

	The meeting was called to order at 5:34 p.m. by Mrs. Y. Rivera, President. The meeting was held in the King/Robinson Interdistrict Magnet School Auditorium, 150 Fournier St., New Haven, Connecticut.
Present:	Mrs. Y. Rivera, President; Mr. M. Wilcox, Vice-President; Dr. E. Joyner, Secretary; Mr. D. Goldson, Dr. T. Jackson- McArthur, Mayor J. Elicker, Mr. Larry Conaway
Absent:	Ms. L. Arouna, Mr. N. Rivera
	Dr. Joyner led the assembly in the Pledge of Allegiance.
197-20 Approve Minutes of 2/24/20 Meeting	On the motion by Mrs. Rivera, seconded by Dr. Joyner it was unanimously voted to approve the Minutes of the Special Board Meeting of February 24, 2020, with corrections as pointed out by Mr. Conaway and Mrs. Rivera. The names of Dr. Jackson-McArthur, Ms. Arouna and Mr. Rivera appear in under both Present and Absent and only Mr. Rivera was absent.
	Mrs. Rivera pointed out that on page 6 of the February 24, 2020 minutes under Financial Report 2021 Proposed Budget, you can see the resolutions but it is not clear what the outcome of the resolutions are. She has it with corrections. Mrs. Rivera remarked that there were four resolutions and one of them passed as follows: #2 passed, Mr. Goldson withdrew one, and two failed at a 3/3/ vote. Mr. Goldson suggested that he can give the recording secretary the actual resolutions with his corrections and she can just put it in the notes.
	For the record, Mrs. Rivera mentioned that Ms. Arouna was not present tonight because she is at SAT prep.
Public Participation	<u>Ms. Bruni Pizarro</u> , Interim Executive Director, Junta for Progressive Action, commented that they are a Latinex-led multi-service agency in the Fair Haven area. Their organization has served the New Haven community for over 50 years and they are a trusted resource of support for the New Haven community. She explained their organization and their mission in detail. They are appreciative of your support and look forward to continuing our collaborative efforts; <u>Ms. Jennie Villanueva</u> , para at the Dr. Mayo School, explained her role in the school and noted that she is not a special ed para and she has children in her classroom that are special needs and it is difficult for her to focus on what she has to do; she explained in detail; <u>Mr. Harold Brooks</u> , Local 287, commented that he sent some correspondence to Board members and he hopes they had a chance to read it; he spoke on behalf of the union, Dr. Joyner called time and Mr. Brooks noted that the person before him had more time; <u>Ms. Karen Wilkinson</u> , para for 30 years, spoke about the working conditions paras work under and she also mentioned that their health insurance is not sufficient; <u>Ms. Minnie Evans</u> , special ed para, spoke about fair treatment and their unfair wages and the high cost of living



