

**WATERBURY BOARD OF EDUCATION**  
*MINUTES ~ REGULAR MEETING*  
Thursday, June 18, 2020 at 6:30 p.m.  
Virtual Meeting via ZOOM and Teleconference

*In an effort to adhere to social distancing guidelines, this meeting was held without normal in-person public access. However, the meeting was live via teleconference (1-712-451-0739/access code 391507).*

**PRESENT:** President Pagano, Commissioners Brown, Harvey, Orso, Serrano-Adorno, Stango, Sweeney, J. Van Stone, and T. Van Stone.

**ABSENT:** Commissioner Hernandez.

**ALSO PRESENT:** Superintendent Verna D. Ruffin, Deputy Superintendent Greg Rodríguez, Chief Financial Officer Doreen Biolo, Assistant Superintendent Noreen Buckley, Chief Operating Officer William Clark, Assistant Superintendent Janice Epperson, Interim Director of Personnel Juan Mendoza, Chief Academic Officer Darren Schwartz, and Director of Communications Sujata Wycoff.

**STUDENT REPRESENTATIVES:** None.

**1. SILENT PRAYER**

President Pagano called the meeting to order at 6:35 p.m. with a moment of silence.

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

*Jeanne Farrell: Retired Waterbury teacher. Passed away on May 15, 2020.*

*Brian Malley: Former teacher at West Side Middle School. Passed away on May 17, 2020.*

*Mary McDonald: Former teacher at Sprague Elementary School. Passed away on May 18, 2020.*

*Jean Drexler: Former Education Department employee. Passed away on May 29, 2020.*

*Elizabeth Bergin: Retired paraprofessional. Passed away on May 31, 2020.*

*Elaine Desmond: Retired Waterbury teacher. Passed away on June 4, 2020.*

*Dawn DiVito: Former Education Department employee. Passed away on June 5, 2020.*

*Pamela Czarsty: Former office aide. Passed away on June 12, 2020.*

*Mary Shea: Former food service worker. Passed away on June 14, 2020.*

**2. PLEDGE OF ALLEGIANCE TO THE FLAG**

Commissioner Stango led everyone in the Pledge of Allegiance to the Flag.

**3. ROLL CALL**

CLERK: Commissioner Brown.

BROWN: Here.

CLERK: Vice President Harvey.

HARVEY: Here.

CLERK: Commissioner Hernandez (absent). Commissioner Orso.

ORSO: 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.

T. VAN STONE: Present.

CLERK: President Pagano.

PAGANO: Present.

**4. COMMUNICATIONS**

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

- a. Copy of communication dated May 12, 2020 from Civil Service certifying Adam Shaban for the position of Assistant Director of Food Services.
- b. Copy of communication dated May 19, 2020 from Civil Service certifying Marjana Likorama for the position of Accountant III.
- c. Email communication dated May 15, 2020 from CAFE regarding Policy Highlights.
- d. Email communication dated May 28, 2020 from Carol Meglio regarding distance learning plans and concerns.
- e. Email communication dated June 12, 2020 from CAFE regarding Policy Highlights.

PAGANO: Discussion? All in favor, abstentions. Thank you. Motion passes.

## **5. APPROVAL OF MINUTES**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted unanimously to approve the minutes of the May 21, 2020 Regular Meeting and June 4, 2020 Workshop Meeting.**

PAGANO: Discussion?

HARVEY: Just a quick comment, these meeting minutes, I want to thank Carrie because the meeting minutes were 30 pages long and normally they're not that long. So I hope that we will, I know it was kind of an emergency for the presentation but I hope that we will maintain having our workshop and things presented there as opposed to having them at our regular meeting. So I just wanted to make that comment.

PAGANO: All in favor, abstain, nay. Thank you. Motion passes.

## **6. PUBLIC ADDRESSES THE BOARD**

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Stango, it was voted unanimously to suspend the regular order of business at 6:41 p.m. to allow the public to address the Board.**

PAGANO: Discussion? All in favor, abstain, nay. Motion passes.

Shelby Williams – I am a representative of the Voices of Women of Color, a for-profit policy firm that . . . matters related to public policy and community. I stand in solidarity with the voices who call for justice in demanding that the Waterbury Police Department be held accountable for their actions during the Black Lives Matter protest. As a Wilby High School alumni of the class year of 2016, I have experienced firsthand the negative impact police personnel has had on the student body as it interacted in oppressive force. Compared to other higher education institutions in the state, Wilby High School has been ranked below average in school quality and overall college readiness. Unfortunately, its inadequate school rating is corresponding with high rates of arrest and policing. I urge you to decriminalize our public schools and I speak on behalf of the Voices of Women of Color. May we have an open door policy to council those who require change in delivering diversity . . . message towards education, policy and safety. And I hope that you do look forward to the future . . . as well . . . polices that can help and encourage these ideas. Thank you for your time and I speak on behalf That I'm very concerned for the future of our children. Thank you.

Elise Taylor, 74 Wilson Street – Good afternoon everybody, I'm First Vice President of the Waterbury NAACP Youth Council and a rising freshman at Taft. This evening I want to applaud the efforts of Jackie Henry for her leadership, courage, and willingness to meet a need of fellow graduates. We know that we're in the midst of a pandemic. We know that we have to stay home, wear masks . . . being home we have also see other school districts to find a way to celebrate the graduating senior. Jackie Henry tried to get the Waterbury Public Schools to do just that. She put up a petition on Change.org,

gathered over 1,000 signatures, and still no movement. So she did what all leaders do, she took a risk, she found support, and she organized her very own graduation celebration in the midst of a pandemic. Jackie Henry is a model of leadership, civic engagement, and civil mindedness. There's a quote that says do not wait on a leader, look in the mirror, it's you. We should all applaud the leadership of Jackie Henry. Thank you, stay safe.

Kayla Ireland, 169 Clinton Street – Good evening to all the respected members on this meeting. I'm Second Vice President of the Waterbury Pride/NAACP Youth Council and I recently graduated from Wilby High School. I'm here to talk about policing in schools and how I feel about it. Although I haven't had any personal experience with police in school it doesn't mean others haven't. I've seen viral videos of police overusing their powers in schools and that in itself makes me very uncomfortable . . . think of the situations that haven't been caught on camera and the situations that can happen and won't get the attention that they deserve. Police in schools should be replaced with better equipped people like therapists and . . . school counselors to help people work through these issues without having to get the police or law enforcement involved. In many studies across the world it has been proven that most Latinx and Black students don't feel comfortable with having officers in their schools or going to those officers in their schools and that's very understandable with everything that's goes on in the world such as racial profiling and police brutality. And now of course the argument of how will schools be prepared to defend themselves if there's ever a school shooting? That argument is always gonna come up and my response to that is security and/or police can be present they just shouldn't be as present as they are. They shouldn't be the main and first people that a student goes to if they have a problem. Police should be available for emergencies. Like I said before, therapists and . . . school counselors should be properly funded to help students and police in schools should be taken out to help better the school environment. School is a place to learn . . . I personally know a young man at the age of 10 was arrested over a small misunderstanding with another student and was intimidated into going to a program for troubled students . . . the entire situation. So policing in schools doesn't help much and can often make the matters worse and that young man's story is a perfect example because now at the age of 10 he has an arrest on his record because of a misunderstanding. That's going to follow him all throughout middle school, all throughout high school, all throughout life. Defund police in schools and put . . . therapists and other resources that can help students. Thank you.

