



NEW HAVEN PUBLIC SCHOOLS
NEW HAVEN, CONNECTICUT

Minutes –Board of Education Meeting – October 28, 2019

The meeting was called to order at 5:41 p.m. by Mr. D. Goldson, President. The meeting was held at King/Robinson Magnet School Cafetorium, 150 Fournier St., New Haven, Connecticut.

Present: Mr. D. Goldson, President; Ms. Y. Rivera, Vice-President; Dr. T. Jackson-McArthur, Secretary; Mr. M. Wilcox, Dr. E. Joyner, Mayor T. Harp, Ms. L. Arouna

Absent: Mr. N. Rivera

Ms. Arouna led the assembly in the Pledge of Allegiance.

696-19
Approval of Minutes
Special Meeting
September 17, 2019
On the motion by Dr. Jackson-McArthur, seconded by Dr. Joyner, it was unanimously voted to approve the Minutes of the Special Board Meeting of September 17, 2019.

697-19
Approval of Minutes
Special Meeting
October 2, 2019
On the motion by Dr. Joyner, seconded by Dr. Jackson-McArthur, it was unanimously voted to approve the Minutes of the Special Board Meeting of October 2, 2019.

Mr. Goldson announced that translation services are available in the back of the room. Ms. Rivera also announced in Spanish.

Mr. Goldson remarked that the meeting minutes of October 15th are delayed until next meeting for approval. There were a couple of changes that he needs to review. He apologized for not being able to do them.

698-19
Approve to Amend
Agenda to go into
Executive Session
On the motion by Mr. Goldson, seconded by Dr. Joyner, by roll call vote, it was unanimously voted to amend the agenda to go into executive session to discuss the Superintendent’s employment as well as a discussion regarding the Interim-Superintendent’s contract/employment.

699-19
Convene
Executive Session
On the motion by Mr. Goldson, seconded by Dr. Joyner, it was unanimously voted to go into Executive Session at 5:45pm. Mr. Goldson invited Atty. Melinda Kauffman, Ms. Lisa Mack and Dr. Iline Tracey to join them.

700-19
Adjourn
Executive Session
On the motion by Mr. Goldson, seconded by Dr. Joyner, it was unanimously voted to adjourn Executive Session at 6:25pm.

701-19
On the motion by Mr. Goldson, seconded by Dr. Joyner, it was unanimously voted to



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Reconvene in
Public Session

Reconvene in Public Session at 6:28pm.

Mr. Goldson reported that they have signed a separation agreement with Dr. Birks. It will be available to those who ask for it.

702-19
Amend Agenda to
Add Approval of
Interim-Superintendent

On the motion by Dr. Jackson-McArthur, seconded by Mayor Harp, it was unanimously voted, by roll call vote, to amend the agenda to add approval of Interim-Superintendent.

703-19
Approve Interim-
Superintendent

On the motion by Dr. Jackson-McArthur, seconded by Mayor Harp, it was unanimously voted to appoint Dr. Iline Tracey as Interim-Superintendent for the New Haven Public Schools.

Mr. Goldson commented that we are all very proud of Dr. Tracey and the long service she has given to the New Haven Public Schools. She was the principal of this school and oversaw the merger of Jackie Robinson and the Martin Luther King schools. Dr. Tracey has been with the system for 36 years and she has been in almost every level of the school system. Mr. Goldson remarked he doesn't know why we didn't make this decision earlier but he is super happy that we made the decision now. He can almost feel a sigh of relieve throughout the district and looks forward to working with her to move this district forward.

Mayor Harp thanked Dr. Tracey for taking this on. It is an awesome responsibility and we don't take her willingness to do this job lightly and we are eternally grateful.

Dr. Tracey was recognized by a resounding round of applause.

Dr. Tracey commented that she made the commitment in 1980 when she started in Dwight Day Care as a daycare teacher and moved into the New Haven Public Schools. She has taught many different grades and she is proud to say that she is committed to this system; she is not committed to a person but to the system. People can come and go but she still has her commitment to the system.

Dr. Tracey remarked she is not here reveling in anyone's demise; she works with whoever is in the system because she is working on behalf of families and students. She continues this commitment; she is not ready to go anywhere even though her hair is graying she still has a lot of energy left and she is glad that the Board has seen fit to put her in charge of this responsibility. It is a humbling experience but she is sure with her leadership team and families and friends we will make sure that the families of New Haven are serviced and she commits herself to that. If you see her going out of bounds you have the right to correct her and she will stay humbly corrected.



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Dr. Tracey thanked the Board for the unanimous approval to do this work and she will make sure that no one is disappointed.

704-19
Amend Agenda to
Authorize President
To Sign Contract

On the motion by Dr. Jackson-McArthur, seconded by Mayor Harp, it was unanimously voted, by roll call vote, to Amend the Agenda to add giving authority to the President to sign the contract with the Interim-Superintendent in consultation with the Executive Committee members.