in New haven; she suggested better insurance for paras; Ms. Lucille Patton, works at Hillhouse as an attendance worker and she has been employed by the Board of Education since 1970 and if she completes next year she will complete 50 years; she is working at this age because she cannot afford to retire and live; she is asking on behalf of those that are now working, that when they leave they can afford a little time of relaxation, pay their bills and for their medication; Rev. Bonita Grubbs, Executive Director, Christian Community Action remarked that what they have done over the last 53 years is provide services to families, she is here tonight to talk about the partnerships we have speaking to the work we do with New Haven Public Schools around McKinney Vento and how this program is a very important; we deal with the children and families in this system; we are grateful for the support and grateful that we were able to provide families some of what they need and we hope to continue our support to families; Ms. Tirzan Kemp, Director Of Community and Family Engagement at Clifford Beers Clinic, she is also the co-chair of our local interagency team as well as our New Haven Red, which focuses on racial and ethic disparities; she alluded to an article in the New Haven Independent by Alderwoman Tyisha Walker-Myers who asked the City to prioritize providing young people, at risk of violence, with kindness and services that might change their lives and she provided a list of goals; she noted that they are in full support of the Code of Conduct and she explained in detail; Ms. Sarah Miller, member NHPS Advocates, was present to speak about the administrator contract renewals that will be discussed in executive session; the para educators and custodial unions who are the lowest paid in our system and she is in full support of them; custodians are the glue that hold the building together; she continued in detail; she asked the Interim Superintendent, with Board oversight, to ask the guestions that they have to: Ms. Toni Criscuolo, ESUMS teacher, remarked that she doesn't understand if our city is in the position that it is in economically, why are we hiring people with buyout clauses, it is unwise in our financial straits; she talked about the Coronavirus issue, parents are sending their children to school when they are sick on a regular basis she asked the Board to take some stricter steps in telling parents not to send their kids to school obviously ill, on a regular basis, because they are threatening everyone; we asked the custodians if they could do some disinfecting work. and they said they had no time; Mr. Kenneth Woodson, Head Building Manager at Mauro/Sheridan School, where he has been for nine years, commented we try our best in the four hours we have; thank you for opportunity to speak on the topic of keeping good jobs in the City; we have been left out of the process for many years; Ms. Melody Gallagher, teacher at Mauro/Sheridan and a New Haven resident, remarked community matters for our kids and the betterment of our schools, many of our custodial staff and paras are not only part of the school community but of the New Haven community as well and it is important to consider hiring managerial positions from members of our community and to provide all with living wages; it is important for us to know that managerial positions may exist for us as we become veterans in our unions and respective departments; she hopes that they consider hiring a supervisor from 3144 and provide paras with livable wages; she questioned a memo re Go-To Services which stated that the position was authorized and accepted by the Union and she wonders about that; Mr. Tom DeLucia, President of 287 Custodial Union, remarked



he is here to tell them to keep the custodial supervisor position unionized; our members and your employees deserve a chance to move up in their career; we are the only labor union that management has privatized; he declared his support of the paras; Ms. Hyclis Williams, President Local 3429 which represents approximately 30 different job titles, most of which are non-instructional; as you know we are in negotiations for a new contract and ground rules prevent either side from discussing these negotiations in public and she will respect that, however, she must address a memo from Mr. Phillip Penn dated November 27th addressed to the Finance & Operations committee which is up for discussion tonight. This matter was not discussed with our Union, which left us feeling disrespected again, and she is asking that this matter not be discussed at this level; our members are dedicated workers that continue to be the best they can be with the little they get and turnover is incredibly low despite our low wages and inadequate benefits; they are the hard working poor receiving poor wages and they need adequate wages she continued to explain; Ms. Williams also gave her support to the custodians and stated that if you give the job to a private entity, they will work for that entity but if you give that job to us that person will work for us: Ms. Hazel Pappas, retired matron, Title I representative; told how the paraprofessionals began and she was at Roberto Clemente and Florence Caldwell was at Conte School and we were determined to give our children the education they needed; we need to make sure we think of our children's education and that we have good people working in our schools who care about our children; we have to make sure that we put money where it is needed so that our children can get a proper education and we must all work together; Ms. Florence Caldwell, retired matron, Title I Advocate, commented that she is a proud retired member of 287; as Tom said the custodial union had five leader supervisors now we have one and it is not fair for them not to move up in the ranks, it would be nice if someone from 287 would get that position; she also talked about keeping Board meetings down to two hours, the last few have been four hours and that is too long; she would also appreciate it if the public participation portion of the meeting would be at the end of the meeting not in the beginning so that they can speak on the issues discussed.

Superintendent's Report

Dr. Tracey asked for approval of the Personnel Report.

Mr. Goldson asked that he be allowed to abstain from the position of Special Education Supervisor. He asked who would this person supervise and he has not as yet received an answer.

198-20 Approval of Personnel Report On the motion by Mayor Elicker, seconded by Dr. Joyner it was voted, with one abstention by Mr. Goldson, to approve the Personnel Report.

For the record and for clarification, Dr. Tracey stated that this is not a new position this person was hired in September 2019. We just corrected the funding source.



