



NEW HAVEN PUBLIC SCHOOLS  
NEW HAVEN, CONNECTICUT

**Minutes – Board of Education– July 27, 2020**

The meeting was called to order at 5:30 p.m. by Mrs. Yesenia Rivera, President. The meeting was held via Zoom.

**Present:** Mrs. Y. Rivera, President; Mr. M. Wilcox, Vice-President; Dr. E. Joyner, Secretary; Mr. D. Goldson, Dr. T. Jackson- McArthur, Mr. L. Conaway, Mayor J. Elicker

**Student Members:** L. Arouna, Mr. A. Fiore

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Mr. Conaway led participants in the Pledge of Allegiance.

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Dr. Whyte announced that interpretation was available tonight. Mrs. Rivera announced in Spanish.

Mrs. Rivera noted that the corrections of the Minutes of the June 22 meeting are not completed so we will defer approval until the next meeting.

**323-20** **On the motion by Dr. Joyner, seconded by Mr. Wilcox, it was proposed to approve the Minutes of the Special Board Meeting of June 29, 2020.**

Mr. Goldson pointed out a correction on page 6 of the 6/29 minutes. He was confused about the two motions at the bottom and read the portion he was referring to. He noted that the word unanimous should be taken out and then it should say to call the question. It shouldn't say to call the question by Mr. Goldson and he explained in detail. Mr. Goldson noted that he never made a motion as to why we are paying depreciation of buses; it was a vote to call a question to vote on Tier 1 mitigation items. He explained in detail.

Mr. Goldson commented the second part of that was a motion by Mr. Goldson, seconded by Dr. Jackson-McArthur that reads: motion was voted by roll call to amend motion to change the amount on the First Student contract; this is written very poorly. It needs to be rewritten to show that it was a motion by me to change the amount and the motion failed by a 4/3 count. He would like Mrs. Rivera or someone from the administration to work with the note taker to fix that so that it is clearer.

Mrs. Rivera pointed out that on page 4 it should read Mrs. Rivera not Mr. Rivera; Nico was not at the meeting.

Mrs. Rivera called for approval of the minutes and Atty. Alexiades pointed out that if you are going to vote to approve the minutes as corrected, then the corrections need to be stated precisely or you can defer the approval until the corrected minutes are rendered, but that is also problematic.



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Mr. Goldson remarked he didn't look at the other motions and agreed with Mr. Alexiades that unanimous is also stated on some of those motions that didn't have unanimous votes. He suggested we could do it quickly or we could hold off until the next meeting to see the corrections.

Mrs. Rivera said since Atty. Alexiades is saying that could also be problematic let's just go through them quickly. Atty. Alexiades pointed out that it doesn't matter because someone has to go through them and correct them. Mrs. Rivera commented that is problematic because we don't have the corrections from the June 22<sup>nd</sup> meeting.

Dr. Joyner suggested, as a matter of format, that we should ask the note taker to record the vote by name as Mr. Goldson suggested and he explained further. Mr. Goldson added to the discussion and suggested if she just takes the word unanimous out, she won't have any more problems.

Mrs. Rivera asked Mr. Alexiades if that is enough to move these or should we have them corrected before we vote. Atty. Alexiades remarked that is up to your discretion. If you've noted all corrections then the corrections will be noted in the minutes of tonight's meeting and then the secretary can go back and correct the posting of the minutes of the meeting that was previously posted. The Freedom of Information Act requires that the minutes, in draft form, be posted in seven days and the list of motions that are acted on in forty-eight hours and the votes need to be specified unless it's unanimous.

Mr. Goldson, for the record, went through the other motions and pointed out the following changes: on page 3, 269-20, remove the word unanimously, we already talked about the changes to 270-20 and 271-20; page 7, 272-20, remove the word unanimously.

Dr. Joyner brought up the point that it shouldn't be a problem, if she doesn't understand it clearly for her to stop us and ask who made the motion, who seconded or what the motion was. Going forward, that will save us time and she used to do that at our live meetings. Mrs. Rivera pointed out that she is not a panelist so she wouldn't be able to ask the question. Dr. Whyte commented we can add her as a panelist.

323-1-20  
Approval of Board  
Minutes of June 29,  
2020

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**On the motion by Dr. Joyner, seconded by Mr. Wilcox, it was voted to approve the Board Minutes of June 29, 2020, as corrected. Mr. Wilcox, yes; Mr. Goldson, yes; Dr. Jackson-McArthur, yes; Dr. Joyner, yes; Mr. Conaway, yes; Mayor Elicker, yes; Ms. Rivera, yes; Ms. Arouna, yes.**

324-20

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**On the motion by Dr. Joyner, seconded by Mr. Wilcox, it was proposed to approve the Board Meeting Minutes of July 13, 2020.**



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Mr. Fiore referred to page 1, swearing-in ceremony; it states that he attends MBA. That is incorrect he attends HSC.

Mr. Goldson referred to page 23, 1<sup>st</sup> paragraph, five sentences down states Mr. Goldson remarked/commented; it should be one or the other. The word unanimous is also used in these minutes. Mrs. Rivera agreed.

Mr. Goldson referred to page 9, 282-20 on the motion by Dr. Joyner, seconded by Mr. Wilcox it was voted to approve the appointment of Nellie Martinez. The motion after that was to approve all of the personnel items without Nellie Martinez and he doesn't see anywhere in here where we approved all of the personnel items.

Mr. Wilcox pointed out that the vote is recorded at the end of page 10. Mrs. Rivera said that Item 281-20 states it correctly. Mrs. Rivera explained the motion to Mr. Goldson. Mr. Goldson said she has the 282 item listed in two places. It was agreed that we only need the one on page 10. Dr. Joyner suggested change 282 on page 9. After much discussion, Dr. Joyner suggested that the item 282 on page 9 be eliminated and just keep the one on page 10, because it is redundant. He suggested we put it at the end of page 10 after the discussion which is probably the right place to put.

Atty. Alexiades mentioned that typically the motion is required to begin the debate and the vote is taken at the end of the debate. He also pointed out that on page 9 the votes are not listed on any of those motions.

Mayor Elicker recommended that because all of the meetings are recorded, maybe Dr. Tracey and her team can connect with the person who is doing the minutes so that we don't have to spend so much time on this and we can revisit it next meeting.

Mr. Conaway referred to Item 317-20 on page 28 and noted that he just needed some clarification regarding the renewal contract with Lindley Foods to provide breakfast kits and meals to Booker T. Washington and Elm City Montessori and Montessori on Edgewood. He wanted to know if Montessori on Edgewood is correct.

Mrs. Rivera said yes, Montessori on Edgewood is a school. Dr. Joyner added it is at the corner of Orchard and Edgewood.

Mrs. Rivera remarked we will defer approval of these minutes until the corrections are made. Mrs. Rivera recapped, we approved Meeting Minutes of June 29<sup>th</sup> and we are deferring on the July 13<sup>th</sup> minutes.

**Public Participation**

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Ms. Rivera reminded everyone if you want to submit your statement use the "raise hand"



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feature and Dr. Whyte will allow you into the group so that you can give your statement or ask questions. Mrs. Rivera asked Dr. Joyner if he would keep time for speakers, two minutes per speaker, and she will keep time for the hour.

**Name \*** Stephen Staysniak

**Email \*** [sstaysniak@gmail.com](mailto:ssaysniak@gmail.com)

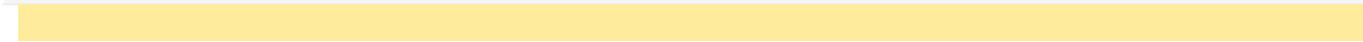
**Comments \***

New Haven Public Schools have been underfunded, and our children have therefore been underserved, for many years. This is unjust and unacceptable. To ask our city to reopen our schools without fully funding the health and safety mandates put forth in the SDE’s reopening plan, is neglectful.

As an NHPS parent and teacher, I want to thank Dr. Tracey and her team for their compassionate and child-centered approach since the early days of this crisis. I realize that a full-reopening was not the original plan of our district’s leadership team and I trust they will continue to act with our communities best interests at heart.