705-19
Provide Authority to
President

On the motion by Ms. Rivera, seconded by Dr. Jackson-McArthur, it was unanimously voted to provide authority to the President to sign the contract with the Inter-Superintendent.

Public Participation

Ms. Jessica Light, parent, remarked that schools are waiting for their Science Kits, they get 4 per year and have not received even one yet; *Dr. Tracey told Ms. Light that they are aware of the problem with the Science Kits and are working to resolve it.* Ms. Robin Miller-Godwin, city resident, reported that she requested some information in August and that request has not been fulfilled so she will be putting in a complaint; in response to a comment by Mr. Goldson, Ms. Godwin-Miller explained to him what information she was looking for. *Mr. Goldson told her they answered her first request and she commented, "Not to her satisfaction", and she continued to explain;* Ms. Keren Ortiz, parent, spoke about communication and new parent enrollment and how difficult it has become; Ms. May Mitchell, grandparent, great-grandparent, congratulated Dr. Tracey on her appointment to Interim-Superintendent; she talked about the clinic at Lincoln-Bassett not being opened yet, she continued in detail; she then told about her granddaughter who was #8 on an enrollment list at Booker T. Washington and they wanted her to fill out another application and to her this is unfair because she is already on the waiting list; *Dr. Tracey told Ms. Mitchell that Booker T. is a charter school and told her Ms. Hannans would speak with her;* Ms. Maria Harris, parent, talked about Board accountability, security, NAEYC, administration, use of special ed services, and the lack of security at Clarence Rogers; she also told Board members that they have to start paying more attention to what they are saying and remarked that they are passing things that they do not understand; Ms. Marguerite Piontek, grandparent, left the meeting because Mr. Pinto had assisted her earlier; Ms. Hazel Pappas, retired matron, Title I representative, congratulated Dr. Tracey, she also commented that when we have people in New Haven who can be superintendent, that is what should happen, she feels Dr. Tracey should have been superintendent from the beginning; she told Dr. Tracey that she hopes she stays for a long time; Ms. Florence Caldwell, retired matron, Title I Advocate, congratulated Dr. Tracey and commented she could not think of a better person to fill these difficult shoes, she is sure she will get the job done and we look forward to working with her for a long time; she also congratulated the Board for making the appointment of Dr. Tracey as our Interim-Superintendent; she feels we are on the right track to weather the storm as long as there is commitment and transparency; she also thanked Dr. Tracey, Typhanie Jackson, Sandra Clark and Mr. Wilcox, who was an active participant, for coming out last Wednesday in that awful rain storm to our Districtwide Title I Annual meeting



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that is mandated by the Federal Government; we didn't have as many families as usual because of the weather, but it was a success; she also talked about the health clinics working for families and kids and complimented Alyssa LaFogg who was the office manager, for her work in that office and said that she offered so much more to the parents; Ms. Caldwell continued to explain. She also commented that they lost the medical van and now the clinic is not up and running and she explained how this is affecting so many families.

Mr. Goldson said that this has come up in some of our meetings and he feels that we came up with a resolution at a Finance & Operations meeting. It is the only clinic in the city that is not up and running and the issue should be resolved soon.

Students Report

Ms. Arouna reported the Citywide Student Cabinet meeting for today has been postponed to November 19th due to some scheduling conflicts. She highlighted something that happened last week, which is still a pressing issue amongst many students. Last Friday NHPS students and community members attended a rally for Mario Aguilar Castañon, a junior at Wilbur Cross, who has been detained by ICE. Students at Cross led by students, who attend the CT Students for a Dream Program, helped coordinate the demonstration; they showed great leadership qualities. Many students attended this rally and she wanted to point that out because it is still a pressing issue amongst the student body community.

Mr. Goldson noted that at least four or five members of the Board attended that rally as well. We were there because we support this cause. We passed a resolution less than a year ago opposing any ICE activity in the school system as well as a resolution to form an immigration committee to address any immigration issues in the school system. This issue is specific to one student and we should have it on the record as a Board, to say something about it. Ms. Arouna agreed.

**706-19
Amend Agenda to
Add Statement re
Immigration Issues**

On the motion by Ms. Arouna, seconded by Dr. Jackson-McArthur, it was unanimously voted, by roll call, to amend the agenda to make a statement on this issue.

Ms. Arouna remarked as a Board we should continue to support organizations that run through our schools like CT Students for a Dream who are not only educating our students about being documented, but who are giving them the tools to make us more aware of what is happening in our community.

**707-19
Write Letter to
Support Mario
Aguilar Castañon**

On the motion by Ms. Arouna, seconded by Mayor Harp, it was unanimously approved, by roll call, to support the organizations helping this young man and to write a letter to the powers that be to support Mario Aguilar Castañon, a junior at Wilbur Cross, to gain his freedom from ICE detainment.



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Dr. Jackson-McArthur told Ms. Arouna that she made a great report and she liked her coming up to the podium.

