

BOARD OF EDUCATION

City Hall - 45 Lyon Terrace
Bridgeport, Connecticut 06604

MEMBERS OF THE BOARD cont.

MICHAEL J. TESTANI
Superintendent of Schools

MEMBERS OF THE BOARD

JOHN R. WELDON
Chairman

BOBBI BROWN
Vice-Chairman

JOSEPH J. LOMBARD
Secretary



"Changing Futures and Achieving Excellence Together"

SYBIL ALLEN
ALBERT BENEJAN
SOSIMO J. FABIAN
JESSICA MARTINEZ
JOSEPH SOKOLOVIC
CHRIS TAYLOR

Revised – 8/19/2021

Bridgeport, Connecticut

August 19, 2021

Board Members:

A **Regular Meeting** of the Board of Education will be held on **Monday, August 23, 2021, at 6:30 p.m.** Central High School Library, 1 Lincoln Boulevard, Bridgeport, Connecticut 06606.

In addition, the meeting will be lived streamed through the district 's home webpage at bridgeportedu.net.

Joseph J. Lombard
Board of Education Secretary

**BRIDGEPORT BOARD OF EDUCATION
AGENDA OF REGULAR PUBLIC MEETING**

**Monday, August 23, 2021 – 6:30 P.M.
Central H.S. Library
1 Lincoln Boulevard
Bridgeport, CT 06606**

- 1. Call to Order**
- 2. Pledge of Allegiance**
- 3. Roll Call**
- 4. Public Comment (Agenda Items Only)**
- 5. Approval of Board Minutes**
 - a) Special Meeting - August 10, 2021
 - b) Special Meeting – July 29, 2021
 - c) Special Meeting – July 20, 2021
 - d) Special Meeting – June 30, 2021
 - e) Special Meeting – June 21, 2021
 - f) Regular Meeting – June 21, 2021
- 6. Chairman’s Report**
- 7. Committee Reports/Referrals**
 - a) Ad-Hoc Districtwide Branding Initiative
 - b) Contracts Committee
 - c) Educational Diversity, Equity and Inclusion
 - d) Facilities
 - e) Finance
 - f) Governance
 - g) Personnel
 - h) Students and Families
 - i) Teaching and Learning
- 8. Superintendent’s Report**
- 9. Old Business**
 - a) Second Read Discussion and Possible Approval of Revised District Magnet Policy
- 10. New Business**
 - a) Discussion of Possible Action to Award Nutrition Center Food, Paper, Cleaning Supplies Bids for 2021-2022 School Year.
- 11. Adjourn**

Tuesday, August 10, 2021

MINUTES OF THE MEETING OF THE SPECIAL MEETING OF THE BRIDGEPORT BOARD OF EDUCATION, held August 10, 2021, at Central High School, 1 Lincoln Boulevard, Bridgeport, Connecticut.

The meeting was called to order at 6:31 p.m. Present were members Chair John Weldon, Vice Chair Bobbi Brown, Secretary Joseph Lombard, Joseph Sokolovic, and Sybil Allen. Albert Benejan arrived subsequently as noted.

Superintendent Michael J. Testani was present.

The first item was on the TechTrep contract. Supt. Testani said the item was presented last week at the Teaching & Learning Committee. He said it was an excellent opportunity for the district's children in Grades 4 to 12, providing access to STEM courses in a very efficient manner, which does not require certified teachers. He said it will engage students after the school day, at weekends, and at churches or community centers.

Marlon Lindsay, founder and CEO of TechTrep, presented to the board. He said STEM is at the heart of every single profession that a student may be thinking about. He noted a study that indicated many jobs in the future will change due to advancements in technology such as robotics. He said there will be many job opportunities for those with tech backgrounds such as in advanced manufacturing and cyber security.

Mr. Benejan arrived at the meeting.

Mr. Lindsay said the idea is to expose all students to STEM, including in school, after school, or out of school completely. There are three instructional models. He said every school and organization will have access to a virtual STEM academy. Mentors help deliver the STEM experience. He noted the lack of certified teachers to implement this type of program.

Supt. Testani said the initiative began with a collaboration with Ansonia schools. He said if we continue on the road of college or bust, we are missing the boat on a significant portion of the student population. He said there are high-paying jobs available, including lots of openings at Sikorsky that start at \$22 an hour, including benefits and tuition reimbursement. He said he believed the district's graduation rate could be increased if we served students in a manner that was not a college-or-bust mentality. He said he liked the idea of getting students excited about this at a young age.

In response to a question, Mr. Lindsay, who said he was a Harding graduate in 1985, described the course offerings that are available. He said every course includes ten STEM projects. He described the costs of the program. The contract proposed is for five years for about \$7.75 million.

In response to a question, Supt. Testani said the program would be paid for with federal ESSER funds that had to be encumbered by September 30, 2024, and meet the guidelines of that program. He said it was no different than purchasing books or online materials such as curriculum renewal.