Cindy Pineda, 21 Mansfield Street – I just wanted to take this time to say good evening to everyone and all respected members on the Board. I attended Wallace Middle School and I went to Crosby High School my freshman year. I wanted to take this time to express how I've been feeling since the people protest on May 31, 2020. Many of our fellow Waterbury residents went out to take a stand against police brutality and vocalize the racial injustices that keep occurring in this country and I'm pretty angry and disappointed with the way the police treated protestors. Our community has become another example of police utilizing brutality as a weapon against protestors. It has come to my attention that there were 28 people arrested including minors from the videos that I saw you see police officers wear riot gear and using many forms of intimidation against the protestors. Instead of the police standing with us we were reminded once again of the traumas an individual incurs from the way the police treat unarmed individuals. If a person sets one foot onto the road the police grab them, slam them onto the ground or onto police cars, treating these protestors like they're criminals. That to me is completely

uncalled for. It creates more fear and less trust towards the police. Protesters that were arrested were former Waterbury Public School graduates. I would like to also add that Waterbury was the only city or town in Connecticut to have protestors arrested. There's no excuse for the police to have treated our community that way. Therefore I bring this problem forward to the Waterbury Board of Education to make aware that many students, parents, and graduates were affected by this event. I have not heard any public official release a statement . . . the way the police handled the protest which was heartbreaking and disgusting. Many of these videos were shared on social media, police demonstrating brutality towards their community. As a fellow student from the Waterbury Public Schools I would not feel comfortable around police. I'm also a part of the Latinx community, I would feel as though there's not enough trust between students and police officers. As this event was shared on social media it makes us have anxiety for our Latinx and Black students that are part of the public schools. I do not see how the Waterbury Public Schools promote a safe learning environment when our students do not feel comfortable and fear the police but we need to see them in schools. My opinion on the matter is that the Waterbury Board of Education can use alternative ways to care for our students. My understanding is we have school resource officers in our public schools; they care about enforcing the law first than trying to counsel students. I would suggest that if our public schools had more mental health specialists and behavior specialists it would help deescalate situations with students as well as give students the opportunity to be able to confide in the individual without any fear. Therefore I call for you to talk a stand against the actions from the police department that occurred on May 31st. I call that you would have a conversation with the Black and Latinx students with leaders from their communities. I call that you begin creating a plan and ask the Board of Aldermen to reallocate funds and invest in more mental health resources for the Black and Latinx students. I call for the position for Talent and Professional Development position to be filled and hire more teachers of the Black and Latinx community. I call for more action to be done for our students and these calls to action are heard. May 31st was a devastating event for our students and community and should have never been experienced. Thank you for listening to me.

Mercedes Cruz, 1353 Bank Street – So one thing that I do agree on is with Kayla she previously spoke about how we should use the police officers in our schools as only an emergency and not somebody that we consistently go to. I do think that half of these police officers that are in the schools do not have higher education as half of these high schoolers do so with that being said they should be trained more for deescalating things, they're only trained, which I don't know if you're aware of, they're only trained for three days out of the year for de-escalation problems and they should be able to be trained more. They should also be watched and put on a one year probation before being on their own. Another thing I do suggest is you guys fight more for the funding for the schools for the learning for the kids and to have more afterschool programs for them so that way they're out of the streets because some kids don't have things to do and are on the streets and are put into things that aren't good for them. So you not only as the Board should care for them more but to help them participate in more community things and more afterschool things for them to do.

Tyler Wrenn, 109 Ridgewood Avenue - I graduated from Kennedy in 2016. The reason why I am addressing you today is myself, along with other community members, have compiled a list of alternatives to having police officers in school . . . previously done by other organizations . . . many other alternatives that have worked. You have heard of

some research from people that spoke before me and you will hear more from people that speak after me and some testimony so I am offering alternatives to the current system that we have.

Firstly we would call to end the regular presence of law enforcement from schools, to remove any law enforcement personnel that are assigned to be present on a regular basis in and around the school or set of schools during regular school hours or any school run activities in the buildings. This would prohibit the regular presence such as being stationed full or part time in the school or set of schools making daily or weekly visits or the inclusion of the school in an officer's regular beat. This includes school resource officers, police, security officers, or any other law enforcement personnel that meet the following criteria such as having the power to arrest, detain, interrogate, question, fine or ticket students on municipal code, juvenile, criminal or immigration related matters. Have the power punish you for violations of probation or parole, carry any types of weapons including but not limited to a firearm, baton, tasers, rubber bullets, beanbags, mace, pepper spray, and/or carry handcuffs or other forms of restraint; report to or certified or received training from a police department including personnel who can report students . . . police databases. Schools should also prohibit any staff from carrying a weapon described above.

Secondly, we should create safe schools through positive safety and discipline measures who can support schools to create . . . building relations with students to get to the root of the problems in the school and the community and prevent and address safety concerns in a way that protects the health, wellbeing, and human rights of students, parents, and staff. . . . resources away from practices and staffing that criminalize students and invest in positive approaches in school staff funded through the core education budget including employing staff trained to ensure safe and positive school climate such as community intervention . . . restorative justice coordinators, behavior interventionists, school aides, counselor, and other support staff. Goals for these staff would include helping to prevent and address safety concerns and conflict, monitoring school entrances and ensuring a welcoming environment, respond to the root cause of behavior, prevent and intervene . . . address students' needs. These staff would have ongoing training and support for all school staff in positive approaches to school climate and discipline, promoting youth and parent leadership within the school through leadership councils that have an integral role in creating, implementing, monitoring and evaluating safe and . . . intentional recruiting of Black and Latino administrators, teachers, school safety, and support staff trained . . . to ensure that the school staff respects communities in which they work. We would also call to restrict the roles of law enforcement that are called into schools only calling police in a worst case scenario. Myself and fellow community members are extremely concerned on this subject. We encourage further dialogue on this and we hope you take these suggestions seriously.

I also have testimony from a fellow Waterbury Public School alumni who went to WAMS and I will quote her verbatim because she cannot be here. My testimony is the many times I witnessed colorism when it came to disciplinary . . . if there were ever any school fights or misconducted there would always be a finger pointed at me or pointed at whoever was darker. I personally ended up in a group of diverse kids but I was somewhat the token Black friend. There have been multiple times where my school security officer would pick me out of the crowd even if I wasn't the one being rambunctious or causing trouble. Many times I've seen disagreements with teachers

and students, if the students were fair skin or white they were normally escorted by another teacher, student, principal, or hall monitor. I personally only ever seen Latino or Black urban kids being escorted by police escorted by police. That visual on its own sets a standard in a school. Thank you for your time and I hope you take these suggestions seriously.

Makala Barrett, 137 Woodlawn Terrace – Good evening respected members of the Board. I graduated from Kennedy High School in 2016. I'm here tonight to speak of the negative effects of police presence in schools. In many schools police officers, school resource officers, surveillance cameras, zero tolerance policies, random searches and more are considered normal and necessary to keep children safe and are increasingly becoming a part of the experiences of school children. However the salience and purpose of school police in the protection and the punishment of students needs to be questioned and redeveloped to prioritize students and ensure what is best for them. I am proposing to remove police officers from all Waterbury Public schools completely. Several school districts have done this and found success and proven it can be done. For example Minneapolis, Portland, Seattle, Denver, Oakland, and in Canada specifically the Toronto District School Board voted to stop having officers in schools and in three years since expulsions and suspensions have significantly decreased. While I did not have my own experiences with the police in Kennedy, I spent the last three years at UConn studying the effects of the criminal justice system and I have learned a great deal of the negative affect of police presence in school. Countless studies have been conducted by experts to access the effects of police in schools. For example, research at North Carolina State University proved that the presence of police in schools does not . . . researchers at Arizona State University showed by surveys that students across middle and high school feel less safe with a hired police presence. In fact it has been shown that cops in schools disproportionately harm students of color, disabled students, and poor students who are already at risk. Studies have shown that black, brown, and indigenous students across the nation are more likely to be suspended from school. In particular data has shown that in the State of Connecticut Black youth are 10 times more likely to be arrested than white youth and . . . of these children are more than likely to be incarcerated by the time they are 25. Additionally there has also been examples of police in schools using excessive force. Senator Chris Murphy using the example of a six year old who was arrested for getting in a fight at school vocalized that he believes police should be removed from our schools. . . . Bridgeport cops who are accused of using excessive force on students. Furthermore, cops in schools actually correlate with less academic achievement. A study from Harvard found that more police in and around New York City neighborhoods caused a decline in test scores of specifically Black male students. This was due to more frequent absences attributed to avoiding the threat of arrest. Those students who are most at risk at problems in schools and dropping out are the ones who are more affected by these counterproductive policies. These studies have shown that police in school systems does significantly more harm than good. Allowing them to remain in schools prohibits children obtaining the education they have the right to gain and in some cases may set them up for failure. I believe in the City of Waterbury and I firmly believe that this city can achieve great things for their youth and set them up for success instead of possible failure. Thank you.