President's Report

Mr. Goldson commented that they did approve a committee for refugee and immigrant assistance and if anyone has any recommendations or knows anyone who should sit on this committee, to please let him know because he would like to get that committee up and running by our next meeting.

Mr. Goldson remarked he would also like to put together a committee on recycling because we do not recycle in this system and it is embarrassing. He would like to get some community- minded folks and students to help us move on this issue.

**708-19
Form a Recycling
Committee**

On the motion by Mr. Goldson, seconded by Mr. Wilcox, it was unanimously voted to form a Recycling Committee.

Mr. Goldson also asked if anyone would like to sit on the Ethics Committee or if they know anyone who would like to sit on this committee, to please let him know.

Mr. Goldson remarked that he would like to transmit to two committees, officially. Dr. Jackson has received a proposal on updating our Holiday Celebrations Policy. Also, an issue arose about political activities in schools and when and how people can/should do that, and he would like Governance to review that policy and update it as well.

Dr. Joyner commented that when we create these committees we should provide a written statement regarding the scope and function of the committee as well as the proposed credentials of the people who are eligible to serve on them. If we did that, it would be better for the public so that people would be better able to determine if they would like to sit on the committee.

Mr. Goldson agreed with him and said that he did that for the refugee committee and the ethics committee but not the recycling committee but he will correct that at the next meeting.

Mr. Goldson commented that Joe Rodriguez used to serve on the Committee for Student Elections and he needs someone to volunteer on that committee. Dr. Jackson-McArthur volunteered to serve on this committee.

Superintendent's Report

Dr. Tracey asked for approval of the Personnel Report.

**709-19
Approval of
Personnel Report**

On the motion by Dr. Jackson-McArthur, seconded by Mr. Wilcox, it was voted to approve the Superintendent's Personnel Report.



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Ms. Rivera questioned the position of Magnet Recruitment Specialist on page 3 of the report. She wanted to know if Ms. Gregory-Williams speaks Spanish. She had a few phone calls today regarding this appointment. Dr. Tracey did not know so she called on Ms. Lisa Mack, HR Director, to answer. Ms. Rivera asked how many Spanish speaking staff does this office have, and Dr. Tracey answered that there are two. Ms. Rivera commented that it is her understanding that this person is replacing a Spanish speaking employee and if that happens, there will only be one Spanish speaking person in that office and that is totally insufficient considering the number of families who come in that are Spanish speaking. Dr. Tracey explained the interview process for this position in detail.

Ms. Mack remarked that in that office we have a recruitment hiring process and there were candidates in the pool, so we looked at the most qualified candidates in that interview process and the director hired the most qualified candidate. Ms. Mack explained in detail. She added that they cannot hire candidates for ethnicity reasons if they don't have the most qualified skills for the position.

Ms. Rivera remarked that she understands that, but she cannot believe that there are not more qualified Spanish speaking people coming to the table because this happens in every level of position within the school system. She cannot believe that there are not more Spanish qualified candidates coming to the table. She is not comfortable voting on this and suggested they table this position.

Ms. Mack told Ms. Rivera that she understands her point and it is well taken and she continued to explain. Ms. Mack answered numerous questions posed by Mr. Goldson.

Mr. Goldson pointed out that he is not comfortable hearing this language "the most qualified candidate" it doesn't make him feel better about this. He went on to explain. Dr. Jackson-McArthur commented that she doesn't feel this was done with any malice and she feels uncomfortable seeking out this one candidate. She went on to explain her thoughts.

Dr. Joyner joined the discussion and explained his position. He remarked we should have people who are able to speak to parents in a language they understand. He continued in detail.

Ms. Mack brought up the fact that the first candidate that was offered the position was bilingual and declined the position. Ms. Mack also pointed out that unions create certain guidelines for hiring that limit what her department is able to do.

Ms. Rivera said she understood, but she felt there needed to be a time to raise the issue of racial equity. For her, that time is now, and the Magnet Recruitment Specialist was that position. She commented that when parents can't find anyone to speak Spanish, that's a



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systemic problem. She continued to say that the only staff, the only personnel where Spanish speaking is represented, is in the cafeterias and cleaning staff and our Spanish students should not be seeing that.

Dr. Tracey added to the discussion and commented that she agrees that we need to put in a more concerted effort in recruiting to have a diverse staff to represent the student body that we have. Now that she has been asked to take on the awesome responsibility of this district, she realizes that we need a diverse staff, not only Latino, and that is what we are working on doing. She continued in detail.

Dr. Jackson-McArthur, Mr. Wilcox, Dr. Joyner and Ms. Arouna also contributed to this discussion.

Dr. Tracey offered that recognizing that there is a need for minority recruitment; they are going to hire another recruitment officer in Lisa’s office to focus on a more diverse staff so they recognize the need for more diversity. She went on to explain.

Ms. Rivera commented that she appreciates the discussion but she is still going to make a motion to remove this position at this time.