Before COVID, many of our schools operated with critical staffing shortages, such as having an certified ESL teacher or Library Media Specialist only a few days a week or none at all. There has not been a nurse 5 days a week at my own school in the 10 years I have been there. These unmet needs are unjust and unacceptable. To ask our community to continue to endure these conditions, and then re-open our schools in a pandemic when the basic physical plan of many of our buildings does not allow for physical distancing is unjust, unacceptable, and neglectful.

We need a plan that meets the needs of our community. With the unmet needs that already exist in here, the state’s current plan for reopening does not seem feasible in New Haven.



**Name \*** Vicki Rose

**Email \*** [yb5954@aol.com](mailto:yb5954@aol.com)

**Comments \*** Will multiple schools still be sharing the same bus routes?



**Name \*** E W

**Email \*** [liz\\_westwood@comcast.net](mailto:liz_westwood@comcast.net)

**Comments \*** The current State of CT rate of infection is less than 1%. What does it need to be in order for students to be back in the classroom 5 days with distancing and precautions taken?



**Name \*** Mercedes Ellis

**Email \*** [mercedesthedesigner@gmail.com](mailto:mercedesthedesigner@gmail.com)



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**Comments \*** Would like to know what is being planned for the school year.

**Name \*** Jen Sarja

**Email \*** [jennifer.sarja@new-haven.k12.ct.us](mailto:jennifer.sarja@new-haven.k12.ct.us)

**Comments \***

As a high school English teacher (predominantly seniors), I had a population of high school students last spring who were disengaged for two specific reasons:

1. To supplement their parents' lost income, many students expanded their hours at their own jobs making themselves unavailable during school hours for class discussions and live instruction.
2. They took on childcare responsibilities of younger siblings or were required to help younger siblings with their school work at the expense of their own.

Do we know how many students in the district fall into one of these categories? If this number is substantial and we do go to full or partial online learning, what plans do we have in place for these students? Has any consideration been given to having early evening classes for a cohort of high school students as an option to alleviate the needs of struggling families.

**Name \*** Jen Sarja

**Email \*** [jennifer.sarja@new-haven.k12.ct.us](mailto:jennifer.sarja@new-haven.k12.ct.us)

**Comments \*** Because high school students change rooms every period, in the weeks before our closure, I had a bottle of Lysol wipes at the door. The students each took one when they came in and wiped their own desks.

I have no idea of the feasibility on a large scale, but it worked for us.

**Name \*** Miriam Nunez

**Email \*** [miriam.nunez@new-haven.k12.ct.us](mailto:miriam.nunez@new-haven.k12.ct.us)

**Comments \***

To whom it may concerned,

My name is Miriam Nunez, and I have been a paraprofessional for the New Haven public schools for the past thirteen years. I am currently working at Columbus Family Academy as a Head teacher for School Readiness, however I am under the paraprofessional contract. I believe that for us paraprofessional this contract agreement is not fair. We work very hard, sometimes as much as teacher, but our salary and contract agreement is completely unfair.

The voting system was not an adequate one, specially during this time. Many of us did not have a voice in this



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voting. We deserve a better, more equitable, and fair contract. This needs to be reevaluated, our voices should be heard.

Thank you in advance for all your help and your time.  
Sincerely,  
Miriam Nunez

**Name \*** Lilly Drufva

**Email \*** [Lillian.drufva@gmail.com](mailto:Lillian.drufva@gmail.com)

**Comments \***

In this time period when racial injustices are being brought to light, it is important to recognize the fact that the brunt of climate change affects minority communities. In order to combat this racial injustice and make these neighborhoods cleaner and less polluted it is important to inform our youths of ways that they can combat climate change. With the Climate Justice Schools Initiative, they will have the information and tools they need to get educated and make an impact on the environment. I strongly advise the New Haven Board of Education to take action against this racial injustice and climate change by implementing the Climate Justice Schools Initiative into several high schools and middle schools.

**Name \*** Ben Smith

**Email \*** [billkimball114@gmail.com](mailto:billkimball114@gmail.com)

**Comments \***

Schools will educate students across grade levels about climate science, climate change, climate health, and climate justice, as well as the imminent threat it poses to people and landscapes. This will prepare students to handle this crisis.

Marginalized communities are the most vulnerable to the effects of climate change.

Low income communities and developing countries are hit the hardest by climate change, but did the least to contribute to the problem.

Wealthy countries and corporations are profiting while making the world a more dangerous place to live.

**Name \*** Tristan Ward

**Email \*** [tristan103417@gmail.com](mailto:tristan103417@gmail.com)

**Comments \*** I think the implementation of Climate Justice Schools is important in the fight for climate justice.



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Name \* Claudine Chambers

Email \* [claudine.chambers3@gmail.com](mailto:claudine.chambers3@gmail.com)

Comments \*

Good Evening Board members,  
I would like to say thank you for agreeing to re-think the contract. Most people didn't even realize the contract was even being negotiated because of Covid.  
Likewise people didn't get to vote that was on the Zoom meeting because we were muted and never got unmuted, including myself, so that right to vote was taken away from us.  
Also, the pay increase is extremely low, compared to the cost of living. We were not given a cost of living, since we worked for a year without a contract. My hope is that we get a pay increase of 6-6-6 for the next three years. I have been working in the system for almost FIFTY YEARS and do NOT make \$40,000. I pray the redo is much better for us because no one should have to work this job, but we do. I did for 24 1/2 years. Macy's closed and Uconn's program ended.

Thank you so much,  
Claudine W. Chambers

Name \* HYCLIS WILLIAMS

Email \* [hyclis@yahoo.com](mailto:hyclis@yahoo.com)

Comments \*

Greeting Madam President and other Board Members,

My name is Hyclis Williams.  
As President of the Paraprofessional Local 3429, I feel compelled to respond to the Memorandum submitted by the CFO to this Board regarding our wage negotiations/contract.  
For the BOE team to make such a false public statement that "The Union proposal had been for a 12.0% increase, spread equally over the three years, with no step movement in any year" is wrong and unacceptable.

In fact, the Union proposed eliminating the two lowest steps on the paraprofessionals' salary scale and created two higher steps for those with service of ten or more. In addition, a 3% General Wage Increase for each year of the contract. The Union also advocated placing those paraprofessionals with bachelor's degrees one step higher, as an incentive for active members, and to make it more attractive to recruit highly qualified paras. (A benefit to the Board of Education.) We also asked for the Extra Duty rate to be increased to \$16-18.00 per hour.

I do not understand why this false statement was made public when members of our union are already upset that they are being treated unfairly for so many years and at this point was hoping the BOE would consider changing that.

It is to be noted that the average pay for paras in CT is \$31,000 per year.

I am perplexed by this whole matter and ask the following:

Is it that OUR ASKS WERE NOT HEARD NOR UNDERSTOOD during negotiations?

OR



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Is this an attempt to DIVIDE and CONQUER?

Is there a conspiracy to keep WAGE APARTHEID in this group that is made up of primarily women of color, most of whom are head of households?

I urge this Board ensure that corrective measures are in place to Change this INJUSTICE.

I would like the opportunity to further address this issue to the Executive Board.  
Thank You for your time and attention.

Respectfully submitted by Hyclis Williams.

**Name \*** Albert Alston

**Email \*** [bengcal@hotmail.com](mailto:bengcal@hotmail.com)

**Comments \*** Good afternoon. I am if the opinion that the paraprofessional's recent contract should be tossed out. On the day of the vote there were only 87 members who voted. This was a classic case of voter suppression right in front of our face and played out in our front yard. This process deprived over 300 dues paying members from casting a vote on a document that will eventually have a major impact of the Paraprofessionals's hours, wages and conditions of employment. A do over needs to take place in fairness and in transparency.

**Name \*** Adrian Huq

**Email \*** [adarahuq917@gmail.com](mailto:adarahuq917@gmail.com)

**Comments \***

Good evening. My name is Adrian Huq and I am a recent graduate from Metropolitan Business Academy. I am speaking on behalf of the Climate Education Committee of New Haven Climate Movement's Youth Action Team. I support the implementation of our Climate Justice Schools Proposal in New Haven Public Schools.