District Update on Coronavirus and Preparedness

Presented by Interim Superintendent Dr. Iline Tracey

Dr. Tracey gave the update on this issue. She thanked Dr. Jackson-McArthur for raising concern and for thinking ahead of time for an educational plan for the district in case we are guarantined as a district or as individual schools. Her staff created an educational plan with some things our students can do for PreK-3, 5-8 and 9-12. In addition to that, she has met with staff and principals and they have been charged to work with their staff to put together instructional packets in case their students don't have devices to use at home or no Wi-Fi access. Dr. Tracey added that they have also been working closely with the City's Department of Health and Mayor Elicker and have gone beyond educational packets and started to think about how some of our families would survive without food for a few months. With the Mayor and others, we are going to work closely with United Way and think of a contingency plan, if it comes to that. We are also working with central office staff to draft a plan for students who are coming from outside the district to New Haven. There is a lot of discussion going on in being prepare. We are taking our lead from Ms. Maritza Bond the Director of Health from the City as to next steps because the needs of our families and students are important to us. Dr. Tracey also mentioned that there are some pointers on the hygienic aspects people can do on our website.

Review of Part-Time Pay

Presented by CFO Phillip Penn

Mr. Penn reported that for the last few weeks we have had a conversation around part-time pay. He referred them to a memo that was in their packets from him to the F&O committee dated 2/27, a follow-up memo with additional information dated 3/2, and a rate of pay for part-timers that came out of an ask from the last F&O meeting where we break down the pay code, the types of roles in those pay codes, and the hourly rate for them. Tonight he gave them a breakdown of each of the pay codes, what the hourly rate would be associated with each pay code, what the annual cost is for those pay codes, and what the effect of a \$1 increase would be for a full year on each pay code. He explained.

Mr. Penn referred to the original memo of 2/27 which had the rationale of why he was proposing those increases, however, given the comments made tonight he is perfectly willing to withdraw the second recommendation and take forward the one on the substitute teacher pay and the hourly rate on the bus monitors.

Mr. Goldson stated that unlike the other issue he brought up on this particular issue the administration has been very responsive to his requests for information. He was surprised to see this memo from the February 27th meeting and he explained why.

Mayor Elicker wanted to know what the differences were in Mr. Penn's memo and Mr. Goldson's memo and Mr. Goldson explained in detail.



199-20 Part-Time Pay Rates On the motion by Mr. Goldson, seconded by Mayor Elicker, it was voted to increase substitute teacher pay rate from \$75 to \$100/day; change adding \$3/day to \$50/day for full-time paras covering a classroom; change the pay structure for bus monitors to a minimum wage of \$12/hour with a guaranteed minimum of \$65/day; and raise the minimum wage for part-time paras and parent advocates to \$16.66 with a guaranteed minimum of \$65/day.

Mr. Wilcox made a motion to postpone this resolution to discuss at our next meeting. The reason he is moving to postpone this is because the motion that is before us on the table differs from the recommendations from the district. It includes another piece where we are just getting some ballpark figures from our CFO rather than some detailed information. He is not against many of the reasons and rationale behind this, but he feels that a Board that is consistently unable to balance its budget and is looking at a big differential between what we know we need and what the Mayor's budget proposes and what the Alders might outline, we should take a look at what those actual numbers are and with that information we might be able to make an informed decision at the next meeting. Mr. Wilcox explained further.

Mrs. Rivera agreed with Mr. Wilcox and commented that she feels she doesn't have enough information on the financial impact. Dr. Joyner agreed and commented he was willing to vote on Mr. Penn's recommendation.

Dr. Jackson-McArthur wanted to know if this being postponed indefinitely and the answer was, no, only until the next meeting. Mr. Conaway remarked he was told that this proposal was the same as Mr. Penn's with only one correction. Mr. Penn commented that is not true and explained. Mr. Goldson continued to make his case. He is not voting for postponing this because promises made by this Board are not kept. Mr. Goldson continued his comments in earnest. For the record, Mr. Goldson vehemently remarked that he opposes this action.

Mr. Wilcox alluded to the discussion that was in the minutes regarding what Mr. Goldson was referring to. He continued at length.

At this juncture, Mrs. Rivera was speaking and Mr. Goldson interrupted calling a point of order. Mrs. Rivera remarked that none of us on this Board are in opposition of paras receiving an increase. The audience was asked to please refrain from commenting. Dr. Joyner commented that most of the Board was prepared to vote on the proposal Mr. Penn made. He continued to explain. Trying to turn the audience against the Board has to stop. Mr. Goldson continued to pursue this issue.