Amend Motion to Approve Personnel Report

On the motion by Ms. Rivera, seconded by Mr. Goldson, it was voted to amend the motion to remove Ms. Danielle Gregory-Williams temporarily from the blue sheet. Mr. Joyner commented that it is not fair to punish this person for the transgressions that have happened in the past and he explained in detail.

Mayor Harp recapped what she understood process-wise and continued in detail. She also doesn’t know why we would punish that person because the process does work. Ms. Rivera addressed the Mayor and noted that when Dr. Birks was superintendent she brought recruits from Puerto Rico and they were given jobs and then those jobs were taken away. This raised new concerns and a further discussion ensued.

710-19 Approval of Personnel Report

On the motion by Ms. Rivera, seconded by Mr. Goldson, it was voted by roll call, with Ms. Rivera and Mr. Goldson voting yes, to amend the original motion to approve the Personnel Report.

Board members continued the discussion at length.

Financial Report Update

Ms. Juanita Mazyck gave the financial report update in detail. Mayor Harp pointed out that we started with a \$20 million deficit and we ended with a \$1.9 million deficit and the district did a really good job in getting it down. Mr. Goldson reiterated what the Mayor said and reminded everyone that this board wanted more money and if it was approved, we wouldn’t



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have had a deficit. That is going to happen again this year because the school system is underfunded by the City and the State and he continued in detail.

Monthly Financial Report Update

Ms. Mazyck then gave the monthly financial report as of the end of September 2019 and she explained we are now in fiscal year 2020. Ms. Mazyck remarked as of the end of September we have already expended \$18.5 million, 9.18%, of our adopted budget. We are now projecting a deficit of \$9.7million. She noted that we continue to work every day to look at areas where we can mitigate the budget but we do not have a plan as yet. She commented that we are waiting for the new CFO, Mr. Penn, to start in November and hopefully he will come with more ideas.

Mr. Wilcox asked about the increase from last year. Ms. Mazyck answered in detail. Mr. Wilcox then asked if they can have, by next meeting, information on the money from the State, etc. In answer to a question by Mr. Goldson, Ms. Mazyck commented that she added everything.

Mr. Goldson mentioned that the City is covering the deficit we had last year and he thanked them for that.

Assessment Data – Dr. Michele Sherban

Dr. Sherban gave the data for assessment with a PowerPoint presentation. Dr. Sherban began with the results from last year's state assessment for students in grade 3 through 8, SmarterBalance in ELA and math. This shows a comparison between New Haven, the State of CT and some of our like districts. As you can see, New Haven continues to have a greater percentage of students earning scores in level 3 and 4 in ELA and math when we compare them to our urban counterparts. The percentage of students scoring in level 3 and above in ELA (English, Language, Arts) has continued to increase a total of 3 points and a total of 1.7 points in math. She continued to explain how gap has closed between New Haven and the State in detail. During this presentation Board members asked Dr. Sherban questions and she answered in detail.

In answer to a question by Dr. Jackson-McArthur, Dr. Tracey answered that the better we get, the grants go away. She explained this in-depth. She related what happened when this school (King/Robinson) came off the failing list and she explained what followed. What this test does is very different, it causes students to think and take the right approach to learning.

Dr. Sherban continued with her presentation and it showed the math scores are not increasing the way the ELA scores are. She explained the different kinds of growth in detail. Someone asked what SBA is and Dr. Sherban answered SmarterBalance Assessment and she continued with the presentation.



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In answer to the Mayor's question about where the data goes, Dr. Sherban explained and Dr. Tracey added her comments.

Dr. Jackson-McArthur wanted to know what percentage of New Haven kids are not getting into preschool and Dr. Tracey noted the problems are complex and she explained. Dr. Jackson-McArthur expressed her thoughts on the issue.

Dr. Tracey explained that the problems are complex. Our teachers are working very hard and we start questioning when we see every child in the school in intervention and she explained this. Dr. Tracey exclaimed that literacy is her background and she is sold on literacy being #1 in our district, getting our children to read, getting them to move, getting music back in school, getting them to play and she needs the entire community to come in and read to kids. Mayor Harp expressed some of her thoughts at this time.

Dr. Sherban went on to present the remainder of the Assessment Data presentation, which focused on 11th grade CT SATs. She explained how this test is a little different and refers to the college and career readiness benchmarks that were set by the State. Ms. Arouna noted that because we have to take these tests, we should be provided with the tools to be able to pass them and she explained. She also noted that they did not get the booklets for the PSAT test which they get every year to work with their teacher.

Dr. Sherban continued her presentation. Mayor Harp noted that when you are looking at the schools that have a majority of white children doing the best work, that is a problem. Dr. Sherban continued to explain the data findings.

Dr. Jackson-McArthur voiced her dissatisfaction with the findings and commented that it is unacceptable. To Dr. Tracey she commented that we need the curriculum audit and we need to understand what we are going to do to fix this from PreK on up. We still haven't heard what we are going to do for the third graders that can't read.