Ireland Gilmore, 48 Buena Vista Circle – Good evening Dr. Ruffin, President Pagano, Vice President Harvey and all other respected Commissioners of the Board. I am speaking tonight on behalf of community members in Waterbury. I'm speaking to you all

today because I have felt outraged, angry, helpless and confused ever since May 31st. On May 31st, Black Lives Matter protest engulfed our city as people came together to take a stand for racial justice and against police brutality which was sparked by George Floyd's murder in Minneapolis. However from watching videos of these protests was reminded the problem of police brutality and violence is not just in Minneapolis, it is here in our City of Waterbury. At these protests police arrested 28 people including two minors. The majority of those arrested were women. Those two minors were most likely Waterbury Public School students and many of the other 26 were graduates of Waterbury Public Schools. In videos taken at the protest, Waterbury police officers can be seen in riot gear holding batons, chasing protestors, using police dogs to intimidate protestors, and even using horses to intimidate them as well. Additionally when given orders to arrest because people on the street, peacefully I might add, or stepped even one foot into the road, protestors were ripped off the sidewalk, tackled to the ground by multiple police officers, slammed into the side of police cars, shoved into the back of police cars, and had multiple officers place all of their body weight on their back. One of the two minors was brutally tackled and driven to the ground by multiple police officers. It is on video and online. People were held overnight and many did not know what they were charged with. Additionally, Waterbury was the only city or town in Connecticut that arrested protestors. Although Maureen Platt will not be pursuing charges, Chief Spagnolo doubled down on the arrest today and in comments to NBC Connecticut last night. This is a problem to the Waterbury Board of Education because Waterbury Public School students, parents, and graduates were affected by the events. No public officials have come out and made any statement about the events to stand with protestors, the silence is deafening. If you watch these videos of the arrests found on social media and the interaction between police and protestors you will be sick. If . . . group of police cannot refrain from escalating, arresting, and brutalizing protestors how are we allowing them in Waterbury Public Schools to help children in distress? More importantly these violent arrest videos were shared thousands of times on social media. This is an extremely traumatizing reality and the trust between police and students has been deeply broken. How is Waterbury Public Schools providing safe learning environments if students are afraid of police yet you have them in school? In Waterbury Public schools policing does not just come in the form school resource officers or police officers as many of the people formerly spoke about. I call on you to condemn the Waterbury Police Department for their actions on May 31st and I call on you to ask for an apology from them to the City. I call on you to stand with protestors by not only saying you feel sorry about George Floyd's death but also by standing against what is happening in this city. I call on each one of you to have a dialogue with Black and Latinx students in the city, not in a town hall run and organized by people in power but through dialogue organized by leaders, especially youth leaders, in Black and Latinx communities and in their spaces. I call on you to work toward removing police officers from schools in Waterbury. I call on each of you to work together to form a plan about more mental health resources for Black and Latinx students in the summer and this fall due to the traumatic events in Waterbury that occurred on May 31st, the tragic events across our nation that happen every day, and this pandemic. I call on you to fill the Talent and Professional Development position and work to hire more Black and Latinx teachers by even having a goal set each year. I call on you to ask the Board of Aldermen to reallocate from other areas and invest this money in Black and Latinx youth programs in this city. I call on each of you to learn and listen and to not let this moment pass. May 31st happened and we will not forget. Thank you for your time.



Alyssa Hughes, 15 Bellevue Street – I'm also speaking on behalf of what happened May 31st as everyone repeated. The police officers came in riot gear to a peaceful protest in the presence of minor children. I urge that the Board of Education make a statement on behalf of those minors present and the ones that were arrested also. I also urge that the Board of Education demand that NBC Connecticut who recorded a video of the protest in the presence of the minors in front of the police station demand that that video be made public and show the unlawful arrests that were committed in front of children, in front of minors, where dogs were also present and also riot gear. I demand that the Board of Education require more training for police officers that enter the schools or are completely removed as the training is not adhering to what they are supposed to serve, our students. If Waterbury police only have three days of training for deescalating and one day for diversity how could they possibly cater to a city composed of predominantly Black and brown people especially children and minors. I demand the Board of Education make again a statement on what happened on May 31, 2020 in Waterbury, Connecticut while in the presence of minors. I also demand that the Board of Education take into account that the police officers when they make arrests especially if unlawful to children in schools that the rights are applied to the students in the schools as it would be in general public so no illegal searches, no excessive force, students deserve to have their rights applied just as much in the schools as they are in public. As well as students should not have to suffer consequences of being arrested in schools as far as being expelled or suspended when an arrest could possibly be unlawful so they should look into those cases. I also demand that the Board of Education demands more funding, more funding for students for after school activities or things. The Police Department has more funding than the Board of Education, that makes absolutely no sense. So I demand the Board of Education has a voice and makes a standpoint and again address what happened May 31st. Thank you.

Nachor Vincent, 99 Raymond Street – My comments are in regards to one of my fellow friends and classmates Miss Jackie Henry who did not receive her diploma yesterday because . . . her diploma was withheld because she held an unsanctioned school event on behalf of Waterbury Public Schools. . . . all the posts she made she did not mention nothing about the Waterbury Public Schools, she just mentioned it was for Waterbury seniors. I feel like this is unfair, I feel like it's petty, and this does seem like . . . I would like . . . explanation on why she did not receive her diploma. Just a little insight on Jackie, she is the founder of the We Have Achieved Campaign and she is also a student of the National Honor Society. Thank you.

Nancy Vincent, 99 Raymond Street – I would like to know what law did Jackie Henry break that caused the Superintendent of Schools to withhold her high school diploma? Now these seniors have gone through a major disappointment regarding their graduation yet when they came up with a solution it was rejected. Now Jackie's ceremony was not held on school property and there was no funding from the Department of Education. So it's just unacceptable for her high school diploma to be withheld. So please give Jackie Henry her diploma. If this superintendent has any compassion or heart she would give this young lady her well-deserved high school diploma.

David Muniz, 278 Austin Road – I'm a community member here in Waterbury, I'm employed at the Waterbury YMCA and I work an afterschool program here so I have a close relationship with the Board of Education and the school system here. And I would like to say that both through my employment and my personal experiences I have had an

opportunity to observe and analyze the state of the Board and I must say the biases that I have witnessed and became aware of in our school system are both unacceptable and show a lack of sensitivity or empathy for the community that we serve. Personally speaking I remember being in the third grade and being treated like a criminal by a teacher that wasn't even my own, I was involved in an altercation with another student, that teacher came out that moment and smiled at me and speaking about the trouble that I would get in and she reported only what she saw on my end and my case. . . and weeks after the incident I was returned back to the office and spoke with the Vice Principal of the school and I remember this very vividly in my mind her saying since I wanted to act like a punk I would be treated like one and then that same day there was a police officer, resource officer called down from the high school that I had spoken to that day and I remember, in third grade, put in the back of the paddy wagon for what seems to have been the purpose of some type of rehabilitated conversation. This was a vivid memory that I have that very much traumatized me and my childhood. And so my point in saying this is that flash-forward a little over a decade later with my employment opportunity I now have the opportunity to work back at that school and one of my co-workers who is actually a para that works there and she spoke to me about the number of teachers that work there that do not live here in the district of Waterbury, as I'm pretty sure you guys know that that's a problem that we have with our school system, you may not see it as a problem but we have teachers that come in from suburban towns surround us that are in charge of teaching our youth and these teachers, the same para actually mentioned to me conversations that she's heard in this school saying that these teachers are saying things such as if this student's parents come from a low income community or low income household why is this student wearing these \$200 shoes and things of that nature. I am actually demanding that the Board of Education do some type of investigation of the school system and in the schools of like potential biases or incidents that these teachers are getting into with these students. I'd also like to speak upon the situation with the student that held this unsanctioned event for the seniors of the Waterbury Public Schools . . . Waterbury teen, and I would like the Superintendent to come out publically and address the situation and give us an explanation as to why that occurred and why it is that her diploma was held. I would also like to demand that the Board of Education very intensively... (*connection lost*)