200-20 Approval of Postpone Increases To next Board On the motion by Mrs. Rivera, seconded by Mayor Elicker, it was voted by roll call with Mr. Goldson, Dr. Jackson-McArthur, Mr. Conaway voting no; Dr. Joyner, Mayor Elicker, Mrs. Rivera and Mr. Wilcox voting yes, to approve postponing the proposal on the table until next Board meeting.



NEW HAVEN PUBLIC SCHOOLS NEW HAVEN, CONNECTICUT Minutes – Board of Education Meeting – March 9, 2020

Meeting

201-20 On the motion by Mrs. Rivera, seconded by Mayor Elicker, it was unanimously voted Move Discussion re to move Domestic and International Field Trips to the Superintendent's Report. Field Trips to Superintendent's Report

Domestic & International Field Trip Report

International Trips

Dr. Tracey commented that the Board asked that we convene a meeting with families regarding International and domestic field trips. Dr. Tracey gave the update on the International trips as follows:

Dr. Tracey remarked that we convened a meeting with families regarding International trips and this meeting was held at Career High School. The group has decided to postpone the Sound School trip to Italy and Greece until next year and, at that time, they would like to add Italy back on the schedule when things have settled. As to the Wilbur Cross trip to Costa Rica, they are waiting until March 31st to make a decision because that is the last day they can get a full refund. The trip for Career also has the same date to receive a full refund. ESUMS' trip to Canada and Quebec, parents still have time before losing any money and we should have a response by the 10th as to whether or not they are cancelling. Sound seniors to Bermuda and St. George and Hamilton, the group has decided to cancel that trip. Domestic Trips Ms. Keisha Hannans gave this update. She mentioned that at the Special Board Meeting on March 2nd the trips for Clinton Avenue and Edgewood to Natures Classroom and Vermont were approved. The Philadelphia and Providence trips for HSC have been cancelled with no cost to our families. The trip to Kissimmee, FL by the Wilbur Cross Golf Team has been cancelled and we were able to give all three families a full refund. At this time the Adult Education trip to Washington, D.C. and cities in Delaware is still on, however, the principal is monitoring the recommendations from the CDC. The trip to Detroit, Michigan by Hill Regional Career, the Robotics Team is in a national competition and they surveyed all 20 parents and 19 out of 20 families said they were comfortable with their children travelling on this trip. However, the principal is monitoring the situation and we will go back to take another survey. The Mauro/Sheridan's trip to Disney in May, 16 out of 19 families said they wanted to cancel the trip, two wanted to continue the trip and one family did not respond, so the trip has been cancelled All families were given a full refund. Barnard's trip to Gettysburg was also cancelled and all families have been given a full refund. Ms. Hannans noted that they are monitoring the Adult Ed trip and the Hill Regional Career trip.

Dr. Jackson-McArthur initiated a discussion regarding the trips that are still on because parents have no problem with their children going. She noted that we have to postpone some of these trips especially conferences where there will be over 100 people gathering. Dr. Jackson-McArthur stated that she feels we should postpone these trips considering the