I want to start off by reiterating that the climate crisis cannot wait. From COVID, we now know the disasters that can come about when we fail to heed warnings from scientists. Our experience with COVID-19 will almost certainly prepare us better for the next pandemic, but there is no second chance when it comes to climate change. If we don't drastically reduce emissions each year by 2030, we will be dealing with its worst impacts. We only have a short window of years to act before the timer runs out to save our youngest generation from environmental disaster.

Rather than being left uninformed, I want to see our students getting educated on climate change and its existing solutions. I want them to understand the full picture of what their future may look like, but also empower them to be a part of the change.

At my high school, my freshman science teacher dedicated months to teaching his students about the causes of climate change, greenhouse gases, solutions, and more. In my sophomore year, my biology teacher hosted an Eco Fair for the entire grade to do science projects regarding climate change and applied for grants to help fund putting it on. After these units, students were able to explain in depth the causes of climate change, see all that is



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at risk, and make a commitment to how they could change their own actions. It's time to ensure students all across the district have access to quality climate education in order to make informed decisions about their own living and be aware of the most pressing issue we are facing as a planet.

Along with climate education, our Climate Justice Schools Proposal calls for additional district wide solutions such as reducing greenhouse gases in school transportation and making school buildings more energy efficient, This action is only fitting in accordance with the New Haven Climate Emergency Resolution that our group successfully passed by the Alders and Mayor last summer, calling for zero emissions by 2030 and for the city to make an effort to educate and mobilize residents on the climate emergency.

I am coming from the perspective of someone with two years of experience in climate education. In the 2018-2019 school year, I was employed by the local Elm Energy Efficiency Project as part of their pilot program to teach my high school community about energy efficiency. I spoke to classes, made and put up educational flyers, and introduced energy saving products that people could take back to their homes to save their families money while helping the planet. In the 2019-2020 school year, I expanded the program with grant funding and worked alongside three other high school leaders to bring this initiative to their schools. This initiative had great impacts on my school community, but it should not be up to youth, passionate teachers, or outside organizations to work within schools on climate education.

Myself alongside other young people and all the hundreds of signers on our petition are calling for the district to commit to an expansion of climate education in New Haven Public Schools through our Climate Justice Schools proposal. It's time for the district to step up as leaders in creating the next generation of young people who can create a more resilient future for us all. Thank you.

Mr. Albert Alston, 20 year para also a postal worker, comes before you today as we do every three to four years. Other people's hands are in our pockets there is nothing left in our pockets. He thinks the Board should reconsider and make the proper adjustments so that at the end of our careers when we take our hands out of our pockets we can have something to show that we did an amazing job. Please take your hands out of our pockets because there is nothing in there left for you to take.

Mr. Goldson suggested to Mrs. Rivera that since this public participation is going so well he is hoping that she will reconsider the two-minute limit and go back to the three-minute limit.

**Student's Report**

Ms. Arouna commented that Mr. Fiore had to leave and he wanted her to say on his behalf, that many students are still concerned about the transition back to school in light of COVID19.

Ms. Arouna remarked that she is expressing her support to revisit the paraprofessional's contract and paying them a living wage. They play an essential role in our schools and she thinks its best not only for their livelihoods, but for the climate of our schools to pay them what they are worth. It would be a disservice to NHPS staff and students by not doing so.

Ms. Arouna remarked that she has been working closely with the New Haven Public School students from the New Haven Climate Change movement, which we heard a lot about during public participation. She has reported many times on the desire for students to see more climate justice in not only the way our district operates, but in what we teach in our classrooms and the testimonies we heard today. In addition to that, a petition started



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by the same group, has reached 721 signatures for action in the schools. We've heard this in citywide council meetings and we hear it today in public participation. This is something that students really want and that students are ready to help implement in our schools. In the past, there was talk about a recycling committee and work being done in the food service committee to cut down on our waste to help the environment. Despite these efforts, there hasn't really been any direct action taken, so she would like to propose a committee dedicated to Climate Justice in the New Haven Public Schools. This would encompass everything from the curriculum we teach in science classes to what we are doing with our water bottles and if we are actually recycling them. She would like direct action taken and thinks the best way to do this is to focus real time and real energy on this issue that students are yearning for, so that is what she would like to propose.

Ms. Arouna commented we already have some students and some teachers that would love to give their suggestions and real tangible ideas. Given the situation that we're in right now, tangible ideas we can implement into our schools that are cost effective but are still giving our students, the education that they need and the tools to be successful.

Mr. Goldson seconded Ms. Arouna's proposal to start a committee. A discussion ensued regarding this issue. Dr. Joyner commented that he and Mr. Conaway already have a committee to address issues around curriculum called, "Teaching & Learning." We've asked our Assistant Superintendent of Curriculum and Instruction to put that item on our next agenda and to invite the people who were speaking tonight to be on that committee to deal with these issues.

Mr. Goldson commented that he thought he heard a request for a little more than that. He explained in detail. He believes she proposed raising a separate committee to deal with these issues and he seconded that proposal. If Ms. Arouna did not intend to make that a motion he would like to know if that was the case.

Dr. Joyner commented he thinks that everything that was just mentioned would be a part of curriculum because it is not only about books or content it is actually about the changes in student's behavior and procedures. He thinks Ms. Arouna should tell us what exactly she means.

Ms. Arouna commented that Mr. Goldson's interpretation of what she said was actually correct. She is looking for a committee that can attack this Climate Justice as a whole, looking at it from the way our schools operate to what we teach. However, she is open to just bringing it through the education committee, if they can sum up everything that we are looking for and she wasn't sure if that committee would be able to do that.

Dr. Joyner noted that that committee is set up to deal with any issue regarding the teaching and learning of content and material in the schools. It may vary across the district, but the



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whole notion of trying to save the planet is almost a staple in every public school or private school curriculum. So, everything you wanted to do with that would be addressed in that committee. He gave examples. Dr. Joyner commented that he and Mr. Conaway have already discussed inviting you and your group as well as people we have spoken tonight to be part of that committee to discuss this issue.

Mrs. Rivera asked Dr. Joyner and Mr. Conaway if this is something they can work with Ms. Arouna on. Dr. Joyner commented he has already given his opinion on it and suggested Mr. Conaway do the same. Mr. Conaway commented it is certainly something that we could work into teaching and learning but it's also okay if she wants to make a motion for a specific committee, he would support that as well.

Mr. Goldson remarked that the curriculum discussion belongs in teaching and learning and he supports leaving that there. However, he thinks that there are other issues that can probably be better addressed outside of that committee, so he supports setting up an Environmental Committee to deal with issues such as recycling as well as other environmental issues. At the end of a discussion and noting that our bylaws allow us to raise special committees, Mr. Goldson noted there is a resolution on the floor by Ms. Arouna that he seconded.

Mrs. Rivera remarked that it is her understanding that the students are non-voting and therefore cannot raise motions, so that motion cannot be seconded. Since Ms. Arouna cannot make the motion I am going to make a motion to raise a special committee to deal with the environmental issues as suggested by Ms. Arouna and suggested that Ms. Arouna be one of the co-chairs of that committee. Mr. Conaway seconded the motion.

Mayor Elicker called a point of order. He commented that he is a strong opponent of this concept but it is not on the agenda. He said that he doesn't mean to be a stickler for the agenda, but it just says student report and this can open up all kinds of other issues to be raised. It does not take away the importance of this issue and we should have an action on it but this is not on the agenda.

Dr. Joyner made two points. Protecting the climate is everyone's responsibility. The schools alone cannot adjust this problem but we can work with other entities in the City might be a good idea. The aspect that comes under our jurisdiction does come under teaching and learning and it might make sense for Ms. Arouna and others, to meet with us and then they can make their own decisions. He suggested that Ms. Arouna contact them and we can help them decide what they need to do beyond the school.

Dr. Joyner initiated a discussion on this issue. He noted that it might make sense for Ms. Arouna and others to meet with us and then they can make their own decisions about how



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to create the structures to go forward with this. Dr. Joyner commented that they can contact him or Mr. Conaway to see what if we can be of any help to them.