Mayja Harge, 21 Buckingham Street – I want to first of all thank you all for being here and thank you for allowing us to speak on such an important topic and situation that is dear to all of our hearts, I appreciate your time. I was born and raised in Waterbury, graduated from Kennedy from the SOAR Program, and while I was in high school I noticed my peers were being very well prepared for college since day one of freshman year. However when I looked back on my experience I realized that my classes only started discussing the materials and skills needed to go to college until the end of my junior year so even in a program that's supposed to help prepare students, all students for the future, there's still bias in there and I ended up going to a college that I didn't really care for, couldn't really afford, just to have my funding pulled and being prevented from going back for the second year, not for a lack of trying. I bring this up just to point out the fact that the education system in general is flawed. This is a known fact. Many individuals are at a disadvantage compared to others. If you take that into consideration it sounds very much like the ways in which the police system is flawed. So if you're involving a flawed system in an already flawed system, think about how that's gonna affect certain people. If you were to ask my peers about me about me a lot of them would say I was a model student, I stayed out of trouble, I was never suspended, never

got detention or anything like that and that's extended into my adult years. I was one of the protesters that was arrested on May 31st while I was complying with police mind you. And even though several of the people who were arrested had put their health and their bodies and their lives on the line to protect those parties at that protest they were still arrested. . . . encounters with law enforcement since the protest on the 31st, just being in the presence of law enforcement I experienced a very severe panic attack for the first time in my life and it was terrifying. And due to my experience I no longer feel as though as long as you are a good person and do the right thing police will protect you. Now imagine a young, impressionable minds being exposed to those type of emotions so early in life. Imagine being 13 years old and feeling that you can't trust the police to protect you even when you're doing the right thing. Kids deserve to feel safe at school and there are those kids who experience . . . living conditions at home and school is the only place where they feel safe. Imagine being that student and having that safe haven taken away or compromised. Kids are seeing brown faces killed every single day in the news and they're seeing the uniforms that are responsible for taking those lives in their classrooms every day. Yes there are protocols in place to weed out the bad eggs who are looking to abuse their power as officers but it is obvious at this point . . . statistics that these protocols have failed and it's way too easy for those bad cops to slip through the cracks. Increasing the presence of law enforcement in high school increases the likelihood of exposing those bad eggs to children. At this point I invite you to challenge yourself to think about what happened to George Floyd and Philando Castile and Aiyana Jones and countless others and I challenge you to think about how you would feel if that had happened to a student while in school. I challenge you to think about how this community would feel if you were to allow this to happen in school. I challenge you to think about that child who trusted you to protect them would feel . . . when you have the power to prevent it. And I know my time is probably up but if I did have more time I would speak on the young woman who's having her diploma refused to her for holding what seems like very much to be her own version of a graduation party but I know I don't have the time but I also stand with her on that and I do believe that she has the right to hold her own event and she has a right to her very own high school diploma. Thank you for your time.

Mahnue Sahn, 147 Manchester Avenue – to all the respected members of the Board of Education. I am a part of the former students, current students and residents of Waterbury that come here today to voice their outlook on events that have taken place recently. Although I am not an alumni of the Waterbury Public School system I would like to voice my thoughts and concerns in this statement. Like many of my fellow peers I am appalled and disappointed by the egregious events that took place on May 31st in downtown Waterbury, the arrest of 28 protesters, protestors demonstrating in honor of George Floyd and police brutality were unjust. The poor treatment of those that were arrested even after being detained was unjust. The fact that this event is a direct mirror of the gruesome imagery that we see on the news and social media platforms today is disappointing for the City of Waterbury, a place meant to be fruitful in its diversity within our communities and a place that champions promoting safety within these communities. Many may believe that this issue is not directly related to the responsibilities of the Board of Education hopefully this statement along with the other statements illustrates why the Board of Education must hear all that we are presenting. The silence that has come from these members of the Board and alike is staggering. The actions of the police officers on May 31st has impacted many young people, two of which are minors. A sight like this should be concerning for everyone especially those that sit in on this meeting

tonight. Members of the community that speak tonight and I are wary of children in schools that see men and women with badges every day. They are wary of seeing another site such as May 31st but this time on school grounds. They are weary of negligence and services of the police and weary of the safety of Waterbury Public School children, children around the ages of those arrested on May 31st. Publically condemning the actions of the police that took place on that day is imperative for those that sit here today and even every absent executive official that holds the responsibility to cultivate a safe community in Waterbury. This is however only one step of the many that are needed to aid in significant change for the betterment of Waterbury. The lack of adequate de-escalation practices by the police is very telling and it's no surprise that the presence of police in public schools across Connecticut has a direct correlation to an increase in student arrests. My fellow community members have elaborated on these statistics and facts. The fact that this is not an immediate concern to the Board of Education demonstrates the prioritization or lack thereof of the safety of those students. The Board of Education is asked by its community to listen intently to the voices that they have heard tonight. I hope that through this ongoing conversation members of the Board of Education will take this chance to reevaluate their position on issues that pertain to those that have recently taken place. In addition I hope that this meeting gives the Board of Education all the more reason to take the time to listen and actively seek out to listen to the concerns of the Waterbury community, a diverse community you took up your positions in order to insure safe learning environments for children. I appreciate the opportunity to speak tonight and I hope that this conversation does not end here.

**Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Serrano-Adorno, it was voted unanimously to return to the regular order of business at 7:32 p.m.**

## **7. SUPERINTENDENT'S ANNOUNCEMENTS**

SUPERINTENDENT: I would like to first start off with a sincere congratulations to the class of 2020 as we have completed the graduations in a virtual environment which has been a very challenging year for everyone and certainly not what we expected but we do hope that all of our graduates were able to celebrate with their families and had an opportunity . . . wishes them the very best as they continue on their journey. I felt that I also needed to mention that through other reports that we're getting even from the Governor's Office and the Commissioner's Office continue to be in line with what we had previously used to make our decisions regarding large crowd gatherings and we have not received anything as recently as yesterday and today that changed any of the requirements that would have affected what has happened for Waterbury Public Schools in the month of June.

We are very proud that our schools also took an opportunity to recognize, and the promotion ceremonies for their eighth graders and fifth graders and kindergarteners, and we're very pleased that so many have shared so wonderful events on social media as well as some are displayed on our website. I'd like to wish the students, the teachers, all of our families a very productive summer or restful one that hopefully allows them to gain some degree of peace especially since the last three and a half months have been most challenging for everyone. I want to commend the teachers, the staff, and the principals for the job well done in an unprecedented environment and I'd like to also assure everyone that we will continue to do work this summer not only prepare for summer

school but we will be reconvening many meetings this summer as we explore our options for August of 2020/21.

I also would like to share that the expectations as we move forward, we have been meeting every week along with the Mayor's committee, we have our own district committee, a long term recovery committee, we had another meeting today and in the next two weeks Waterbury will be meeting many times with other sub-committee members in an effort to really draw closer to what our 2020/2021 school year will look like. We will be asking for a lot of input from our families, from our students, from our teachers, from our administrators, from our community and we will be doing that in various ways to be able to engage in meaningful conversation and dialogue around, about concerns with the new school year and what everyone would expect us to be able to resemble and how we can resume in an environment whether we are all going to go back into the school buildings or a combination thereof. So at this point there have been no decisions made, there have been no recommendations made, but in the next two weeks we'll be working very, very strategically around some presentations and options we can consider. I would certainly hope that the members, some of our people that spoke tonight, will also continue to engage with us because we really are sincere about continuing to engage our student voice and our young adult voices as we continue to make recommendations and improvements for our district. Likewise we'll be utilizing different tools of engagement as we go out into communities where we will be able to get meaningful alternatives and recommendations for how we could improve not only our school district but how our school district responds to all of our students.