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	severity of this situation and proceed with caution. Although, some of the families are being fully refunded for trips that are cancelled, there are some families that will be losing money, i.e., the trip to Costa Rica. Each Board member expressed their opinion on this matter at length, agreeing that all trips should be cancelled.	
	After much discussion with significant points being made by Dr. Jackson-McArthur, Mr. Conaway and Mayor Elicker it was decided to cancel all trips and gatherings over 100 individuals.	
202-20 Approve to Cancel All District Field Trips	On the motion by Mr. Wilcox, seconded by Mrs. Rivera, it was unanimously voted to cancel all district field trips outside Connecticut as well as all gatherings with more than 100 individuals/participants.	
	Dr. Jackson-McArthur wanted asked because, this thing is so fluid, is this something that Governance has to act on. Dr. Joyner suggested that it is something that we need to make policy on informed by medical professionals. We should create a policy that covers us in the matter of communicable diseases, acts of nature, etc., and we should work on it right away.	
	Mr. Wilcox stated that CABE does have a model policy for pandemic response which takes into account field trips, sports events, etc. He also mentioned that our field trip policy is out of date and he explained. Mr. Goldson mentioned we did have a policy around trip insurance and he explained in detail. He suggested that staff look into that.	
President's Report	Mrs. Rivera reported that they have scheduled a Board Retreat for tomorrow, March 10 th from 4-8pm in the Barack Obama Magnet University School Cafeteria.	
Finance & Operations	Committee Report	
	Mr. Wilcox reported that this committee met on March 2, 2020 and recommends approval of Agreements 1-5 and Change Orders 1-3. He pointed out there was no recommendation for Agreement #6 with To-Go Commercial Cleaning Services, Amendment #1, until further review.	
	On the motion by Mr. Wilcox, seconded by Mr. Goldson, it was unanimously voted to approve the following FINANCE AND OPERATIONS-RELATED ITEMS:	
	AGREEMENTS	
203-20 Higher Heights Youth Programs	A Fiscal Sponsorship Agreement by and between the New Haven Board of Education and Higher Heights Youth Empowerment Programs, Inc., to serve as fiscal sponsor for a grant from the William Caspar Graustein Memorial Fund, to support the New Haven School District DELT Equity Action Plan, from October 1, 2019 to September 30, 2020, in an amount not to exceed \$100,000.	



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204-20 Gateway Community College	An agreement by and between the New Haven Board of Education and Gateway Community College to provide Introduction to Criminal Justice and Introduction to Peace and Conflict Studies courses to students from High School in the Community, from January 23 to May 19, 2020, in an amount not to exceed \$32,463.
205-20 Dr. Yann B. Poncin	An agreement by and between the New Haven Board of Education and Dr. Yann B. Poncin, to provide psychiatric consultation and professional development, from March 10 to June 30, 2020, in an amount not to exceed \$20,000.
206-20 Common Ground Charter School	An agreement by and between the New Haven Board of Education and Common Ground Charter School, to provide Special Education services for New Haven students attending Common Ground to comply with their IEPs, from August 29, 2019 to June 30, 2020, in an amount not to exceed \$140,000.
207-20 Total Communications	An agreement by and between the New Haven Board of Education and Total Communications, to provide a solution within the Cisco Cohesity product to implement a gradual and ongoing improvement with Ransomware protection to the IT network, from July 1, 2020 to June 30, 2025, in an amount not to exceed \$444,611.
	CHANGE ORDERS
208-20 Change Order #1, Tucker Mechanical	Change Order #1 to On-Call HVAC Repairs Contract #2163A-1-2 to Tucker Mechanical, 367 Research Parkway, Meriden, CT, increasing from \$200,000 by \$100,000 to \$300,000 for HVAC repairs.
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Change Order #1, Tucker Mechanical 209-20 Change Order #1,	Change Order #1 to On-Call HVAC Repairs Contract #2163A-1-2 to Tucker Mechanical, 367 Research Parkway, Meriden, CT, increasing from \$200,000 by \$100,000 to \$300,000 for HVAC repairs. Change Order #1 to On-Call HVAC Repairs Contract #21632B with Boisvert Plumbing, LLC, 11650 Main Street, Suite 300, East Hartford, CT, to increase amount from