Mr. Weldon suggested checking on federal acquisition and city requirements about contracts in excess of three years.

He said three years, plus two one-year renewals, are typically used.

There was the discussion of whether a sole-source letter existed. The superintendent said he would reach out to Ansonia about that.

In response to a question, Supt. Testani said the program would be monitored for effectiveness and participation level by students.

Mr. Lindsay said there is a built-in third party evaluation piece, starting with baseline percentages. He said he is confident 50 percent of students can be exposed to STEM in the first year and 100 percent by the third year. He said there will be annual reports.

In response to a question, the superintendent said over five years the cost amounts \$1.5 million per year, which is \$59 per child.

Mr. Weldon suggested counsel review the agreement. He said it seemed the purchase was of a portfolio of classes that students can take. He suggested incorporating participation metrics into the contract, including almost like an exit clause for the district.

Supt. Testani said he could bring back feedback from the other district in Connecticut on how best to begin the rollout.

Mr. Lombard moved *“to develop an agreement with TechTrep as presented tonight, subject to approval of the finalized contract as developed by counsel.”* The motion was seconded by Ms. Allen and unanimously approved.

The next agenda item was on a data warehouse contract. P.J. Karaffa, the head of the board's data management office, said the superintendent and the technology committee have looked at the issue of a data warehouse. He said a company was found to implement such a project with DecisionEd. He described it as a data warehouse/dashboard/actionable data system that allows teachers and administrators to see dashboards and see things like performance indexes, early warning systems, attendance, discipline, scheduling, staff attendance, and other thing in one centralized system.

Mr. Karaffa described the current situation, which takes a lot of time to gather data about issues such as finance, discipline, and attendance.

Supt. Testani said as we roll out new programs we want to be able to capture data on effectiveness of the programs, especially on the federal programs. He said decisions need to be based on data. He said the system will allow drilling down into individual classroom performance.

Mark Mason of DecisionEd presented to the board. He said there is tremendous leverage in data, but it comes with a set of challenges. He said a common problem across the country is that data is in different systems that are disconnected, difficult to obtain, and in different structure and formats. He said it becomes a manual, time-consuming process to connect data.

Mr. Mason said DecisionEd connects data sources within the district, gathering updated data nightly. He described it as doing the heavy lifting of the data. He said the most

important part is connecting the data. He described dashboards as windows into data and described their features. He noted examples whereby the data could be sorted by race and ethnicity or students with IEPs. He demonstrated how data can be broken down and analyzed by examples.

In response to a question, Mr. Mason said it is a similar tool to Power BI, but the key is the connections within the data. He said the system connects to already existing data within the district.

In response to a question, Mr. Karaffa said about eight systems for this type of service was looked at. He said currently Hartford and Stamford are using this product. He said this product allows the district to house its own data, which is an advantage. He said the district uses about 18 different systems, as well as state systems that data is pulled from. He said this platform allows interactive capability with the data.

Mr. Sokolovic said it seemed like a great product, but he questioned what benefit there was in not going out to bid.

Supt. Testani said Mr. Karaffa had been advocating for a program like this for years. Mr. Karaffa says the prices of products varies based on the services offered.

Mr. Weldon said it seemed like something of this nature would be performance-based, not a low-bid thing. He said the state list would contain these type of evaluations and he would be comfortable with using the state list.

Mr. Sokolovic said the board received savings on the E-Rate vendor just by going out to bid. He said an RFP could be

written to cover our needs. He said it has been awhile since an RFP came to the board.

In response to a question, Mr. Karaffa said if there is delay we won't see the new system this year. He noted there is training involved and getting stakeholders in line.

Mr. Weldon said he was comfortable with moving forward, but perhaps the board might like to see a checkoff comparison of different products.

In response to a question, Mr. Karaffa said he believed the approximate cost was \$240,000 in the first year of the contract, followed by lower amounts in later years.

Mr. Lombard said this capability was needed in the district. The superintendent said the need for something like this has been increasing and it is needed to show growth is occurring across the district.

Mr. Karaffa said the superintendent had been fantastic in supporting his department.

The next agenda item was on an amendment to the Effective School Solutions contract. Supt. Testani said turnaround money from the state overlaps on many of the schools that were approved. He said the program will be expanded to Barnum and Waltersville because the data indicates these schools need the additional support.

In response to a question, the superintendent said the existing contract was \$520,000 for every two schools. The expansion will increase the program to eight schools.

Mr. Sokolovic moved “*to approve the amendment.*” The motion was seconded by Ms. Allen and unanimously approved.

The next agenda item was on Bridgeport Caribe Youth Leaders(BCYL) programming. Supt. Testani said the item came out of the Students & Families Committee. The proposal is to provide services to the public schools. He said ESSER dollars include requirements to partner with community partners. He said Bridgeport Caribe Youth Leaders is a well-respected community organization. He said the proposal presented by BCYL checks off a lot of boxes in terms of being able to offer programs effectively and efficiently. He said no additional staffing requirements will be added to the district. He said middle school basketball would be expanded to include an intramural program.