Mrs. Rivera agreed with Dr. Joyner and commented that she would support this as well. She is very passionate about climate change and recycling and that whole concept. However, the item is not on the agenda and she would ask.... Mr. Goldson called a point of order and said if she is going to call his motion out of order he will appeal. Mrs. Rivera remarked okay, that's fine.

Mrs. Rivera told Ms. Arouna to connect with Dr. Joyner and Mr. Conaway at teaching and learning to discuss the matter further. If the decision is to go ahead and form a subcommittee of teaching and learning, then we can put it on the agenda and vote on it.

Mr. Goldson asked Mrs. Rivera if she was calling his motion out of order and she said she is calling his motion out of order. Mr. Goldson remarked he is appealing.

Ms. Arouna explained that her intention was not to present this proposal in any way that would cause any issues. She just wasn't aware that the committee could do something like this. That is certainly an avenue that she will pursue. She also apologized for not submitting this as a proposal to put it on the agenda and said it won't happen again. Board members told her it was not a problem and thanked her for raising the issue. They also told her she didn't have to apologize.

Mr. Goldson withdrew his appeal. He went on to say that he thinks it is sad that we make committees all the time, we raise motions that are not on the agenda, and the fact that we are willing to kill this for no reason whatsoever is frustrating to him.

325-20  
Approval to  
Amend Agenda

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**On the motion by Mayor Elicker, seconded by Dr. Joyner, it was voted to amend the agenda to discuss issues around climate change and how the Board considers how to address climate issues in our education system. Motion passed, Mr. Goldson, yes; Dr. Joyner, yes; Mr. Conaway, yes; Mayor Elicker, yes; Mr. Wilcox, yes; Dr. Jackson-McArthur, yes; Ms. Arouna, yes; Mrs. Rivera, yes.**

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Mr. Goldson asked if he is asking for a discussion or to call for a special committee to be formed to deal with this issue. Mayor Elicker commented that he doesn't think that we should get into the semantics in this discussion we could decide to create a special committee to discuss the item since we already have committees created and both co-chairs of the teaching and learning committee have both said they have the capacity of dealing with the item as Ms. Arouna presented. Mr. Goldson asked what exactly is Mayor Elicker's motion stating.



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Mr. Goldson proposed instead of having a special committee to look at whether we should raise a special committee, he is going to move to amend Mayor Elicker's motion to raise a special committee to look at environmental issues within the schools not to include the curriculum issue which is already being addressed by the teaching and learning committee.

Dr. Joyner remarked that is really problematic. Mr. Goldson voiced a call of order. He asked for a second before discussion. Mr. Conaway seconded.

Dr. Joyner then explained the role of the Teaching & Learning committee and noted that climate change is something everyone has to assume some responsibility for. Dr. Joyner continued in detail. In closing, Dr. Joyner remarked that it is up to individual people and individual families to do everything they can do to make sure that we preserve the planet that we live on.

Mayor Elicker remarked after thinking about this, we could just efficiently send it to teaching and learning and they can consider it. So, my recommendation is to vote not for the amendment and then to move this item to teaching and learning. He thinks that could accomplish the goals.

Mr. Goldson said he is not going to debate any further. He feels this delays the process and he thinks that is what the intention is. Mayor Elicker called a point of order and commented he shouldn't be questioning what the intention is. Mr. Goldson said he was right. He then asked Dr. Joyner about a comment he made and Dr. Joyner repeated the metaphor he quoted. Mr. Goldson commented he doesn't think that is appropriate for a Board meeting.

Mr. Wilcox pointed out that in taking another look at the Climate Justice Schools Initiative, which was sent to all of us, in almost every single item the group is calling for relates to the curricular aspects. There are some items related to food service, which we were taking a look at before the pandemic struck in our January and February meetings, but almost every single item is definitely teaching and learning related. He supports this being a part of teaching and learning.

Mr. Conaway added that the recycling piece is outside of the curriculum and relates to facilities because you have the recycling bins in the classrooms emptied into the trash every night.

326-20  
Approval of  
Recycling Initiative  
to T&L Committee

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**Mayor Elicker made a motion to send this item to Teaching & Learning with a focus on the consideration of the Climate Justice Schools Initiative outlined and shared with Board members via email. Dr. Joyner seconded. The motion passed, Mr. Goldson, yes; Dr. Joyner, yes; Mr. Conaway, yes; Mayor Elicker, yes; Mr. Wilcox, yes; Dr. Jackson-McArthur, yes; Ms. Arouna, yes; Mrs. Rivera, yes.**



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**Superintendent's Report**

*Personnel Report*

Dr. Tracey asked for approval of the Personnel Report as presented.

On the motion by Mr. Wilcox, seconded by Mr. Goldson, it was proposed to approve the Personnel Report

Mr. Goldson asked why the position of grant writer does not appear on the bluesheets. He commented that two weeks ago the Superintendent brought to our attention the position of grant writer and it is not on the bluesheet tonight and he asked Dr. Tracey why. Two weeks ago she sent to us and asked for us to vote on it and he wants to know why it was withdrawn.

Dr. Tracey explained that he has already asked her about this and she responded to him by email and she did not hear back from him. Mr. Goldson said he didn't see her email so could she please, for the record, explain why that person is not on the agenda. Dr. Tracey remarked that she also noticed that he sent an email to the individual requesting to talk to her offline and they sent back your response, which she thinks was inappropriate. Dr. Tracey explained the reason the position is not on the bluesheets is because we posted for a grant manager and the posting should have been for a grant writer they are two different positions. Ms. Mack has since posted for a grant writer. Ms. Pat DeMaio is our grant manager.

Mr. Goldson asked if she received a phone call or an email from a Board member asking her to withdraw that appointment. Dr. Tracey answered, "No she did not".

327-20

**Approval of  
Personnel Report**

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**On the motion by Mr. Wilcox, seconded by Mr. Goldson, it was voted to approve the Superintendent's Personnel Report. Mr. Wilcox, yes; Mr. Goldson, yes; Dr. Joyner, yes; Mr. Conaway, yes; Mayor Elicker, yes; Dr. Jackson-McArthur, yes; Ms. Arouna, yes; Mrs. Rivera, yes. Motion passed.**

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*Updates from July 21 School Reopening Plan Presentation*

Dr. Tracey stated, as you know, last Friday she was invited to West Haven High School where Governor Lamont and Dr. Miguel Cardona were meeting to talk to some students who asked some very crucial questions of the Governor. This afternoon they had a press conference and it seems they are giving some flexibility to local school districts and their Boards to select from either the full-in person plan or a hybrid plan. Also, the reopening plan was sent to the Board, the learning community and the State Board of Education on July 24, 2020 and she is sure it is in their inbox. That is where we are right now, but we still have to meet with the Board.



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According to the Governor they won't have any clear decisions for a couple of weeks before school openings. She does believe that as a Board we can come together and decide on one of those two plans so that our staff can have enough time to plan. Today she also sent out information because we have to give our staff and our families something to hold on to. Based on what the Commissioner said, he gave a waiver to local education agencies to waive the 180 days for students to give teachers three days out of that to do proper planning for school reopening. Dr. Tracey said that the state's preferred plan is five days in person and our preferred plan is a hybrid plan, if we should actually reopen our schools.

Mr. Goldson asked for clarification, the school Board doesn't have a preferred plan yet because we haven't voted on a preferred plan, is that correct. The administration has a plan that they prefer but it hasn't been presented to the Board for a vote yet. Dr. Tracey noted that the Board has three plans that were sent, one is in-person for five days with an option for parents to opt out, the moderate plan, which is a hybrid plan, also has an option for parents to opt out, and the last plan is in case of a real emergency the State would call a close down. Her preferred plan is the hybrid not the Boards. She only expressed her opinion.

Mr. Goldson said he doesn't know if this question is for the President or the Superintendent but when will we have a discussion on what plan we find acceptable. At this point he doesn't find any plan acceptable to send anybody back into the schools without having regular testing, without having more staffing around monitoring these children on the buses, at bus stops or anywhere else they may be without regular testing. Is there going to be contact tracing, how are classrooms going to be cleaned, we know at the end of the day but what about during the day. Mr. Goldson wanted to know what the timetable is for us addressing these plans and having a vote on which plan we support.