	A lengthy discussion took place to keep this position in the Union. Dr. Joyner and Mr. Goldson gave reasons why this action should be taken. Mr. Goldson commented that he supports Dr. Joyner.
212-20 Amend Motion keep Position in the Union	A motion was made by Mr. Goldson to amend Mr. Wilcox motion to keep this position in the Union. Mr. Wilcox didn't agree with this amendment. Mr. Conaway remarked that he to wants to support the Union. Dr. Jackson-McArthur also voted to keep this position with the Union. Mayor Elicker commented that he feels we should be open to what staff is presenting.
	Mr. Pinto addressed the Board and noted that there is a serious labor relations issue here that has to be addressed. He stated that adding an additional piece is not in the purview of this Board. He explained that that contract is on the city side and the Labor Relations Department has to weigh in on this. He continued to explain. Mr. Wilcox gave his reasons for not supporting this motion and withdrew his original motion, Mayor Elicker seconded.
	This discussion became contentious and lengthy.
	Mr. Wilcox made a friendly amendment not to approve this agreement until next meeting.
	Mayor Elicker explained that they rejected this on the city side a few years ago and he thinks we should listen to what staff has to say. Mr. Pinto continued to explain the legal situation regarding this issue.
213-20 Keep this Position Union	Mr. Goldson made a motion, seconded by Dr. Joyner, that the Board keep this position in the Union and direct the administration to amend, negotiate and sign a settlement agreement until further review. Motion passed with roll call vote as follows: Mr. Goldson, Dr. Jackson-McArthur, Mr. Conaway and Dr. Joyner, yes; Mr. Wilcox, Mayor Elicker, and Mrs. Rivera, no.
214-20 Resolution to Amend F&O Minutes of 12/9/19 Meeting	On the Resolution by Mr. Wilcox, seconded by Mrs. Rivera, it was voted with Mayor Elicker abstaining, to amend the minutes from the F&O Meeting of December 9, 2019 to correct meeting attendance to include Mr. Conaway, of 12/9/19 to correct action to item remove an agreement for Laura Goldblum, and to add Amendment #1 to the agreement with Advanced Office Systems.
	Mr. Goldson suggested a motion to give the authority to the Executive Committee to make decisions between Board meetings on any and all activities and decisions related to this national pandemic for the sports events that are coming up. Mr. Conaway noted that those are all state games not local games. Mr. Eric Patchevsky, the athletic director, noted that if the CIAC games were not held, Hillhouse would have to forfeit their home game on Wednesday because they are the home team. Mrs. Rivera and Dr. Jackson-McArthur

commented those were field trips. Mayor Elicker seconded the motion to reconsider.



	Mr. Wilcox noted that his motion was for field trips specifically. Mayor Elicker commented that he feels it is a good suggestion to give the Executive Committee some discretion to make a judgement if the situation changes.
215-20 Amend Original Motion	On the motion by Mr. Goldson, seconded by Mayor Elicker, it was unanimously voted to amend the original motion to provide authority to the Executive Committee, in consultation with the Health Director, to make determinations as to any other school activities that our students are involved in.
216-20 Convene Executive Session	On the motion by Mrs. Rivera, seconded by Dr. Joyner, it was voted with one oppose by Mr. Goldson, to go to into Executive Session at 8:27 p.m. pursuant to Conn. Gen. Stat. §111-200(6)(A) re: Public Officers or Employees, to discussion Contract Renewals for: a. Assistant Superintendents b. Human Resources Director c. Chief of Youth, Family & Community Engagement Mrs. Rivera invited Attorney Milan of Shipman & Goodwin, Dr. Tracey and CFO Phil Penn to also attend.
	For the record Mr. Goldson expressed his discomfort of going into this meeting without receiving any documentation in advance and he explained in detail.
217-20 Adjourn Executive Session	On the motion by Mrs. Rivera, seconded by Dr. Joyner, it was unanimously voted to Adjourn Executive Session at 9:28 p.m.
218-20 Reconvene in Public Session	On the motion by Mrs. Rivera, seconded by Dr. Joyner, it was unanimously voted to Reconvene in Public Session at 9:30pm.
Fublic Session	Mrs. Rivera remarked discussions were had regarding the contract renewals. No votes were taken.
219-20 Continuance to 3/15 Reconsider at 3/23 Board Meeting	On the motion by Mrs. Rivera, seconded by Dr. Joyner, it was voted that the Superintendent seek a continuance of the March 15 th date for the Board to reconsider renewal of these contracts at the March 23 rd meeting, our full Board of Ed meeting.
	For the record Mr. Goldson opposed these renewals based on inaccurate information. He is not opposing the renewals but not having a vote on this tonight. He feels we should have followed the Superintendent's recommendations, and he is concerned at the direction the



conversation took. Motion was passed with two nays, by Mr. Goldson and Dr. Jackson-McArthur.

220-20On the motion by Dr. Jackson-McArthur, seconded by Dr. Joyner, it wasAdjournmentunanimously voted to adjourn at 9:35 p.m.

Respectfully submitted,

Ginger McHugh

Recording Secretary