone, it was voted unanimously to approve an Agreement with Edgenuity, Inc. to provide on-line learning systems.

BROWN: Discussion?

AWWAD: I don't want to pose them to the air. So it's 120 online licenses for \$59,000. That's 120 students that can use this?

SUPERINTENDENT: Actually when you purchase 120 licenses more than one student can use each license so it could be reusable once the student has used it for the purpose intended. It's not solely for one student.

AWWAD: So a student uses it, finishes it, it's done, that license reopens for another student. But the student has to complete their use of it for another student to access it?

SUPERINTENDENT: You have to complete the program of study before someone else can have access to it for their completion. Yes. So it's 120 at one time.

AWWAD: And that's distributed out the four comprehensive high schools? That's across the district.

SUPERINTENDENT: Our Chief Academic Officer could offer some additional responses to that just to be clear.

SCHWARTZ: Good evening Board. So any student at any time be on it up to 120 students. You can have one period, 120 next period, totally different students. That's the way licenses work. Secondly, it's available for all high schools students and specifically used for credit recovery as well in the summer. That's the main driver for our credit recovery for high school students.

AWWAD: So just to rephrase the questions. There's 120 opportunities at any one time across all our high schools for credit retrieval for students that need to catch up on work so they can get back on track to graduate.

SCHWARTZ: Yes.

AWWAD: So that 120 is sufficient.

SCHWARTZ: All the high school principals felt that it was sufficient enough for them to . . . the programs that they have in their schools currently. Now we're also talking about

scheduling for next year. We're looking at possibly different opportunities for students. There are some extended learning opportunities now through new graduation requirements that can allow students to earn initial credit through online and that legislation just passed and it looks like it's going to stay through this year. I don't know if you've been following that. For the last five to seven years they keep saying they're gonna change grad requirements and then the legislation doesn't ultimately pass. It has passed and we think it's going to stay this time so we do need to go back and look to see if that 120 is enough but for right now for the current plan it is.

AWWAD: So the current plan is for credit retrieval not credit accrual.

SCHWARTZ: Correct.

AWWAD: So there is consideration for amending that to allow students who are in good standing to use it to stay on track to get the new credit requirements.

SCHWARTZ: If properly structured with a whole system in place then yes.

AWWAD: And would that be self-paced or is that going to be modules built in and scheduled throughout the day?

SCHWARTZ: Well that's something we need to discuss. We actually just had a meeting today – myself, Dr. Ruffin, Mr. Clark, Mr. Rodriguez, and the union to talk through some of those logistics but we haven't gotten that deep yet.

BROWN: Any other questions. All in favor, opposed, abstain. Motion carries.

12. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, with Commissioner Awwad "abstaining", it was voted unanimously to receive and place on file items 12.1 through 12.10 as listed:

12.1 Athletic appointments:

Awwad, David – Carrington Tennis, effective 03/25/19.
Fengler, Kelly – WHS Varsity Girls Basketball, effective 12/18/18.
Johnson, Tennyson – Carrington Soccer, effective 03/25/19.
Rotatori, Kayla – WCA Assistant Girls Basketball, effective 12/20/18.

12.2 Appointments:

Biles, Tonya – Supervisor of Pupil Services, effective 01/02/19.
Clark, William – Chief Operating Officer, effective 01/02/19.
Davis, Jackie – District Climate and Attendance Coordinator, eff. 01/03/19.

12.3 Grant Funded appointments:

Brown, Esther – Parent Educator, Wilson School, part-time, \$15.12 p/hour, non-union and without benefits, funded by Resource Center Grant.
Coles, Karen (transfer) – Secretary I, Adult Education, full-time, benefits and salary governed by UPSEU, funded by Adult Education.

Cutrali, Lucia – Tutor, Sacred Heart, part time, \$32 p/hour, non-union and w/o benefits, funded by Title I/Non-public.

Diaz, Jennifer – Secretary 3, Talent & Professional Development, full-time, benefits and salary governed by UPSEU, funded by Title II Part A/Public & Non-public.

Fusha, Rudina – Classroom Assistant, Wilson School, full-time, benefits and salary governed by UPSEU, funded by Title I/Public.

Hayes, Debra – Asst. Tutor Homeless, part-time, \$16 p/hour, non-union and w/o benefits, funded by Education Homeless Child Grant.

Kozloski, June – Substitute Teacher, NEMS 21st Century Program, salary per contract.

Lindardos-Tyrrell – Tutor, Reed School, part-time, \$32 p/hour, non-union and w/o benefits, funded by Title I/Public.

Lopes, Krystal – Secretary 3, Liaison to the Homeless, part-time, \$16.39 p/hour, non-union and w/o benefits, funded by Title 1/Non-public.