Dr. Tracey thanked Mr. Goldson and commented we were not able to have a timeframe at that time, but now that the Governor backtracked and is now saying that school systems and local school boards have some flexibility to determine either of the two plans, we can now have some kind of special board meeting to have an in-depth discussion of these models and the Board and members of the public can give suggestions as to how we can improve that plan to make sure it is safe for our students. Mr. Goldson remarked we do not have that much time so when would she like to do this. Dr. Tracey said it is up to the Board when they would like to have this special meeting.

Mr. Goldson asked Mrs. Rivera if she had an answer to that question and Mrs. Rivera remarked we can set one up for next Monday. Dr. Tracey pointed out that they have an F&O committee that day. Dr. Tracey said it could be set up for midweek so that she can reach out to teachers to be respectful of their concerns. Mrs. Rivera agreed and said that they can talk about a date offline and send the information to everyone.



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Dr. Tracey noted that if members of the Board have any suggestions for improving the plan, to please send them ahead of time so that her team can work on the aspects of the plan that any member of the Board feels we need to address more carefully. She pointed out that some of those things that we are asking for will be too costly for us. We are hearing from the Governor at the press conference today that they have some PPE and other items in stock.

Dr. Jackson-McArthur commented she knows how hard we are working on this and she remarked that with the reopening plan she wants to make sure that we are as transparent as possible to the community because everyone wants to know what's happening. Some of the questions that she has from the community are we deciding on a testing policy for our employees and where are we on that? Are we thinking about not doing it, or are we bringing a vendor in to do it? Dr. Tracey remarked that she wishes Dr. Jen Vazquez was here because it will all depend on the Health Department and right now it is not part of any guiding principles. Dr. Jackson-MacArthur explained the reasons why she was asking in detail.

Dr. Vazquez thanked them for inviting her to speak. She noted that she has with her Brian Weeks, the Epidemiologist for the City of New Haven Health Department. Dr. Vazquez commented that while widespread testing is not required under the plan from the State of Connecticut, in their meeting last week they discussed that it was strongly encouraged that all staff gets tested. It is certainly something that the Health Department could set up if we want to have on-site testing available for staff members, and if the NHPS and Board of Education wants to require testing. That is something that the Board of Ed and Lisa Mack and your Union representation would need to discuss at a policy level.

Dr. Jackson-McArthur thanked her for that clarification. I guess we will just have to wait to see what you and Dr. Tracey decide. Her next question is around the remote curriculum and procedures that are being put in place. She was happy to hear Mrs. Hannans speak on that at one of the presentations. Parents want to know if there are going to be dry runs around that and exactly what it is going to look like.

Mrs. Keisha Hannans remarked that she was in charge of providing the professional learning for our teachers, school leaders and central office leaders. The actual roll-out of the remote learning and how it will look is Assistant Superintendent Ivelise Velázquez' area and she will be able to address how it will actually look in action. She added that the professional learning that they're receiving at this time, supports what will occur during remote learning.

Dr. Velázquez explained that there isn't going to be one way to do that because of the numbers as well as many students in a school and in a particular grade that are going to



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be remote learning. It may be that they would have a dedicated teacher or that students would join the synchronous lessons with teachers. We still have to work that out because we don't have much of the data. We're going to try to facilitate as much as possible so that the teacher doesn't have to do double duty. So we're going to make sure that teachers are dealing with one set of students at a time. We've got the plans for how to do that training, but where the training will be synchronous in class, it will just be students remotely that is decided by the numbers and in close consultation with the staffing at each school.

Dr. Jackson-McArthur remarked that it's a little discouraging for her to hear this explanation. We are now less than six weeks to start school and we have almost 10,000 kids that are going to be remote. She was hoping to hear that we were going to have a dry run pretty soon. She has been telling families that it is not going to be like when we had to do it on the fly. We did a great job and she applauded all of the efforts of last year. The community was told that it will look different and she doesn't think we should find out how it's going to look on September 3<sup>rd</sup>. When will we have a trial so that parents can understand what is happening.

Mrs. Velazquez remarked we need to set the dates so we are going to send them this week where we are going to do multiple Zoom meetings with parents to actually do online training with them. In addition to that, there is also training that has to happen with the teachers given the kind of interaction that will happen. This will be customized school by school based on the numbers and she explained.

Dr. Jackson-McArthur commented that she has also been asked if there will be web cams so that there is real time. Ms. Velazquez said we are going to need cameras and she is going to ask her colleagues who have the technology piece to see what is available. Dr. Whyte added, at this time it is going to be a mix of webcams being purchased for the district and we will also have a distribution of technology to meet students' needs, all we will provide devices to those parents who are without. He explained this in detail. Dr. Jackson-McArthur asked Dr. Whyte if the devices will be given before or after schools starts. Dr. Whyte answered before schools starts and explained.

Dr. Tracey commented that the objective for us is one to one with everyone. Whether or not they are doing home learning or remote learning and that every student and family in new Haven has access to Internet and Wi-Fi services. She continued to explain. She also commented that when schools start with our students they are ready to roll with synchronous learning for our families. She explained this further. Dr. Tracey also noted that she is invited to a Zoom conference tomorrow at Columbia University with other superintendents across a wide area, where they are unveiling a whole online curriculum for PreK-12 that school systems can use. There is also available a Learning Hub created by the City Department of Education so we are going to have a lot of resources from which we



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can pull from to make sure that our students are properly serviced. Dr. Tracey explained further.

Dr. Jackson-McArthur asked a question about the Wi-Fi connections and Mr. Pinto explained that they are in the process of and they will have installed starting with 13 schools throughout Fair Haven and in the Hill plus Lincoln-Bassett. They are opened to the community and the speeds will be higher for those users who have NHPS.net access. He explained in detail.

Dr. Jackson-McArthur asked about Newhallville and West Hills and she listed the other areas in that area and wanted to know how we will reach those children. Mayor Elicker remarked that Lincoln-Bassett is one school that has one of the Wi-Fi stations. He told Dr. Jackson-McArthur that she has raised an important issue that is also a concern of ours. The Wi-Fi hubs that we are talking about only have a radius of maybe three blocks at the most. He apologized for not having that plan ready yet but they are working on a couple of different options and are hoping to present something soon. Mayor Elicker pointed out that there are also a lot of areas on the eastside. Dr. Jackson-McArthur remarked that there are a lot of children in that area that are high risk and disengaged. She commented that she looks forward to hearing updates on this soon.

Dr. Jackson-McArthur asked about PPE and if we are going to be supplying that to the students and the teachers. Mr. Pinto answered that they are going to require parents to provide masks for their student and for teachers to provide their own masks. Mr. Pinto remarked that they will have masks available for those students/ teachers who forget them. Dr. Jackson-McArthur commented that we should be providing at least one mask per week because you can wear those masks for more than one day. We have to encourage the children to wear masks every day. She stated that we should be supplying the PPE and are we going to do anything with the desks.

Dr. Tracey responded to Dr. Jackson-McArthur and stated they are to provide their own masks but we will provide the face shields. Dr. Jackson-McArthur stated that she is not referring to anyone who has a medical condition and can't tolerate a mask, she is talking about folks wearing a mask and are we providing that. Dr. Jackson-McArthur thanked Dr. Tracey and thanked everyone for indulging her. She remarked that we also have to remember transparency is key. All parents are anxious, our staff is anxious everyone wants to be safe. So let's keep the communication loud and clear and no question or inquiry is a pain. Our community has to know that whatever they ask, we have the answers and we will answer.

Dr. Tracey explained the fiscal challenges attached to this and she explained in detail. This discussion continued at length. Mr. Goldson, Dr. Tracey, Mayor Elicker, Dr. Joyner, Dr. Jackson-McArthur and Mr. Conaway took part.



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Dr. Whyte asked Mrs. Rivera to make an announcement regarding the translation to the community. The discussion continued.

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

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**President’s Report**

*School Security Design Committee Update*

Mrs. Rivera commented that this weekend she, Dr. Joyner and Dr. Jackson-McArthur met with the Chair of the Security Design Committee. He shared and laid out what the charge would be for the committee. She mentioned that she sent out an email to Dr. Jackson-McArthur, Dr. Joyner and the committee members with a list of all the names and numbers of committee members. The Chair, Dr. Jackson-McArthur and Dr. Joyner will meet again to discuss the issue of the security plan for the schools regarding SROs. This will be a subcommittee of the Governance Committee and will be overseen by Dr. Joyner and Dr. Jackson-McArthur.