Dr. Tracey addressed Dr. Jackson-McArthur's concerns and commented that test scores do not define where kids are, that is just one measure in one day of the life of a child. We have to report it because this is a test that they were given and we have to report it. Dr. Tracey remarked we do not have the answers as to why our kids are not good test takers.

Boys & Girls Club Afterschool Programs Update

Dr. Tracey remarked that the New Haven Community Foundation has come to their rescue. We have worked hard with the Housing Authority, the City and with many collaborators to come up with a resolution if no other program comes along. That was a wakeup call to us.

Mayor Harp thanked Dr. Tracey for bringing how disruptive that closing would be to our busing situation and how it put our young people in danger and for acting quickly to pull all of us together. The Mayor also thanked Teddi Barra for her ideas as well as Keisha Redd-



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Hannans, Typhanie Jackson, Gemma Joseph-Lumpkin and members of her staff. She thanked Dr. Tracey because she worked really hard and really understood the dangers to our children.

Busing Update

Dr. Tracey referred to the busing fiasco we had at the beginning of the year and when they realized that one of the problems was communicating back to parents, we mitigated the problem. She thanked Pedro Mendia who decided to create a database with all 18,000 families that needed changes and we sent out a Parent-Link to 18,000 families and informed them that we had listened to their concerns and we had made changes and to please check with their school, so things have settled down. Dr. Tracey noted we are settled but she doesn't feel all the kinks are worked out yet but we have done a good job in helping parents to understand where we are.

Vacancy Update

Dr. Tracey remarked that, according to Lisa Mack, we have about 27 vacancies in the district and some are in very crucial areas, i.e., math, special education, chemistry, bilingual, etc. These positions have been posted and we are still coming up short to find candidates to fill them. Dr. Tracey explained how they are working to overcome this.

Finance & Operations Committee Report

Ms. Rivera reported that she did not attend the last meeting but she did read all the material and she spoke with Mr. Goldson and Mr. Wilcox. Ms. Rivera asked for approval of the five agreements discussed in committee.

On the motion by Ms. Rivera, seconded by Mr. Wilcox, it was unanimously voted to approve the following FINANCE AND OPERATIONS-RELATED ITEMS:

AGREEMENTS

- 710-19 Literacy Volunteers of Greater New Haven** An agreement by and between the New Haven Board of Education and Literacy Volunteers of Greater New Haven, to provide basic literacy and ESL tutoring services, as an eligible partner, through the State Adult Education Cooperating Eligible Entity Grant, from July 1, 2019 to June 30, 2020, in an amount not to exceed \$ 43,522.
- 711-19 Elm Village** An agreement by and between the New Haven Board of Education and Elm Village, to provide mindfulness training to students and staff from Wexler-Grant, from October 7, 2019 to June 22, 2020, in an amount not to exceed \$8,760.
- 712-19 Stuart Mattison** An agreement by and between the New Haven Board of Education and Stuart Mattison to provide support for the Fish Production Laboratory, including equipment maintenance and repair, from October 8, 2019 to June 30, 2020, in an amount not to exceed \$43,223.67.
- 713-19** An agreement by and between the New Haven Board of Education and Elizabeth Celotto



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Elizabeth Celotto
Child Care Center Child Care Center, to provide comprehensive child care services to 32 secondary school parents and their children, from August 29, 2019 to June 30, 2020, in an amount not to exceed \$55,000.

714-19
Sharon Vanghel An agreement by and between the New Haven Board of Education and Sharon Vanghel, to provide on-site literacy coaching, modeling and support for K-2 teachers and staff, from October 1, 2019 to June 30, 2020, in an amount not to exceed \$40,000.

Teaching & Learning Committee Report

Mayor Harp reported that this committee met on October 15th and is requesting approval of two action items. She discussed the items they discussed in committee. She is asking this Board to consider approval of a college visit trip to Maryland and Washington, D.C. for ESUMS students.

715-19
ESUMS to Maryland & Washington, D.C. On the motion by Mayor Harp, seconded by Dr. Joyner, it was unanimously voted to approve a college tour trip for ESUMS to Maryland and Washington, D.C., November 6-November 8, 2019.

716-19
Worthington Hooker, Nature’s Classroom On the motion by Mayor Harp, seconded by Mr. Wilcox, it was unanimously voted to approve an overnight field trip to Nature’s Classroom in Andover, CT for Worthington Hooker School from October 21 to October 23, 2019.

Mayor Harp also noted a date change to the field trip by HSC to Camp Hazen in Chester, CT to November 7-8. It has already approved by this board.

Mayor Harp commented that they looked at and discussed the Head Start Organizational Chart and any recommendations they made were moved to the Head Start Committee.

They will be meeting on November 20th. As she said before, this is the best committee of the Board of Education. You’re welcome to join us if you would like.

Facility Naming Committee Report

Ms. Rivera said there is no report at this time. Mr. Goldson mentioned he will be forwarding to her a proposed name change request for Columbus School.