McIntosh, Peggy – Asst. Tutor Homeless, part-time, \$16 p/hour, non-union and w/o benefits, funded by Education Homeless Child Grant.

12.4 Waterbury Career Academy Student Selection Committee appointments:

Jill Diorio	Lisa Fenn	Lynn Ogilvy	Alberto Rodriguez
Miriam Wilson	Emily Wengertsman		

12.5 Waterbury Career Academy STEM After-school program appointments:

Hoy, Suzanne	Yatsenick, Rodney
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12.6 Rotella After School Programs (Enrichment and Academics) – Session 2, January 7 through March 28, 2019 – Monday through Thursday:

Administrator:	Robin Henry, Principal	(Dana Wallace-sub if needed)
A/V Tech:	Brian Michaud	
Grants Facilitator/Clerical:	Jean Zastaury	

Teachers – Enrichment and/or Academics

Altieri, Christina
Argenta, Lauren
Barrett, Ellen
Ledbetter, Brenda
McLaren, Ashley
Miller, Terri
Monroe, Mary
Porcaro, Stefanie
Santovasi, Monica
Silva, Heather
Silva, Joseph
Vargas, Melissa
Walent, Cheyenne

Subs:

Heidgerd, Angela
Lee, Ellen
Matthews, Julia
Ouellette, Bernadette
Woodward, Karen

Aides/Paras

Begin, Debra
Cicchiello, Ersilia
DeJesus, Jennifer
Generali, Linda
Lombardi, Lauren
Lopez, Elizabeth

12.7 Teacher hires:

<u>Name</u>		<u>Assignment</u>		<u>Effective</u>
Schrader	Jordan	Wallace	General Science Gr. 7	12/3/18

Henebry	Colleen	Crosby	Special Ed. ABA	12/6/18
Nigan	Nirupama	Kennedy	Chemistry	12/4/18
Nazario	Jonathon	Washington/Regan	Music	10/23/18
Astacio	Shirley	Districtwide	Social Worker	1/7/2019
Rose	Kimberly	Tinker	Library Media Spec.	12/10/18
Pritchard	Molly	Washington/Regan	Library Media Spec.	11/26/18

12.8 Academic Achievements effective 08/23/18:

<u>Last Name</u>	<u>First Name</u>	<u>From</u>	<u>To</u>	<u>University</u>
Abraham	Mckenzie	MA/2	MA+15/2	Quinnipiac
Allen	Tara	MA/6	MA+15/6	U of Br. & SCSU
Alonzo	Joanne	MA/9	MA+15/9	U of Br. & Dominican U of CA
Argenta	Lauren	MA +15/7	6th yr./7	SCSU
Arnstein	Malka	6 th yr./6	6 th +15/6	U of Br.
Aviles	Zuheill	MA/10	MA+15/10	U of NE & Sac. Heart
Bacote	Tiffany	MA/8	MA+15/8	Southern NH
Bao	Jaime	BA+15/8	MA/8	SCSU & U of Htfd.
Barbati	Donna	MA/12	MA+15/12	Dominican U of CA
Baumbach	Christian	MA/8	MA+15/8	SCSU
Biolo	Brooke	MA/3	MA+15/3	Louisiana State & SCSU
Bosman	Ana	MA+15/12	6 th yr./12	Central and SCSU
Brito	Mallory	MA/8	MA+15/8	Dominican U of CA
Bunko	Katherine	MA/5	MA+15/5	Post U
Calabrese	Melissa	MA+15/8	6 th /8	Fairfield U
Calabro	Marissa	MA+15/5	6 th /5	SCSU
Calderon	Piedad	MA+15/4	6 th yr./4	Sacred Heart U & U of Htfd.
Carpenter	Ryan	MA+15/8	6 th yr./8	U of Br.
Carpentier	Carli	MA/5	MA+15/5	U of Br. & Dominican U of CA
Chapman	Maria	MA/8	MA+15/8	Quinnipiac U
Crane	Erin	BA/3	MA/3	SCSU
Desiderio	Jennifer	MA+15/8	6 th /8	U of Br.
DeVeau	Nicole	MA+15/9	6 th /9	Walden U and SCSU
Dojnia	Melissa	MA/7	MA+15/7	U of Br. & Dominican U of CA
Donofrio	Alyssa	BA/4	BA+15/4	SCSU
Fidanza	Carla	6 th /9	6+15/9	U of Br.
Field	Susan	MA/9	MA+15/9	U of Br. & Dominican U of CA
Freitas	Ashley	BA/5	BA+15/5	CCSU
Galvin	Dina	BA/4	BA+15/4	The Graduate Inst.
Gendron	Courtney	BA+15/3	MA/3	U of St. Joseph