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**328-20  
Approve to Convene  
Executive Session**

**On the motion by Mrs. Rivera, seconded by Mr. Goldson, it was voted by roll call, to go into Executive Session at 8:15pm pursuant to Conn. Gen. Stat. § 1-210(9) re: strategy or negotiations with respect to collective bargaining, and a potential vote on collective bargaining agreements discussed in Executive Session. Atty. Natalie Sierra Milan, Mr. Michael Pinto, Atty. E. Alexiades, Dr. Ilene Tracey, Mr. Phillip Penn and Ms. Lisa Mack were also invited to attend.**

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The Board reconvened in Public Session at 10:30 p.m.

Mrs. Rivera noted that no votes were had in Executive Session; however, she wants to say something before we go into voting and discussions. As Board President, she feels like she must clarify for the public the negotiation process and correct inaccuracies in the statement read on behalf of Local 3429, the New Haven Paraprofessionals Union. The board was ably represented in negotiations with Local 3429 by a team that included administration and outside counsel and the Board of Education was apprised of the status of the negotiations throughout the process. In negotiations that lasted over a year ended earlier this month between the Union’s negotiation committee and the Board’s negotiation committee on the contract terms for 2019 to 2023. The Union membership has since voted to approve that agreement and it comes to the Board this evening for action. The administration wrote a memorandum describing the salary negotiations and the Union is free to clarify that it asked for more than it agreed upon. That is the negotiation process. The Union is not free to claim injustice or conspiracy and talking about the settlement. The Union was free to proceed to arbitration to seek a better deal, but it did not. So, this evening the Board will consider the contract the Union has already approved. The Board greatly appreciates the important work of the paraprofessionals and in these difficult times the above average



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settlement reached reflects the Board's respect for the paraprofessionals and she for one will be voting in favor of that agreement.

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Mr. Goldson remarked that this process was tainted from the very beginning. Our administration, over the last four to six months has continuously brought up proposals related to the paraprofessional which was outside of the negotiating process. The Union even complained in at least one meeting of the administration interfering in that process through bringing these issues up. Secondly, we have consistently voted down raises or put off raises or changes to the paraprofessionals many recommended by the administration over this process. Mr. Goldson continued to explain. He is respectfully going to vote against this contract because we apparently are claiming poverty and have given administration raises without so much as raising our voices in opposition or questions to those raises. He continued to explain. Mr. Goldson remarked that this proposal was only voted by only 13% of the union members. He thinks this is embarrassing. They were given documents to review that were put up on the screen for literally a minute and a half, two minutes. Mr. Goldson remarked he thinks it's been an unfair process and we should have had those documents in advance if we were going to discuss them and they were going to be used as an argument for moving this forward.

Mr. Goldson again remarked it's been an unfair process all around and he is going to vote against this contract.

Mr. Conaway commented that he thinks we are in some unprecedented times, we're in unrest, we're in COVID and he thinks the real truth is coming out. On a moral ground he is voting against this contract.

Dr. Jackson-McArthur piggybacked on what Mr. Conaway said and she is voting on this on principal and on being a human being. There is no way that 13% should be a valid ratification of a contract and in good conscience she cannot vote for this.

Dr. Joyner remarked that he has a moral imperative as well. He would like to add for those who compared the administrators to the paraprofessionals and stated that the board unanimously voted to move three out of the four assistant superintendents. We have a responsibility to a wide-range of constituencies principally the children and their families. Dr. Joyner asked if it was a fair process and he was told, yes. He asked if the Union ratified the agreement and he was told, yes. Once he knew it was ratified he knew he it was a fair process. Dr. Joyner continued to explain. He added that we need changes at higher levels of government in order to get the funding for education, which in his estimation has never been delivered. Once he knew it was a fair process and that it was ratified he recognized that he would have to vote for the contract because it is the same contract the Union voted for. Dr. Joyner said he is voting for the contract.



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Mr. Goldson commented that the former president of the Union is on record as saying that she was at the main meeting and was not allowed to vote because of the technology. So if one of my fellow Board members wants to have evidence that members were not able to vote he thinks that is more than enough evidence that there was something wrong with the voting process.

Dr. Joyner said that if the persons that signed the document and thought there were some irregularities in the voting they should not have voted for it.

Mrs. Rivera remarked that the reason why those documents were not emailed is because they were attorney/client privilege and could not be sent. Mr. Goldson said that documents were not privileged the information is public information and he continued to explained why he thought this vote was unfair.

Mrs. Rivera told Mr. Goldson that he would have heard much more if you had stayed in the meeting and not left. We met over an hour without you in Executive Session. Mr. Goldson said because it was going to end up in the same place where it ended up now. Mrs. Rivera told him it was out of order.

Mayor Elicker clarified that if there is a union employee who is concerned about the vote it is not appropriate for us to get involved in that it is not legally allowed for us to. They do have recourse to go to the State Board of Labor Relations.

Mr. Goldson asked Mrs. Rivera to respond to the comment she made about him leaving the meeting. Dr. Joyner called a question. Mr. Goldson commented you need a 2/3 vote to call a question.

329-20  
Call a Question

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**Dr. Joyner called a question. Mrs. Rivera noted there is a request to call a question on the agreement. Mr. Conaway, no; Mr. Wilcox, yes; Mr. Goldson, no; Dr. Joyner, yes; Mayor Elicker, yes; Dr. Jackson-McArthur, no; Mrs. Rivera, yes. Motion failed.**

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Dr. Jackson-McArthur asked for clarification from attorney Alexiades. She thought that when you call for the question it should be that everyone should be satisfied with it. Dr. Jackson-McArthur asked if call for the question is for someone to stop. She thought when we call for the question everyone is done. Atty. Alexiades remarked that the purpose to call the question is to end the debate and have a call on the question. Mayor Elicker stated that it is to force the end of the debate. Dr. Jackson-McArthur said she is asking because she has something to say. Dr. Joyner said you can't just say anything. Atty. Alexiades commented if people wish to speak further, they should vote no and end the discussion. You are now having a debate/discussion in the middle of a vote. Dr. Jackson-McArthur said to Atty. Alexiades that he is usually very clear on Roberts Rules of Order and she feels this has to be addressed. So, she is going to vote no, because she felt that the



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answer was unfair and biased. Mr. Conaway told the President that he wanted to change his vote as well. He remarked to Atty. Alexiades that he is usually very clear on things and what he just did was unfair, he saw that.

Mr. Goldson explained why he left the meeting. Clearly there was a one sided discussion and some talk about what the intention of the Union was and he felt it was unfair. He didn't spend another hour in that meeting because it was useless of his time and the people waiting for us to come back.

Dr. Jackson-McArthur wanted to know if Mrs. Rivera was going to address Atty. Alexiades and his response. It was clearly a stall and she is very upset and offended to Atty. Alexiades' response to her question. She feels it has to be addressed.

328-20  
Approval of  
Tentative Agreement  
with Local 3429,  
Paraprofessionals  
Union

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**On the motion by Mrs. Rivera, seconded by Dr. Joyner it was voted to approve the tentative agreement with Local 3429, Council 4 (Paraprofessionals) as ratified by the Local and presented to the Board by CFO, Mr. Phil Penn. After a lengthy discussion it was voted by roll call Dr. Jackson-McArthur, no; Mr. Conaway, no; Mr. Goldson, no; Mrs. Rivera, yes; Dr. Joyner, yes; Mr. Wilcox, yes; Mayor Elicker, yes; motion passed.**

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Dr. Jackson-McArthur enforced her complaint towards Atty. Alexiades' response to her question. She wants this handled.

Mayor Elicker commented on what Mr. Conaway said about us being in different times and need to address inequities in a meaningful way. Voting no on the contract doesn't do this. He feels it complicates what peoples are trying to accomplish here but I do think we need to explore more deeply the pay inequities that exist.