I also would like to report that we are continuing our professional development around race and equity. We most recently had some professional development for our Central Office staff. We will continue that and we will continue for the entire school district as we resume into the fall. It is a deep commitment for us, it is not a short term commitment and nor do I believe that we can do this in isolation so you can expect that there will be various committees. I certainly hope that people will not only volunteer but they will participate, and they will actively participate, because I believe together hearing the voices of many people we are responsible for affecting, I would hope that we can come up with . . . alone or in isolation.

At this time I don't have any further updates but I do want to wish everyone a wonderful summer. Just know that we will be working the entire summer and I am still available for communication at any time and the phone numbers that you have been traditionally been calling will be answered in person once people return to a more traditional schedule which they have not been but we are very pleased that several of our secretaries have been taking calls the entire summer and they have been responding and they have also been communicating some of those messages to either my direct staff who has either responded to parents, most of the questions were questions that needed to be referred directly to the teacher or directly to the school principal for immediate attention. If anyone wants to continue to reach me during the summer you may certainly do so as I plan on actively working with all of you, our Commissioners, as well as our community members and our students and our teachers and administrators to work towards the long-term recovery plan for Waterbury. Thank you.

## **8. PRESIDENT'S COMMENTS**

PAGANO: Thank you Dr. Ruffin. The President's comments are simple – to each and every graduate of 2020, congratulations, you achieved your goal, you've also lived through history. God bless you and good luck.

**9. STUDENT REPRESENTATIVES' COMMENTS**

*There were no student representatives present.*

**10. CONSENT CALENDAR**

PAGANO: We'll move onto the Consent Calendar. Does anyone wish to remove an item from the Consent Calendar tonight? Commissioner Harvey?

HARVEY: President Pagano, can we remove item 10.9 please.

PAGANO: Anyone else have an item they want removed from the Consent Calendar?

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

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

- 10.1 The Committee on Finance recommends the Waterbury Board of Education approve a Professional Services Agreement with Access Rehab Centers, LLC, for a three year period, to provide occupational and physical therapy services to students with disabilities.
- 10.2 The Committee on Finance recommends the Waterbury Board of Education approve a Professional Services Agreement with EBS Healthcare, d/b/a Educational Based Services (EBS), for a three year period, to provide speech and language therapy services to students with disabilities.
- 10.3 The Committee on Finance recommends the Waterbury Board of Education approve a Professional Services Agreement with Access Rehab Centers, LLC, for a three year period, to provide speech and language therapy services to students with disabilities.
- 10.4 The Committee on Finance recommends the Waterbury Board of Education approve a Professional Services Agreement with Teaching Strategies, LLC, for a five year period, to provide preschool curriculum, assessment material, and professional learning services.
- 10.5 The Committee on Finance recommends the Waterbury Board of Education approve a Professional Services Agreement with Houghton Mifflin Harcourt Publishing Company, for a five year period, to provide Middle School Mathematics Curriculum including print material, digital licenses, and professional development.

- 10.6 The Committee on Finance recommends the Waterbury Board of Education approve a Professional Services Agreement with CollegeBoard for SpringBoard High School Language Arts Curriculum.
- 10.7 The Committee on Finance recommends the Waterbury Board of Education approve a Professional Services Agreement with CollegeBoard for SpringBoard High School Mathematics Curriculum.
- 10.8 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of the following transfers totaling \$2,193,806.00 in the 2019/2020 fiscal year budget:

<u>DESCRIPTION</u>	<u>Acct Unit</u>	<u>Account</u>	<u>TO</u>	<u>FROM</u>
District Wide Athletics- Certified Coaches	87510005	511107		(264,000)
Curriculum- Substitutes	87510301	511212		(\$1,200,000)
O&M – School Maint Non Certified	88031006	511225		(\$150,000)
O&M- Custodians	88031006	511226		(\$42,306)
O&M- Overtime	88031006	511650		(\$215,000)
Special Education- Paraprofessional	88510000	511228		(\$235,000)
Student Transportation-Bus Duty	88510001	511229		(\$62,500)
District Wide Support- Extra Police Protection	87510004	511700		(\$25,000)
O&M- Transfer to Sinking Fund To transfer funds from COVID-19 savings and surplus accounts into Sinking Fund.	88031006	591002	\$2,193,806	
<b>TOTAL</b>			<b>\$2,193,806</b>	<b>(\$2,193,806)</b>

PAGANO: Any discussion before we go forward. All in favor, opposed, abstain. Motion carries.

**11. ITEMS REMOVED FROM CONSENT**

**Item #10.9**

PAGANO: With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of the Department of Education's 2020/2021 Operating Budget totaling \$185,442,782 (\$158,375,000/Board Of Alderman adopted appropriation; \$23,442,782/Alliance Year 9; \$450,000/2016-17 Surplus; \$1,000,000/2015-16 Surplus; \$1,000,000/2014-15 Surplus; \$675,000/Contingency Surplus; and \$500,000/City non-lapsing contingency.

SWEENEY: **Motion to approve.**

HARVEY: **Second.**

PAGANO: Any discussion?

HARVEY: I have to, I regret having to do this but I have to pull this item and vote against it due to the fact that it involves the elimination of a teacher, a teacher's position at Walsh School. And Walsh School has always been, first of all I graduated from Walsh School,

if I vote to eliminate this position I have to explain to the community why I voted for this so I am going to vote against this because of the elimination of that position. My question would be why was the position left vacant and why was it not filled? And I haven't received an answer on that. I want to thank Doreen for doing an investigation but I will not be voting on this.

PAGANO: Thank you for your comments. Any other discussion points? Carrie, do you want to do a roll call?

**ROLL CALL VOTE:**

Yeas: Commissioners Brown, Orso, Serrano-Adorno, Stango, Sweeney, J. Van Stone, T. Van Stone, and President Pagano – 8

Nays: Commissioner Harvey – 1

CLERK: Motion carries eight/one.

**12. COMMITTEE ON TEXTBOOKS & COURSES OF STUDY**

**12.1 Upon a motion by Commissioner Tom Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to approve the new Grades K – 5 Mathematics Curriculum and textbooks/resources for the same - Grades K-5: Ready® Classroom Mathematics 2020.**

PAGANO: Discussion? All in favor please say aye, opposed, abstain. The ayes have it. The motion passes.

**12.2 Upon a motion by Commissioner Tom Van Stone and duly seconded by Commissioner Harvey, it was voted unanimously to approve the new Grades 6 – 8 Mathematics Curriculum and textbooks/resources for the same - Grades 6-8 HMH Into Math Program**

PAGANO: Discussion?

T. VAN STONE: Because these were, they did go through Committee but the presentations by the staff were so well done I have requested that we just put it on a Workshop just so the rest of the Board may see how well this curriculum is going to work for us in mathematics. That's my only comment.

PAGANO: Great, thank you. All in favor, opposed, abstain. The ayes have it. Motion passes.

**13. COMMITTEE OF BUILDING & SCHOOL FACILITIES**

**13.1 Upon a motion by Commissioner Jason Van Stone and duly seconded by Commissioner Harvey, it was voted, by roll call vote, to approve the use of school facilities, at no charge, by the following school organizations and/or City departments:**

**GROUP            FACILITIES AND DATES/TIMES**

V. Cuevas      Crosby, Wallace, Wilby, North End – classrooms, café, pool, gym, theater arts rooms



Park Dept. Summer Camp – June 29, 2020 through August 7, 2020  
Staff reports Monday through Friday, 7:45 a.m. to 4:00 p.m.  
Camp runs Monday through Friday, 9:00 a.m. – 3:00 p.m.

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\*V. Cuevas Kennedy pool – June 24 & 25, 2020, 9:00 a.m. – 12:00 p.m. and  
Park Dept. June 27, 2020 10:00 a.m. – 7:00 p.m. (Lifeguard training)

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PAGANO: Discussion?