Gibson	Jaclyn	MA+15/7	6 th /7	Central & U of Br.
Gibson	Ricardo	MA/5	MA+15/5	Southern NH U of Br.
Grant	Nataine	MA/7	MA+15/7	U of West Indies & Walden U
Gregoire	Carmela	MA/7	MA+15/7	American College of Education
Griffin	Denise	MA/8	MA+15/8	U of Br. & Walden U
Grove	Melinda	MA/12	MA+15/12	U of Htfd.
Hagan	John	BA/8	MA/8	U of Br.
Hanley	Jessica	BA/4	BA+15/4	U of Br.
Hewell-Walker	Kay-Ann	MA/8	MA+15/8	U of St. Thomas & Sacred Heart U
Hubeny	Carolyn	MA+15/3	6 th /3	SCSU
Hudobenko	Tanya	BA/5	BA+15/5	U of Br.
Itano-Malstrom	Kanako	BA/5	BA+15/5	Brooklyn College; Univ of Phoenix and CCSU
Kearns	Maura	BA+15/10	MA/10	Quinnipiac U
Langan	Colleen	BA/3	BA+15/3	Post University
LeFevre	Rhianne	BA+15/6	MA/6	Boston U
L'Heureux	Amy	MA/8	MA+15/8	U of Br. & Sacred Heart U
Likorama	Robert	MA+15/8	6 th /8	SCSU & U of Phoenix
Loh	Pamela	BA+15/12	MA/12	U of St. Joseph
Lokites	Alana	BA/3	BA+15/3	SCSU
Lopez	Briana	BA/4	BA+15/4	CCSU
Maldonado	Joanne	6 th /4	6+15/4	Capella U
Matiz	Joaquin	BA+15/9	MA+15/9	Post U
Morin	Keith	MA+15/8	6 th /8	U of Phoenix; U of Htfd. & SH U
Morotto	Christine	6 th /9	6+15/9	Walden U
Nowack	Carolyn	BA/3	BA+15/3	U of Htfd.
Paolino	Antonietta	MA/9	MA+15/9	U of Br., CCSU & SCSU
Parks	Michele	MA/5	MA+15/5	U of St. Joseph
Pereira	Meghan	BA+15/8	MA/8	CCSU
Perugini	Gianni	MA/10	MA+15/10	CCSU
Riley	Kara	MA+15/9	6 th /9	Western, Indiana U, U of Htfd., & Colorado State
Rizk	Lyndsey	BA/2	BA+15/2	Quinnipiac U
Romano	Lisa	6 th /5	6+15/5	U of Br.
Rosa	Jennifer	MA/5	6 th /5	U of Br. & Sacred Heart U
Rucinski	Matthew	6 th /5	6+15/5	Sacred Heart U
Salvatore	Janelle	BA/3	BA+15/3	Walden U
Sapone	Vincent	BA+15/8	MA+15/8	Mississippi State U
Shule-Sejdaras	Benjola	MA+15/5	6+15/5	Lindenwood U & CCSU
Smith	Leah	MA/7	6 th /7	Queens College & Walden U
Veronneau	Michael	MA+15/9	6 th /9	SCSU
Waters	Marissa	MA+15/6	6 th /6	CCSU

Yapa	Kumudinie	MA/12	MA+15/12	U of Htfd.
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12.9 Resignations:

Hayes, Jahana – Talent & Professional Development Supervisor, eff. 01/02/19.
Oliver-Miccio, Audra – CHS Special Ed, eff. 01/02/19.

12.10 Retirements:

Hernandez, Eva – Kingsbury Bilingual/ESL, effective 06/30/19.

BROWN: Discussion? All in favor, opposed, abstain. One abstention. Thirteen – Unfinished Business of the Preceding Meeting Only. Other Unfinished, New, and Miscellaneous Business. Vice President Harvey.

HARVEY: Thank you very much. I'll try to be brief. Two items Madam President and one is that we celebrated on the 21st, January 21, celebrated the Life of the Reverend Dr. Martin Luther King. As mentioned earlier the Concerned Clergy Council, we had a Never Lose Hope Unity Wins Day program and it was just a wonderful program celebrating the values of the Reverend Dr. Martin Luther King. Dr. King was a champion of fighting for discrimination. Specifically discrimination based on color. And he gave an I Have a Dream Speech which he's famously known for and he implored that he was looking for the day when the nation would rise up and live out the true meaning of its creed and the creed is we hold these truths to be self-evident that all men are created equal. So in the program we wanted to teach, teach one, teach children about these values, values that we, are universal, and so I just wanted to mention that Dr. King, its apropos that we start the beginning of the year celebrating his birthday, January 15, which is the actual birthday and that brings us into in February Black History Month. So I just wanted to make sure that we recognize that. President Brown asked me to do this during the memorial but we want to celebrate his life, not his death, so I just wanted to mention that.