Mayor Elicker said he would like to make a motion to create an equity adjustment subcommittee to explore the public policy behind pay adjustments in the appropriate levels of pay for New Haven Public School employees. Dr. Joyner seconded the motion. Dr. Joyner made a motion to add the item to the agenda.

Mr. Goldson said it was out of order. Mayor Elicker continued that the item on the agenda is related to contractual negotiations and he asked Atty. Alexiades to give an assessment if it was appropriate.

Mr. Goldson called a point of order. He explained that many times he tried to bring up motions that ere relevant to an item on the agenda and he was told because it wasn't written on the agenda he couldn't raise it. This evening we had our student bring up an issue about an environmental committee and we were told we couldn't talk about that unless we amended the agenda. Mr. Goldson continued to explain.



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Mayor Elicker told Mr. Goldson to no question the integrity of another Board member. This conversation continued. Mrs. Rivera told Mr. Goldson he was out of order. She referred to Atty. Alexiades. Atty. Alexiades commented that he thinks the matter is a logical extension of the item on the agenda with regards to matters discussed in executive session. Therefore it is not out of order to recognize that the appropriate use of the agenda is to provide notice to the public of what's going to be discussed and this provides the notice.

Mr. Goldson appealed. He has a point of order and she has to make a decision so is he out of order or not. Mrs. Rivera said that she told him he was out of order. Mr. Goldson noted that an appeal does not need a second, Dr. Joyner concurred.

Mr. Goldson asked to speak on the appeal. He thinks it is clear for anyone who is watching or participating in these meetings that there is one standard for one person and a different standard for everyone else. He brought up the resolution that was brought up earlier by Ms. Arouna based on her report, it was seconded and we were told it was out of order because it wasn't on the agenda and the Mayor is the one who did that. Now the Mayor is raising an item for discussion and vote that is not on the agenda. Why did you break your own rules and go against what you normally do. All you have to do is have a vote and be fair about it. You just want to railroad your stuff through. This is just a stall tactic to no address the issue. If you want to break your own rules in front of everyone who is watching, go ahead. This item is not on the agenda and we shouldn't be addressing it.

Mr. Wilcox remarked that interestingly this was a topic of conversation as to how to go forward with this during the more than an hour in executive session that some of us chose not to attend. Maybe they would have had more information rather than going through this process now. Mr. Goldson kept interrupting by saying, "not on the agenda". If you had stayed at the meeting you would have had more information. Mr. Wilcox commented that he doesn't care one way or another if we want to have a vote to add it to the agenda or if we want to follow the advice that we received from two attorneys because it is the issue that we were discussing in Executive Session.

Mayor Elicker noted that the student's report is on the agenda, discussing climate change is clearly not on the agenda and that is why we needed to amend the agenda. This item is on the agenda, discussion and potential vote on collective bargaining agreements discussed in Executive Session. That clearly covers what we are doing right now, so it is appropriate for me to make this motion. Mr. Goldson may disagree with the motion itself, but to question the process he feels is not accurate or appropriate.

We are voting on the appeal by Mr. Goldson as follows: Mr. Wilcox, no; Mr. Conaway, no; Dr. Jackson-McArthur, yes; Mr. Goldson, yes; Dr. Joyner, no; Mayor Elicker, no; Mrs. Rivera, no. Appeal fails.



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**Mayor Elicker proposed to create an Equity Adjustment Subcommittee to explore the public policy behind pay adjustments in the appropriate levels of pay for New Haven Public School Employees. Dr. Joyner seconded. Dr. Joyner made a motion to add the item to the agenda.**

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Mr. Goldson wanted to know since the item is not on the agenda can Mayor Elicker explain this motion to us. Mayor Elicker responded that when Mr. Goldson appealed that decision Mr. Goldson lost so the committee also believes that the item is on the agenda. As he stated earlier, issues around pay equity, which Mr. Conaway quite eloquently raise earlier, is an important one for us to discuss. Mayor Elicker explained in detail.

Mr. Goldson said he is looking at the agenda and he doesn't see anything about a pay equity committee. It doesn't say anything about how long this committee is going to exist, who will be on this committee, what their mission will be, under what committee this subcommittee is serving, etc. He just would like to know what the answers to those simple questions are.

Mayor Elicker commented that the questions that Mr. Goldson is raising, are very good questions. Mayor Elicker explained his reasons for suggesting this committee. He thinks this is an appropriate time to discuss the inequities in what our employees are paid. He continued to explain. Mayor Elicker commented he is missing why other board members would not supportive of the idea of evaluating whether or not we are paying people appropriately. It seems like there Mr. Goldson doubts the spirit of this and he feels it is unfortunate.

Mr. Goldson commented that his doubt comes from history and experience. He and other board members have been pushing for equity for paraprofessionals and other low paid staff for the last six months. He continued to explain and reiterated the comments he made before. Those are his concerns with this process and until he understands that process, he will to vote for the process because he feels it is an extension of what has been going on for the last six months.

**329-20  
Approve to Create  
Equity Adjustment  
Committee**

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**On the motion by Mayor Elicker, seconded by Dr. Joyner it was voted to create Equity Adjustment Subcommittee to explore the public policy behind pay adjustments in the appropriate levels of pay for New Haven Public School employees.**

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Mr. Conaway commented that he voting yes because Mr. Goldson is correct and he does need those questions answered and he would like to be a member of that committee. Mr. Goldson said he would also like to be a member. Dr. Joyner remarked he will strongly endorse Mr. Conaway to be on that committee.

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330-20  
Authorize Board  
President and  
Superintendent to  
Determine Members

On the motion by Mayor Elicker, seconded by Dr. Joyner, it was voted to authorize the President and the Superintendent to determine the members of the committee and how the committee is run. Mr. Goldson, yes; Dr. Joyner, yes; Mr. Wilcox, yes; Mr. Conaway, yes; Mayor Elicker, yes; Dr. Jackson-McArthur, yes; Mrs. Rivera, yes. Motion passed.

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Dr. Jackson-McArthur commented that in your selection she supports Mr. Conaway and Mr. Goldson as they both volunteered and she thinks it is important and she supports their volunteerism in their decision making.

Mr. Conaway commented that he hopes that you take into consideration the people who volunteered for the committee.

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**Finance & Operations Committee Report**

Mr. Wilcox reported that the committee met last week and they approved a variety of abstracts, agreements and contracts. They also had some discussion around minority and women owned businesses. We had some data presented which is part of the meeting materials from that meeting. We also had some data from a small contractor development program and a good conversation about expanding that beyond our contracts that go through that program. Mr. Wilcox noted that one of the issues is that the data would be, in some cases, self-reported and so while we are looking in a change to our coversheets to ask the questions to collect the data, being able to vet the data from some groups might be difficult. That is something that we should be considering. Mr. Wilcox explained in detail. He thanked Mr. Goldson for raising some of these questions, and Mr. Barbarotta and Mr. Pinto and others who are pulling together the information that we will be looking at as we move forward.

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Dr. Jackson-McArthur asked about the renewals for 54 Meadow Street. Did we investigate if it was feasible for us to not renew those leases? Mr. Wilcox said they did have a good conversation on that and questions were raised about the information related to the types of records and things that are stored on the 8<sup>th</sup> floor. At this point, the administration thinks that this is what's needed for one more year. Mr. Wilcox pointed out that they also had questions related to the first floor space. He explained in detail.

Mr. Pinto said that they did try to negotiate a 60 or 90 pay out but the timing on that point in negotiations the partners in the condominium complex were not inclined to offer us that. It is in our best interest to renew the lease particularly for the 8<sup>th</sup> floor which houses the special education records which are voluminous. We need to make sure that we have an orderly process for those so that we don't lose or misplace any of those special education records. Dr. Jackson-McArthur wanted to know what the options are. Mr. Pinto remarked that we are formulating a plan to move them out so that we have this year to move them out in an orderly fashion.



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Mr. Penn remarked to be definitive this will be the last year for the lease on the 8<sup>th</sup> floor.