J. VAN STONE: Mr. President, if I may. I regret not being able to speak on this, I was tardy to the meeting, but I did watch it on TV and I understand what we're trying to do here. I am still reticent; we haven't had our school children in there since March. Even just as of 15 minutes ago the Superintendent was very honest with us saying we still don't really know what we're doing for August so I would be reticent to allow anything to happen inside our schools that even any small way that can lead to a delay in kind of getting back to operations as normal. So I understand the need for it and why it's being requested. I think I'll be voting no against this tonight.

PAGANO: Thank you. Commissioner Tom Van Stone.

T. VAN STONE: Mr. President as I brought up my concerns in the Workshop, my concerns have not gone away. We are closing down our buildings for everything. Do we need a place to find our kids to go this summer? Yea we do but I'm not sure as a municipality we're the ones that should offer that. There are other people that have requested summer use of the buildings and we're basically telling them it's not gonna happen so there's no way I will support use of our buildings this quickly during this pandemic. Thank you Mr. President.

PAGANO: Thank you very much Commissioner Tom Van Stone. Commissioner Brown please

BROWN: I really appreciated the concerns of Commissioner Van Stone and I took it upon myself, I had extensive conversations with Victor Cuevas who is the head of the Park and Rec department. I read all the comments, responses to the questions of Mr. Van Stone and I really feel that everybody has done their due diligence. I will be voting for this. I feel that given the information and over 100 students have registered to attend our summer camp, we have many college students, many students who are going to be working at these camps so I think they deserve an opportunity. I think we're all interested in the safety of the students but there's many camps throughout the State of Connecticut that are opening under the circumstances. So I have confidence and the parents have confidence and are registering their children. My understanding from Mr. Clark is that if other organizations want to use the school facilities and can meet all the requirements, the health and safety requirements, that they would be able to. So at this point it doesn't seem that other organizations are able to meet those requirements which are pretty stringent. So I would hate to see us deny access to our school buildings which are City municipal buildings, community buildings, they're just not Board of Ed buildings. So I would urge my Board members to support it.

PAGANO: Thank you Commissioner Brown. Commissioner Serrano-Adorno.

SERRANO-ADORNO: I know I had been back and forth. I understand both Van Stone's point of view. As a parent myself I personally would not have signed up my own child only because I'm just that helicopter mom that's always being extra protective but I'm even more cautious now, actually one of my children had the COVID. But also I feel that the Park Recs Center and I know Victor Cuevas, I'm sure that they did follow protocol and that they got the approval from the Health Department and the State, whatever they needed to do to open up. So with that said it's the parents that are making the decision and allowing the students to participate in it. So I would hate to take away something that the students might be looking forward to especially being under quarantine. I think they urge the desire to socialize. I know a lot of them have been going through a lot of anxiety and depression so I think it's like a slow tradition to kind of get back to the norm. So I would be supporting this because at the end of the day it is the parents making the decision on whether or not they want to allow the children to participate in this camp and I'm afraid that if we don't allow them to use our facility and what will the children be doing? They'll still be quarantined doing what? So I do, like Liz said, I do have confidence that Victor Cuevas or the Parks and Recs Center did what they're supposed to. I know that we are not liable for anything so I will be approving this but I do understand the concerns that both Van Stones have, respectfully, I totally understand that. I just kind of wanted to let you guys know it's more of the parents making that decision and allowing their students. If they didn't have students signed up that would be another thing but as long as they're following every protocol, safety precaution and the parents are aware of that then I'm okay with that. Thank you Mr. President.

PAGANO: Is there anyone else?

HARVEY: I just received a text from a parent that said if the school is open for camp kids should be allowed to hold summer school and attend summer school. So I will be voting, I understand the concerns of the Commissioners but I think the long and short of it is we want the kids off the streets, let's let them participate in summer school, so I will be voting for this. Thank you Mr. President.

PAGANO: Thank you. Any other comments? Carrie, can we get a roll call vote on this please.

**ROLL CALL VOTE:**

Yeas: Commissioners Brown, Harvey, Orso, Serrano-Adorno, Stango, Sweeney, and President Pagano – 7

Nays: Commissioners Jason Van Stone and Tom Van Stone – 2

CLERK: Seven/two, motion carries.

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

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

**14.1 Appointments:**

Carpenter, Ryan – Middle School Summer School Coordinator.

Theriault, Michael – SOAR to Success (Elementary) Summer School Coordinator.

14.2 Secondary English Language Arts Curriculum Committee appointments, salary according to contract:

<u>Name</u>	<u>Grade Level</u>	<u>School</u>
Farley, Amanda	6	Wallace
Griffin-Crosby, Denise	6	Reed
Dudek, Caitlyn	6	NEMS
Mancini-Bellemare, Doris	7	WSMS
Pratt, Lena	7	WSMS
Terenzi, Adriana	7	NEMS
Rosa, Jennifer	8	NEMS
Romano, Lisa	8	Wallace
Boratko, Jessica	8	Reed
Travisano, Tara	9	Kennedy
Winstanley, Kristin	9	WAMS
Zappone, Evette	9	Wilby
Goodman, Jillian	10	Kennedy
Mancini, Dana	10	Wilby
Ospalek, Patrick	10	WAMS
DeVeau, Heather	11	Kennedy
Pannoni, Michael	11	Wilby
Singley, Paul	11	Wilby
Cybart-Persenaire, Alena	12	Kennedy
Franks-Blanchard, Lauren	12	Wilby
Cook, Brandy	Middle School Committee Lead	NEMS
Cremins, Alison	Middle School Committee Lead	Wallace
De Paolo-Gagne, Victoria	High School Committee Lead	Crosby
Williams, Patricia	High School Committee Lead	Crosby

14.3 Teacher Transfers effective 2020/2021 School Year:

<u>LAST NAME</u>	<u>FIRST</u>	<u>FROM:</u> <u>(Previous School Location)</u>	<u>TO:</u> <u>(New School Location)</u>
Angelo	Eileen	Driggs - Special Ed Resource	Maloney - Special Ed Resource
Brito	Mallory	Washington - ELA Gr 5	NEMS - ELA Gr 6
Del Debbio	Amy	CHS - ELA	WSMS – Lib/Media Specialist
Desiderio	Jennifer	CHS - Math Gr 9	Academic Acad. - Math Gr 6-8
Drewry	Emily	WMS - ELA Gr 7	KHS – ELA
Elder	Lana	NEMS - Social Studies Gr 7	KHS - Social Studies
Fernandez-Troche	Arelys	Reed - Lib/Media Specialist	Tinker - Lib/Media Specialist
Gregoire	Carmela	WHS - World Language Italian	Bunker Hill – Eng. Second Lang.
Grendzinski	Katie	Wilson - Special Ed	Sprague - Special Ed
Haines	Thomas	Wilson - Math/Science Gr 5	WSMS - Math Gr 6
Iannantuoni	Jolee	WMS - ELA Gr 6	Academic Acad. - ELA Gr 6-8
LaChance	Mark	Enlightenment - PE Health	KHS - PE Health
Orosz	Ashley	WSMS - Social Studies Gr 7	CHS - Social Studies
Ouellette	Francene	Tinker - Gr 5	WSMS-Fam. Cons. Sci. Culinary