Secondly, just to make the Commissioners aware and everyone who is not aware that we recently, our Governor, Governor Lamont, recently appointed a new Commissioner of the Department of Children and Families, a/k/a DCF. That Commissioner's name is Vanessa Dorantes but her maiden name is Davis and I'm surprised that the paper didn't talk about the Waterbury connection. Vanessa Davis, first of all to mention that Vanessa Davis is the sister of Jackie Davis who is a School Climate and Attendance Coordinator. Vanessa Davis attended Walsh School, Walsh Elementary School, Wilson Elementary School, she graduated from the North End Middle School. She also attended Kaynor Tech. Then she switched gears and attended Teikyo Post University, also in Waterbury. She achieved her Masters at UConn and she is currently an adjunct professor at CCSU. So you know, again I'm surprised that the newspaper didn't go into this, this Waterbury connection, but we all know Vanessa as one of our daughters of the City of Waterbury and this is quite an achievement but she takes this achievement from being a regional director in which she excelled in that position as well. So this is no easy task that she has. We all know the problems that DCF has had in the past but I think they put the right person in charge. So I just wanted to mention that. Also Vanessa did come and address our Board of Education, I believe it was two years ago to give us an update regionally on what was going on at DCF. So I just wanted to make

sure that we were aware of that Waterbury connection in DCF. Thank you Madam Chair.

BROWN: Commissioner Awwad.

AWWAD: I just wanted to point out that today you received the audits and we all recall at the last meeting Commissioner Van Stone had a lot of questions about the reports that were provided by Linda Riddick Barron about the different grants that we receive and the accountability of it and he was concerned that it wasn't being done adequately and correctly. I just want to point out that the communication from Doreen Biolo is very clear that there are no findings or questioned costs which I think should give us all great comfort that it's been reviewed, it's been confirmed, and that we didn't want to imply through Tom's questioning that somehow it was anything other than that. So I just would hearken to all of us to take a look of this. A lot of time goes into these, it is boring reading but it's important that the no findings and no questioned costs is very important to the successful delivery of those grants and the opportunity to secure grants in the future. I wanted to point that out. The other thing as I do have to put a plug in for my adopted high school, tomorrow night the Crosby Boys Basketball team will be taking on Sacred Heart in quite a matchup but it is an alumni night that the alumni at Crosby have put together, a very great program for tomorrow night starting at five o'clock, Principal Gopie is hosting a pasta dinner for students who might want to remain after school and enjoy the game. Alumnus will be able to purchase this t-shirt for ten dollars to support the club. Karen, we're going to hope to see you there tomorrow. But again for the good things that are happening in the school district. Today I had the opportunity to meet with Reporter Gagne from the newspaper and we had a photo-op. We're running a future banker's academy afterschool at Crosby High School that will be featured in the newspaper. So there's a lot of good things happening in the district and we're going to continue to encourage the Republican American to do positive stories to cast a good light on the students in our district as well as the faculty that participates in delivering the curriculum.

BROWN: Sounds great.

SUPERINTENDENT: We need to tweet that out.

AWWAD: If you check your Twitter you'll notice the tweet from the Future Bankers interview today that Principal Gopie posted.

BROWN: Commissioner Van Stone.

J. VAN STONE: Commissioner Awwad, are Sacred Heart Alumni allowed to...

AWWAD: It actually is a Sacred Heart, Crosby Alumni game. They are encouraging Sacred Heart alumni. I'm sorry we don't have t-shirts for you guys. There's anticipation of a very strong crowd, Sacred Heart is the number one team in the State and the Bulldogs are nipping at their heels.

J. VAN STONE: I'll make my own t-shirt. Additionally, if I could, I want to put in a plug for Chris Harmon, our School Inspector's Office, all the maintainers and everyone who was working long hours over the most recent deep freeze. As we know not every one

of our schools are brand new, some of them are older and even some of the younger ones need to make sure that they get the TLC they deserve and I just wanted to thank Chris and all the guys and ladies who spent extra hours in the cold making sure the schools were as open as quick as possible to make sure our kids could get back to education. Thank you.

BROWN: I would just like to add my son Richie will be there, he was a graduate of Crosby and he's bringing his daughter who's a current student at Sacred Heart. So I don't know if they're gonna sit together. There's no executive session.

ADJOURNMENT

Upon a motion by Commissioner Harvey and duly seconded by Commissioner Hernandez, it was voted unanimously to adjourn at 7:45 p.m.

ATTEST


Carrie A. Swain, Clerk
Board of Education