Food Service Task Group Report

Mr. Wilcox reported that they reviewed the policies and procedures around food allergies. Their next scheduled meeting is Wednesday, November 15th at 5pm at 54 Meadow St. in the 2nd floor Board Room.

Mr. Wilcox reported that at the next Governance Committee meeting on November 4th they will be taking a look at issues around the policies and procedures for life-threatening allergies



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in the district and finding where the gaps are and making sure that people are identifying with the information they have.

Head Start Committee

Mr. Wilcox reported that this committee met today at 4:15 prior to this Board meeting to review the Policy Council minutes of September 26th. It was a good meeting in terms of information from the Head Start Regional Office to provide some training to the Policy Council. He and Mr. Goldson attended. They also discussed a high level view of the budget and he asked everyone to take a look at that. Over the next few months we are going to be taking on as a committee and then as a board, some of the Head Start mandates and he explained in detail.

Mr. Wilcox mentioned what they had in their packet today is what the Board has seen already and which was approved on May 13th by the Board. The Head Start Regional Office staff will be in the district on March 6th and 7th and will be looking at all aspects of our program particularly our progress in areas we have discussed.

The final thing Mr. Wilcox mentioned was the Head Start Organizational Chart. They had a lot of good discussion around this at the Teaching & Learning Committee meeting and at the district level and we had a good discussion on it today. The Head Start Regional Office is very keen to see this and would like the Board to give the Head Start Committee approval of this final version.

**717-19
Approval Head Start
Committee to
Approve the Head Start
Organizational Chart**

On the motion by Mr. Wilcox, seconded by Ms. Rivera, it was unanimously voted to give the Head Start Committee approval to finalize the final version of the Head Start Organizational Chart.

Mr. Goldson thanked Dr. Whyte for his participation in the Title I Annual Meeting last week.

**718-19
Adjournment**

On the motion by Ms. Rivera, seconded by Mr. Wilcox, it was unanimously voted to adjourn at 8:45 p.m.

Respectfully submitted,

Ginger McHugh

Recording Secretary

“A video of this meeting is available on the NHPS website, NHPS.net, Public Meetings”

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ACTION ITEMS: PERSONNEL REPORT OF THE SUPERINTENDENT

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I recommend that the Board of Education approve the following matters pertaining to members of the instructional staff.

RETIREMENT – Executive Management:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Sonia Flanagan	Executive Administrative Assistant Gateway Center General Funds 19047000-50118	01/08/2020

RETIREMENT – Teachers:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Maryellen Hellyar	Pre-K Beecher Magnet School Inter-District Funds 27041003-50115	06/30/2019

RESIGNATION – Teachers:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Laura Aceto	Math Wilbur Cross High School General Funds 19041161-50115	11/12/2019
Lisa Stopka-Garrity	Kindergarten Lincoln Bassett School General Funds 19041020-50115	11/02/2019

APPOINTMENTS – Teachers:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>	<u>Salary</u>
Jennifer Covino Southern Connecticut State University - BA	Grade 3 West Rock Stream Academy Inter-District Funds 27041049-50115	11/04/2019	\$48,901 (Step C, 1 yr. exp.)
Ruddie Montalvo Universidad Interamericana - BA	Physical Education John C. Daniels Magnet School General Funds 19040313-50115	TBD	\$50,445 (Step E, 2 yrs. exp.)

APPOINTMENTS – Teachers: (cont'd)

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>	<u>Salary</u>
Felice Spiegel Sacred Heart University – MAT	Technology Education West Rock Stream Academy General Funds 19041049-50115	11/08/2019	\$59,469 (Step H, 4 yrs. exp.)

APPOINTMENTS – Teachers: (Pending Certification)

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>	<u>Salary</u>
Damaris Caraballo University of Phoenix – BA	Special Education Brennan/Rogers Magnet School General Funds 19049021-50115	11/04/2019	\$54,909 (Step G, 6 yrs. exp.)
Eric Teichman City University of New York - MA	Band Wilbur Cross High School General Funds 19042261-50115	11/11/2019	\$76,003 (Step M, 12 yrs. exp.)

TRANSFERS – Teachers:

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Effective Date</u>
Jaseen Pickett	Grade 4 Ross/Woodward Magnet School Inter-District Funds 27041010-50115	Special Education King/Robinson Magnet School General Funds 19049030-50115	08/27/2019

APPOINTMENTS – Paraprofessional:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>	<u>Salary</u>
Samuel Aristide Southern Connecticut State University – BA	Assistant Teacher Special Education Wilbur Cross High School General Funds 19049061-50128	10/29/2019	\$22,313 (Group I, Step 1)
Rosalie Blue Gateway Community College - AA	Assistant Teacher Head Start Lincoln Bassett School Head Start PA-22 Funds 25325279-50128	10/29/2019	\$22,313 (Group I, Step 1)
Keerome Lawrence Georgetown University – BS	Assistant Teacher Gr. 1 Wexler/Grant School General Funds 19041032-50128	10/29/2019	\$22,313 (Group I, Step 1)
Mayra Martinez Lincoln College of England – 60 Credits	Assistant Teacher Special Education Lincoln Bassett School General Funds 19049020-50128	11/06/2019	\$22,313 (Group I, Step 1)