Pogodzienski	Marcy	Academic Acad. - Science Gr 6-8	WMS - Science Gr 7
Quattro	Marissa	WSMS - Science Gr 7	WCA - Science Biology
Rotella	David	NEMS - ELA Gr 6	NEMS - Reading Gr 8
Stellmach	Caryn	Enlightenment/State Street – Guidance Counselor	KHS - Guidance Counselor
Toucet	Nyree	WCA - Guidance Counselor	WAMS - Guidance Counselor
Turek	Matt	WSMS - Social Studies Gr 7	KHS - Social Studies
<u>LAST NAME</u>	<u>FIRST</u>	<u>FROM: (Temporary Assignment)</u>	<u>TO: (Permanent Assignment)</u>
Abuhamed	Hoda	Academic Acad. - Computer Information Technology Gr 4-8	Academic Acad. - Computer Information Technology Gr 4-8
Aldarondo	Nayda	Bucks Hill - Bilingual Gr 1	Bucks Hill - Bilingual Gr 1
Auen	Amanda	Duggan - ELA Gr 8	Duggan - ELA Gr 8
Barrera	Luz	Hopeville – Sp. Ed Bil. Speaking	Hopeville – Sp. Ed Bil. Speaking
Barriera	Deisha	Chase - Social Worker	Chase - Social Worker
Bolduc	Kathryn	Reed - ELA Gr 7	Reed - ELA Gr 7
Carter	Sa-Queen	WMS - Special Ed	WMS - Special Ed
Colon	Kathleen	Reed - Math Gr 7-8	Reed School - Math Gr 7-8
Correa	Jennifer	WHS - Science Biology Gr 9-12	WHS - Science Biology Gr 9-12
Devine	Michael	WAMS - PE Health	WAMS - PE Health
Enquist	Bjorn	WMS – Art	WMS – Art
Erdmann	Michael	WHS - Special Ed BDLC	WHS - Special Ed BDLC
Farrington	Joseph	Hopeville - PE Health	Hopeville - PE Health
Flematti	Jessica	WHS - Social Worker	WHS - Social Worker
Fort	Ashley	Reed - Math & Science Gr 6	Reed - Math & Science Gr 6
Fortier	Joseph	WAMS - Guidance Counselor	WAMS - Guidance Counselor
Gabriel	Jill	Bucks - Lib/Media Specialist	Bucks - Lib/Media Specialist
Gallati	Jean	WCA - Human Services	WCA - Human Services
Garcia-Pillot	Zulma Maria	WHS - Bilingual Science Biology	WHS - Bilingual Science Biology
Grant-Mack	Tameka	Duggan-Gr K Co-Taught Reg. Ed	Duggan-Gr K Co-Taught Reg. Ed
Hargrave	Philip	Bunker Hill - Art	Bunker – Art
Havican	Melissa	Chase-Pre-K Sp. Ed Co-Taught	Chase-Pre-K Sp. Ed Co-Taught
Hunsicker	Katherine	Wilson – Special Ed Res. Room	Wilson - Special Ed Res. Room
Iannicelli	Carmela	KHS - Social Worker	KHS - Social Worker
Kelly	Stephanie	WCA - Information Technology	WCA - Information Technology
Lehane	Danielle	Gilmartin - Social Worker	Gilmartin School - Social Worker
Liang	Daxian	WCA - Math Gr 9-10	WCA - Math Gr 9-10
Manka	Michelle	Districtwide - Speech Lang. Path.	Districtwide - Speech Lang. Path.
Minty	Jessica	Rotella - Special Ed	Rotella - Special Ed
Monagas Soto	Diana	CHS - Spanish	CHS – Spanish
Moquete	Geraldine	CHS - Speech Lang. Pathologist	CHS - Speech Lang. Pathologist
Moro	Jeffrey	WAMS - Music	WAMS – Music
Muslli	Zamira	CHS – Math	CHS – Math
Noss	Alysha	Sprague - Pre-K Regular Ed	Sprague - Pre-K Regular Ed
Opalenik	Michelle	WHS - PE Health	WHS - PE Health
Pizarro	Leugim	Hopeville - Bilingual Gr 4	Hopeville - Bilingual Gr 4

Rendon-Moreno	Miguel	Bucks Hill - Bilingual Gr 3	Bucks Hill - Bilingual Gr 3
Rivera	Nicole	Rotella - Special Ed	Rotella - Special Ed
Rivera Gierbolini	Jose	Hopeville - Bilingual Gr 5	Hopeville - Bilingual Gr 5
Romano	Lisa	WMS - ELA Gr 8	WMS - ELA Gr 8
Rosado	Jeffrey	Bunker - Gr 1	Bunker - Gr 1
Sampt	Krystle	Bucks Hill Annex-Pre-K Spec. Ed	Bucks Hill Annex-Pre-K Spec. Ed
Samuels	Julia	Carrington - Social Worker	Carrington - Social Worker
Sanzone	Ashley	Bucks Hill - Gr 3	Bucks Hill - Special Ed
Sazo	Gustavo	WMS - Math Gr 8	WMS - Math Gr 8
Selvarajan	Jayalalitha	Reed - Gr 2	Reed - Gr 2
Terry	Richard	WHS - Fam. Cons. Sci. Culinary	WHS - Fam. Cons. Sci. Culinary
Torres-Dozier	Bianca	Enlightenment - Social Worker	Enlightenment - Social Worker
Trocolla	Lillian	KHS - Bilingual Science	KHS - Bilingual Science
Volpe	Elvira	KHS - Social Studies	KHS - Social Studies

14.4 Involuntary Teacher Transfers effective 2020/2021 School Year:

<u>LAST NAME</u>	<u>FIRST</u>	<u>FROM:</u> <u>(Temporary Assignment)</u>	<u>TO:</u> <u>(Permanent Assignment)</u>
Boscarino	Michelle	Walsh Math Interventionist	Gilmartin - Gr 3
Carbone	Mikaela	KHS – ELA	CHS – ELA
Colon Olivares	Maria	Chase - Bilingual Gr 2	Chase - Bilingual Gr 3
Duggan	Tatiana	WCA - Science Biology	WMS - Science Gr 8
Durante	Janelle	Walsh - Gr 5	Washington - ELA Gr 5
Garcia Pillot	Zulma Linette	WCA - Spanish	NEMS - Spanish
Goodman	Jillian	Reed - ELA Gr 7	KHS - ELA Gr 11
Haxhi	Robert	WAMS - World Language Italian	WHS - World Language Italian
Ingala	Matthew	WMS - Special Ed	WHS - Special Ed
Isabella	Michelle	Generali - Gr 5	Wilson - ELA Gr 5
Morhous	Jennifer	WCA - Special Ed	CHS - Special Ed
Nadolny	Karen	Walsh - Gr 2	Generali - Gr 2
Rashiti	Miradije	CHS - Social Studies	WSMS - Social Studies Gr 7
Vostinak	Julie	WAMS - Science Gr 9	Gilmartin - Science Gr 7-8

14.5 Adult Education summer appointments effective July 6, 2020:

<u>NAME</u>	<u>POSITION</u>	<u>HRS/RATE</u>
<b>ADULT HIGH SCHOOL CREDIT DIPLOMA (AHSCDP):</b>		
Langeull	Margaret	Art Instructor
Linskey	Tara	Health Instructor
McDonald	Brian	Substitute
Mobilio	James	Social Studies Instructor
Moreau	Margaret	Math Instructor
Mottillo	Carissa	English Instructor
Muro	Nancy	Parenting Instructor
Person	Jocelyn	Science Instructor
Riemer	Wayne	English Instructor

**AHSCDP DISTANCE LEARNING:**

Harper	James	English Usage	10 hrs p/wk @ \$33.00 p/hr
Harper	Julia	Human Biology	10 hrs p/wk @ \$33.00 p/hr

**ADULT BASIC EDUCATION (ABE)/GENERAL EDUCATION DEVELOPMENT (GED):**

Baranowski	Judith	ABE Instructor	21 hrs p/wk @ \$33.00 p/hr
Curci	Joseph	GED Instructor	21 hrs p/wk @ \$33.00 p/hr
Scursso	Lori	ABE Instructor	21 hrs p/wk @ \$33.00 p/hr
Veneziano	Ellen	GED Instructor	21 hrs p/wk @ \$33.00 p/hr

**GUIDANCE STAFF:**

Aucella	Laurence	ESL School Counselor	21 hrs p/wk @ \$33.00 p/hr
Jordan	Ellen	School Counselor	21 hrs p/wk @ \$33.00 p/hr
Maschi	Suzette	School Counselor	21 hrs p/wk @ \$33.00 p/hr
Wasilewski	Diane	Guidance Secretary	21 hrs p/wk @ \$14.00 p/hr