Dr. Jackson-McArthur wanted to know if we are going to start scanning things so that they don't take up much space? Mr. Penn said he doesn't know if it has been discussed but it is a good plan. Mr. Pinto added that they are working with Typhanie Jackson on the special ed records. There seems to be some reluctance to have those housed in an electronic format. Dr. Tracey and Mr. Goldson added to this discussion which continued at length.

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**On the motion by Mr. Wilcox, seconded by Mrs. Rivera, it was voted by roll call with, one nay by Mr. Goldson, to approve the following FINANCE & OPERATIONS-RELATED ITEMS:**

**ABSTRACT**

**331-20** **ESSERF Grant (CARES ACT)** in the amount of \$8,506,997.00 for March 13, 2020 to September 30, 2022.

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**AGREEMENTS**

**332-20** An agreement with Arte, Inc. to provide virtual programming in arts and crafts, photography and videography for the Project Youth Connect Summer School Program from July 13, 2020 to September 30, 2020 in an amount not to exceed \$15,000.  
**Arte, Inc.**

**333-20** An agreement with Connecticut Violence Intervention Program to provide from July 14, 2020 to September 30, 2020 in an amount not to exceed \$5,000.00.  
**CT Violence Intervention Program**

**334-20** An agreement with Farnam Neighborhood House to provide 44 full day/full year school readiness spaces from July 1, 2020 to June 30, 2021 in an amount not to exceed \$392,656.  
**Farnam Neighborhood House**

**335-20** Amendment #2 to Sub-Award Agreement with University of Connecticut (UCONN) to increase funding of \$734,933 by \$7747.00 to \$742,680.00 and to extend the grant period end date to November 30, 2020.  
**Amendment #2, UCONN**

**336-20** An agreement with Convergence Consulting Group, Inc., Leadership Development Solution (LDS), to provide a leadership pipeline and school analytics platform, from July 28, 2020 to June 30, 2021 in an amount not to exceed \$386,000.  
**Convergence Consulting Group**

**337-20** An agreement renewal with Lexia Learning Systems, LLC to provide 12 months of web



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- Lexia Learning Systems** hosting for Lexia Reading Core 5 Reading/Power Up, from July 1, 2020 to June 30, 2021 in an amount not to exceed \$75,000.
- 338-20 Gilbane Bldg. Co.** An agreement with Gilbane Building Company to provide services regarding construction, design standards; and construction management services for the NHPS School Construction Program from July 1, 2020 to Action Items New Haven Board of Education July 27, 2020 -2- June 30, 2021 in an amount not to exceed \$145,916.
- 339-20 Renew Lease, New Haven Plaza** Renew Lease Agreement with New Haven Plaza, LLC for the Adult and Continuing Education Center at 540 Ella T Grasso Blvd., New Haven, CT from July 1, 2020 to June 30,2021 in an amount not to exceed \$390,000.
- 340-20 Renew Lease, Gateway Partners** Renew Lease Agreement with Gateway Partners, LLC for the 1st Floor of 54 Meadow St., New Haven, CT offices for Central Registration and Magnet Schools, from July 1, 2020 to June 30, 2021 in an amount not to exceed \$20,362.75.
- 341-20 Renew Lease, Gateway Partners** Renew Lease Agreement with Gateway Partners, LLC for administrative office on the 8th Floor of 54 Meadow St, New Haven, CT from July 1, 2020 to June 30, 2021 in an amount not to exceed \$102,342.
- 342-20 PowerSchool** Renew Lease Agreement with PowerSchool to provide the district Student Information System including backup and disaster recovery to PS Cloud Services, maintenance/ support, and licensing from July 1, 2020 to June 30, 2021 in an amount not to exceed \$131,314.21.
- 343-20 Renew Agreement, Verizon** Renew Agreement with Verizon for the purposes of telecom network services PRI and Long Distance Services from July 1, 2020 to June 30, 2021 in an amount not to exceed \$30,000.
- 344-20 Shipman & Goodwin** An agreement with Shipman & Goodwin LLP to provide legal services on as needed basis regarding labor relations and negotiations issues from July 1, 2020 to June 30, 2021 in an amount not to exceed \$80,000.

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**CONTRACTS**

- 345-20 Eastern Bag & Paper, Nuovo Venture, LLC** Award of Contract to Eastern Bag and Paper in an amount not to exceed \$800,000 and Nuovo Venture LLC in an amount not to exceed \$100,000.00 for Food Preparation, Packaging, chemical and other Food Service Supplies under RFP # 2020-06-1333 for FY 2020-2021, for a total not to exceed \$900,000.
- 346-20** Award of Contract # 21702-1-4 to Hi-Way Safety System, Inc. for On-Call Line Striping for



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**Contract #21702-1-4,** NHPS from July 1, 2020 to June 30, 2021 in an amount not to exceed \$25,000.  
**Hi-Way Safety System, Inc.**

**347-20** Award of Contract #21704-1-5 to Life Safety SVC & Supply LLC for On-Call Fire  
**Contract #21704-1-5,** Extinguisher Services for FY2020-21, in an amount not to exceed \$25,000.00.  
**Life Safety SVC & Supply**

**348-20** Award of Contract #50526-1-4 to Lior Excavating, LLC, for On-Call Asphalt and Concrete  
**Contract #50526-1-4,** Services for FY2020-21, in an amount not to exceed \$100,000.  
**Lior Excavating, LLC**

**349-20** Award of Contract #50527B-1-5 to Lior Excavating for On-Call Sidewalk Repairs for  
**Contract #50527B-1-5,** FY2020-21, in an amount not to exceed \$25,000.00.  
**Lior Excavating, LLC**

**350-20** Award of Contract #50527A-1-5 to White Owl Construction for On-Call Sidewalk Repairs  
**Contract #50527A-1-5,** for FY2020-21, in an amount not to exceed \$25,000.00.  
**White Owl Construction**

**351-20** Award of Contract #21681-1-4 to Connecticut Custom Aquatics, LLC for On-Call Swimming  
**Contract #21681-1-4,** Pool Repairs and Supplies for FY2020-2021, in an amount not to exceed \$50,000.  
**CT Custom Aquatics**

**352-20** Award of Contract #21705-1-4 to Clearwater Industries, for On-Call Water Treatment  
**Contract #21705-1-4,** Services for fiscal year 2020-2021 in an amount not to exceed \$60,000.  
**Clearwater Industries**

**353-20** Award of Contract #21708-1-4 to All American Waste, LLC, for On-Call Dumpster services  
**Contract #21708-1-4,** for fiscal year 2020-2021 in an amount not to exceed \$50,000.00.  
**All American Waste**

**354-20** Award of Contract #50519-1-5 to East Shore Glass, LLC, for On-Call Glass Repair  
**Contract #50519-1-5,** Services for fiscal year 2020-2021 in an amount not to exceed \$95,000.  
**East Shore Glass, LLC**

**355-20** Award of Contract #50520-1-5 to Tri-State Maintenance Services, LLC, for On-Call  
**Contract #50520-1-5,** Plumbing services for fiscal year 2020-2021 in an amount not to exceed \$100,000.  
**Tri-State Maintenance Services**

**356-20** Award of Contract #50525-1-4 to Tim's Enterprise's, LLC, for On-Call Painting services for  
**Contract #50525-1-5,** fiscal year 2020- 2021 in an amount not to exceed \$67,000.  
**Tim's Enterprise's, LLC**



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357-20  
Table Remaining  
Agenda  
Items 10 thru 16

On the motion by Mayor Elicker, seconded by Dr. Jackson-McArthur, it was voted to table the remaining Agenda Items 10 through 16. Mr. Wilcox, yes; Mr. Goldson, no; Dr. Joyner, yes; Mr. Conaway, yes; Mayor Elicker, yes; Dr. Jackson-McArthur, yes; Mrs. Rivera, yes. Motion passed.

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358-20  
Adjournment

On the motion by Mayor Elicker, seconded by Dr. Joyner, it was voted to adjourn at 11:30 p.m. Mr. Wilcox, yes; Mr. Goldson, yes; Dr. Joyner, yes; Mr. Conaway, yes; Mayor Elicker, yes; Dr. Jackson-McArthur, yes; Mrs. Rivera, yes. Motion passed.

Respectfully submitted,

*Ginger McHugh*

Ginger McHugh, BOE Recording Secretary

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