APPOINTMENTS – Paraprofessional: (cont'd)

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>	<u>Salary</u>
Sonnetta Powell Gateway Community College - AA	Assistant Teacher Special Education Brennan/Rogers Magnet School General Funds 19049021-50128	10/29/2019	\$22,313 (Group I, Step 1)
Koran Trimble Johnson & Wales University - BS	Assistant Teacher Special Education Wexler/Grant School General Funds 19049332-50128	10/31/2019	\$22,313 (Group I, Step 1)

CHANGE IN FUNDINGS - Teachers:

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Effective Date</u>
Bennett Streets	Assistant Teacher Grade 1 Ross/Woodward Magnet School General Funds 19049061-50128	Assistant Teacher Grade 1 Ross/Woodward Magnet School Inter-District Funds 27041010-50128	09/24/2019

RETIREMENT – Non-Instructional Staff:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Mark Caruso	Transition to Work Coordinator Wilbur Cross High School IDEA Part B Funds 25045034-50118	06/30/2019
Virginia Ruszyk	Administrative Assistant 12 mos. Adult and Continuing Education Special Funds 25035014-50124	01/04/2020

APPOINTMENT – Non-Instructional Staff:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>	<u>Salary</u>
Krima Byrd Lincoln Tech - Certification	Cafeteria Manager Food Service Special Funds 25215200-50118	10/29/2019	\$65,654 (12 mos., Range 9, Step 3, 0 yrs. exp.)
David Gelinias New England Tech - Certification	Cafeteria Manager Food Service Special Funds 25215200-50118	10/29/2019	\$65,654 (12 mos., Range 9, Step 3, 8 yrs. exp.)
Danielle Gregory-Williams University of Bridgeport – BS	Magnet Recruitment Specialist Gateway Center Special Funds 25176232-50124	10/29/2019 – 06/30/2020	\$44,457 (Step 10, 0 yrs. exp.)

APPOINTMENT – Non-Instructional Staff: (cont'd)

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>	<u>Salary</u>
Quartez Thomas	In-House Suspension Worker Ross/Woodward Magnet School Inter-District Funds 27041010-50120	10/29/2019	\$42,860 (10 mos., Range 14, Step 1, 4 yrs. exp.)
Marcus Walton	Assistant Girls Soccer Coach Hill Regional Career High School General Funds 19040400-50117	10/29/2019	\$3,284 (Step 1)

TRANSFER – Non-Instructional Staff:

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Effective Date</u>
Nikki Constance	Chief Payroll Auditor Human Resource Department General Funds 19045100-50118	Chief Payroll Auditor Business Office General Funds 19045100-50118	10/08/2019

NON-INSTRUCTIONAL STAFF - (FOOD SERVICES)

Listed below are the bid results from the meeting held on Tuesday, September 24, 2019.

TRANSFERS

<u>Name</u>	<u>From</u>	<u>Hours</u>	<u>To</u>	<u>Hours</u>	<u>Effective Dates</u>
Aysegul Uzun	General Worker Wexler \$19.26/hour	3.00 9:45-12:45	General Worker Ross/Woodward \$19.26/hour	3.50 11:00-2:30	10/16/2019
Carol Franchi	General Worker Fair Haven \$19.26/hour	5.75 8:00-1:45	General Worker Fair Haven \$19.26/hour	6.75 7:00-1:45	10/16/2019
Dana Pettaway	General Worker Dr. Reginald Mayo \$19.26/hour	3.0 10:30-1:30	General Worker Wilbur Cross M,R,F) (T, W) \$19.26/hour	4.25/4.00 9:00-1:15 9:00-1:00	10/16/2019
Deborah Ferrialo	General Worker Truman \$19.26/hour	6.50 7:45-1:45	Cook Lead Bishop Woods \$22.43/hour	6.00 7:30-1:30	10/16/2019
Jacob Garcia	General Worker Wilbur Cross M,W,F) (T, TH) \$19.26/hour	4.25/4.00 9:00-1:15 9:00-1:00	TERMINATION		10/16/2019

NON-INSTRUCTIONAL STAFF - (FOOD SERVICES) (Continued)

Listed below are the bid results from the meeting held on Tuesday, September 24, 2019.