**ENGLISH AS A SECOND LANGUAGE (ESL):**

Chenas	Stanley	ESL Facilitator	30 hrs p/wk @ \$33.00 p/hr
Martinez	Mildred	ESL Instructor	12 hrs p/wk @ \$33.00 p/hr
Salgado	Roberto	ESL Instructor	12 hrs p/wk @ \$33.00 p/hr
Soto	Denise	ESL Instructor	12 hrs p/wk @ \$33.00 p/hr
Khafi	Ermonela	ESL Instructor	12 hrs p/wk @ \$33.00 p/hr

**Connecticut Adult Reporting System (CARS):**

Monaco	Roxanne	Administrator	12 hrs p/wk @ \$37.59 p/hr
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**TECHNOLOGY:**

Blancato	Alfred	Computer Analyst	21 hrs p/wk @ \$24.00 p/hr
Santoro	Joseph	Computer Analyst	35 hrs p/wk @ \$24.00 p/hr

**EDUCATIONAL AIDES:**

Gonillo	Salvatore	Resource Room/Testing	21 hrs p/wk @ \$21.50 p/hr
Montgomery	Asia	ABE	21 hrs p/wk @ 16.98 p/hr
Nonamaker	Kim	ABE	21 hrs p/wk @ \$21.50 p/hr
Pelletier	Laurie	Bookroom Aide	21 hrs p/wk @ \$12.00 p/hr
Stanco	Michael	Resource Room/Registration	21 hrs p/wk @ \$21.50 p/hr

**GED EXAMINATION:**

Bacik	Madeleine	CBT Test Administrator	As needed @ \$26.82 p/hr
Felton	Tanya	CBT Test Administrator	As needed @ \$17.22 p/hr
Gonillo	Salvatore	CBT Test Administrator	As needed @ \$21.50 p/hr
Rinaldi	Nancy	CBT Test Administrator	As needed @ \$15.54 p/hr
lasevoli	Luigi	Saturday Security	As needed @ \$20.00 p/hr

**SECURITY:**

DeBonis	Michael C	Security/Aide	30 hrs p/wk @ \$21.50 p/hr
lasevoli	Luigi	Security	30 hrs p/wk @ \$20.00 p/hr

**CUSTODIAL/AIDES:**

Evon	Randy	Security/Custodial Aide	35 hrs p/wk @ \$13.00 p/hr
laiennaro	Michael	Security/Custodial Aide	30 hrs p/wk @ \$12.00 p/hr
lasevoli	Peter	Head Custodian	35 hrs p/wk @ \$16.50 p/hr
SantaBarbara, Sr.	Louis	Security/Custodial Aide	35 hrs p/wk @ \$12.00 p/hr

Zabbara                      Ian                      Security/Custodial Aide                      35 hrs p/wk@\$12.00 p/hr

14.6 Retirements:

Burns, Maria – Principal, State Street School, effective 06/30/2020.

DiMaio, Dante – KHS Technology Education, effective 11/06/2020 (*correction from resignation*).

Frageau, Patricia – Principal, Duggan School, effective 06/30/2020.

Marold, Mary Ann – Education Liaison to Government, Business & Community, effective 06/30/2020.

14.7 Resignations:

Reinholz, Erica – Regan/Washington, Library Media Specialist, eff. 06/30/2020.

PAGANO: Discussion? All in favor, aye, opposed. Motion carries. Item number 15 – Unfinished Business of the Preceding Meeting Only. Anything there anyone? Item 16 – Other Unfinished, New, Miscellaneous or unforecasted issues. Rocco Orso, you're first.

ORSO: I just want to make a statement, getting back to 14.6, the retirements, I just want to personally thank all these members for all the good service they've done throughout the years; I would like to thank them very much.

PAGANO: I share your sentiments also, thank you Commissioner Orso. Commissioner Harvey.

HARVEY: Most of the people that spoke addressed some of the issues that I wanted to address so that kind of eliminates some of the list that I want to go through for a later date. But I just want to take the opportunity once again to congratulate our class of 2020, I think they are fantastic . . .

Second, I want to thank our community agencies and community groups for getting us through this, March, April and May, with the offerings that they've had with webinars, particularly with urban trauma, and I would hope that we will take advantage of those classes because it is very, very, they were very, very good and I just hope we'll do that.

I want to also thank you lastly President Pagano and Superintendent, for the letter that you wrote in regards to the inequities and the racial issues that are going on. I will have more to say about this but I just want to thank you guys for doing that.

PAGANO: Commissioner Jason Van Stone.

J. VAN STONE: Kind of tagging on what Rocco said, in item 14 today we do have a couple, more than a couple actually, retirements of some longtime folks who have given decades of service to the people of Waterbury, the students of Waterbury, to this Board. That's not the end of this; we're going to have some more coming up in the next few weeks. But I just wanted to take a moment to recognize their great work, specifically of Mrs. Marold who is, countless times when a member of the public has come and had a question and it seems like every Superintendent we've had, under my time here, said let's call Mrs. Marold and see what we should do about it. She was a tremendous asset as was Mrs. Burns, Dr. Frageau and Dante DiMaio, so I just wanted to point that out tonight.

PAGANO: Thank you very much for your comments. Commissioner Brown.

BROWN: Congratulations to all the graduates and I just want to congratulate the Superintendent and everybody who made those wonderful graduation ceremonies so meaningful, student speeches, it really went very well considering we made the best out of a situation. Thank you very much for putting that together, it was very well done.

I want to really say, I want to thank all the speakers tonight who called in. I have just been appalled myself personally in reaching out to a lot of people after I saw the video of the May 31st protest and I want to assure people who called in, I personally, and I know many of the Board members, we will be looking at all aspects of our school district to make sure that our students feel safe, that they feel loved, and that they don't have to be afraid of going to school. We're going through a strategic planning process, we will be meeting next week on the 24th, and all these issues should be on the table, this is a new day. We have to really listen to the community and make sure every action; every action that we take really is for the benefit of the children. If you didn't see this video I encourage you to see it and I think we have a lot of soul searching to do and we've got to connect with our students and make them a priority. I really appreciate all the comments and I know that I am doing a lot of reflection, a lot of praying about a lot of things and I know the Board members share our concern and sorrow for what's going on in Waterbury and in the world and I just know that we're gonna be looking at everything. I know I'm going to be encouraging everybody, everything's on the table, no business as usual. So thank you very much for calling in and God bless.

PAGANO: Thank you Commissioner Brown. Anyone else. Commissioner Serrano-Adorno:

SERRANO-ADORNO: Thank you Mr. President. Again, I do just want to congratulate the class of 2020. You guys are going to be forever known to be that special groups of students who had to face this big challenge and hopefully I pray that it doesn't happen again. But hopefully these unique circumstances will only give you guys resilience and inspire you to make the world a better place especially when you get right back at it. I do want to thank the callers, we always encourage the public, especially our students or even former students, just the community members, you guys are stakeholders too so we appreciate those phone calls and that input. We'll definitely continue that communication. But I do also want to thank all the administrators, all the staff, everybody that was working diligently helping out these students with the distant online learning as well and especially to the parents, the guardians, the grandparents, to all the relatives that were really helping our children in our district to get through it. We wouldn't be able to do it without you. We're a team and just know that you guys are not alone, this is something that was new to all of us so we hope that you're just a little patient with us as we're really trying to do the best that we can to ensure that every student has a great education and great experience. I know a lot of people are bummed about the whole graduation and maybe in the future there's another option but like I said, I pray this doesn't happen again. I support the Superintendent for her decision when it comes to the safety of each of your children so I hope that you guys understand that and we are really following protocols as the State recommends to us. So congratulations again to the class of 2020, we're here to help each and every one of our families and our students. I appreciate the involvement that you guys were able to participate in tonight's




conversation that we hope that you guys continue to do so at many more meetings.  
Thank you guys. Thank you Mr. President.

PAGANO: There's no Executive Session tonight. Can I have a motion to adjourn?

***ADJOURNMENT***

**Upon a motion by Commissioner Harvey and duly seconded by Commissioner Sweeney, it was voted unanimously to adjourn at 8:06 p.m.**

ATTEST:   
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Carrie A. Swain, Clerk  
*Board of Education*