TRANSFERS:

<u>Name</u>	<u>From</u>	<u>Hours</u>	<u>To</u>	<u>Hours</u>	<u>Effective Dates</u>
Jasmine Cintron	General Worker Ross/Woodward \$19.26/hour	6.00 8:30-2:30	General Worker Fair Haven \$19.26/hour	5.75 8:00-1:45	10/16/2019
Jeanette Bruno	General Worker Truman \$19.26/hour	4.00 10:00-2:00	General Worker Truman \$19.26/hour	6.50 7:45-2:15	10/16/2019
Joanann Gondek	Cook Lead Edgewood \$22.43/hour	6.25 7:45-2:00	Cook Lead Edgewood \$22.43/hour	6.50 7:30-2:00	10/16/2019
Laura Santiago	General Worker Truman \$19.26/hour	3.25 10:45-2:00	General Worker Truman \$19.26/hour	4.00 10:00-2:00	10/16/2019
Linda Hughes	General Worker Celentano \$19.26/hour	3.00 10:15-1:15	General Worker East Rock \$19.26/hour	3.00 10:15-1:15	10/16/2019
MaryCruz Valdovinos Garcia	General Worker Ross/Woodward \$19.26/hour	3.50 11:00-2:30	General Worker Celentano \$19.26/hour	3.00 10:15-1:15	10/16/2019
Morangalie Garcia	General Worker Wilbur Cross M,W,F) (T, TH) \$19.26/hour	4.25/4.00 9:00-1:15 9:00-1:00	General Worker Wilbur Cross (M,R,F) (T, W) \$19.26/hour	4.75/4.50 8:30-1:15 8:30-1:00	10/16/2019
Nancy Lilong-Neris	General Worker Edgewood \$19.26/hour	5.50 8:15-1:45	General Worker Edgewood \$19.26/hour	5.75 8:00-1:45	10/16/2019
Sandra Williams	General Worker East Rock \$19.26/hour	3.00 10:15-1:15	General Worker Wilbur Cross M,R,F) (T, W) \$19.26/hour	4.25/4.00 9:00-1:15 9:00-1:00	10/16/2019
Vilmarie Gonzalez	General Worker Fair Haven \$19.26/hour	6.75 7:00-1:45	Cook Lead Fair Haven \$22.43/hour	6.75 7:00-1:45	10/16/2019
Yamilca Francisco- Medina	General Worker Nathan Hale \$19.26/hour	3.50 10:00-1:30	General Worker Ross/Woodward \$19.26/hour	6.00 8:30-2:30	10/16/2019

NON-INSTRUCTIONAL STAFF - (FOOD SERVICES) (Continued)

Listed below are the bid results from the meeting held on Tuesday, September 24, 2019.

APPOINTMENTS:

<u>Name</u>	<u>Assignment</u>	<u>Hours</u>	<u>Effective Date</u>
Hermonaree Cowan	General Worker John Martinez \$19.26/hour	2.75 10:15-1:00	10/16/2019
Jade Young	General Worker Nathan Hale \$19.26/hour	3.50 10:00-1:30	10/16/2019
Kim Hoffman	General Worker Barnard \$19.26/hour	3.00 11:00-2:00	10/16/2019
Arista Redd	General Worker Truman \$19.26/hour	3.25 10:45-2:00	10/16/2019
LaTaunya Robbins	General Worker Wexler \$19.26/hour	3.00 9:45-12:45	10/16/2019
Lakia Hutchinson	General Worker Mauro Sheridan \$19.26/hour	3.00 10:30-1:30	10/16/2019

Listed below are the bid results from the meeting held on Tuesday, October 22, 2019.

TRANSFERS:

<u>Name</u>	<u>From</u>	<u>Hours</u>	<u>To</u>	<u>Hours</u>	<u>Effective Dates</u>
Tyrhonda Epps	General Worker Clemente \$19.26/hour	3.25 10:15-1:30	General Worker Hill Regional Career \$19.26/hour	4.0 9:30-1:30	10/29/2019
Shakwella Payne	Cook Lead John Daniels \$22.43/hour	5.75 7:30-1:45	Cook Lead HSC \$22.43/hour	6.25 6:45-1:00	10/29/2019
Joanne Random	Cook Lead HSC \$22.43/hour	6.25 6:45-1:00	General Worker John Martinez \$19.26/hour	4.0 9:30-1:30	10/29/2019
Latasha Vereen	General Worker Hill Regional Career \$19.26/hour	4.0 9:30-1:30	Cook Lead John Daniels \$22.43/hour	5.75 7:30-1:45	10/29/2019

CORRECTION/CHANGE ITEMS:

The following items are previous Board Actions approved. The action items below represent all the necessary changes and/or corrections.

SALARY/YRS. EXP. CORRECTION – Administrator:

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Effective Date</u>
Kara Buontempo University of Connecticut – 6 th Yr.	Supervisor - Special Education Gateway Center \$137,717 (Step 1, 13 yrs. exp.) General Funds 19049400-50112	Supervisor - Special Education Gateway Center \$137,717 (Step 1, 16 yrs. exp.) General Funds 19049400-50112	08/10 2019

SALARY/YRS. EXP. CORRECTION – Teacher:

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Effective Date</u>
Jennifer Caso University of New Haven – MS	Grade 3 East Rock Magnet School \$50,440 (Step D, 3 yrs. exp.) General Funds 19041046-50115	Grade 3 East Rock Magnet School \$67,238 (Step K, 10 yrs. exp.) General Funds 19041046-50115	08/27/2019