The superintendent noted, as with the summer programming, it is difficult to recruit teachers to work in after-school programs. The proposal would also relieve the district of the need to hire a fulltime student activities director at the district level, which might have to be cut from the budget after ESSER expires.

John Torres, executive director and co-founder of Bridgeport Caribe Youth Leaders, presented to the board and said the proposal will impact over 5,000 students over a three-year period. Also present were Tony Judkins, Frank Borres, Dr Thomas Coley, Amy Marshall, Brethela Love from BCYL.

Mr. Torres said BCYL was established in 2003 as a baseball league at Seaside Park. He said Caribe is known for sports, but sports are leveraged to emphasize the importance of education and community.

Mr. Torres said the goal is to provide youth with role models, mentors, and support necessary for them to remain in school and to have a clear pathway to attending college, vocational programming or joining the workforce. He said tutoring staffing is no more than one tutor per three students. He described Saturday morning tutoring sessions, which had an 88 percent attendance rate.

Mr. Torres said the proposal includes working with students on career and college experience. Mentors are brought in to speak to the students; mock job interviews and resume preparation are included. He described work being done with unions on apprenticeship programs.

Mr. Torres described a program aimed at e-sports and gaming, which will encourage students to learn coding and how to develop games. He said the middle school basketball program will be run in connection the Parks Department.

Mr. Torres said Major League Baseball recently gave BCYL a grant. A recent initiative is to engage students in surveys to learn how to better serve them.

Mr. Torres said he reached out to the superintendent during the pandemic with an offer to help in April 2020 and his staff made close to 300 calls to families to see how they were doing. He said this led to the purchase of Chrome Books, gift cards, food deliveries, and PPE distribution.

Supt. Testani said a lot of groups come into schools to work with students. When the pandemic hit, very few reached out to the district, but Mr. Torres did.

Amy Marshall, who worked for the district for 30 years, said when she was principal at Beardsley School Mr. Torres's

organization worked with her to help a student with cancer. She said the care and concern for youth and the quality of the programming at BCYL is very high.

In response to a question, Mr. Torres said BCYL had about 17 staff members. He said there would not be a problem with scaling up and additional staff would be added, along with the per diem staff that is employed. He said tutors are obtained through partnerships with Sacred heart, University of Bridgeport, and Fairfield University.

In response to a question, Mr. Torres said the group's insurance has been increased as a result of its partnership with Major League Baseball. Mr. Sokolovic noted molestation insurance is also required.

Supt. Testani said because BCYL is not bound by collective bargaining it can hire tutors at a lower rate than the district can. Mr. Torres said for the district to perform the services in the proposal it would cost another \$570,000. The superintendent said BCYL will use coaches currently in the middle school program. Mr. Torres said background checks are required.

In response to a question, Mr. Torres said teachers are recruited from the district and surrounding towns. Programs will be held on Saturday and after school. He said the proposal is to start at Tisdale in the fall, with the goal of going to six schools or more in the third year. He said high school students will receive a stipend for working in the after-school program.

In response to a question, Mr. Torres said if too many students apply for the program another date will be added or students will be rotated.

In response to a question, Mr. Torres said the security costs would be paid by the district and police costs would be funded by the city. The superintendent said there are two SROs responsible for middle school basketball on Saturdays, along with two security guards at each location.

Mr. Benejan said he found some of the costs too high. Mr. Torres said he disagreed and pointed to some low costs for directors. He said we want a partnership

In response to a question, Supt, Testani said the program would be funded through ESSER for three years with no impact on the operating budget. He said he was most impressed with the family and community connections BCYL makes.

Mr. Torres said he did not intend on getting up and leaving after three years. He said he has already had conversations about getting state and federal funding beyond the three years.

Supt. Testani said the school volunteers' tutoring program has been handed over to BCYL. He said many of the volunteers come from wealthier towns with access to philanthropy.

Mr. Benejan moved *“to approve entering into the agreement with Caribe Youth Leaders for the programming proposal that they’ve presented this evening.”* The motion was seconded by Ms. Allen and unanimously approved.

The next agenda item was on renewal of membership with Council of Great City Schools. The superintendent said the membership was extremely helpful during the pandemic. He

said he had received good information and help on ARP/ESSER as well. He urged continued membership. He said he cut back on some of the services for the CAPSS membership.

Mr. Sokolovic said Great City Schools put on some great seminars and it is focused on larger districts. The superintendent said he can forward some Great City Schools communications to the board members. He said the approximate yearly cost is \$33,000. He noted it has a strong influence on federal legislation.

Mr. Lombard moved “*to approve renewal of membership with the Council of Great City Schools.*” The motion was seconded by Ms. Allen and unanimously approved.

The next agenda item was continuing to implement teacher evaluation flexibility in accordance with the state Department of Education guidelines.

Supt. Testani said last year the state department gave all districts flexibility on teacher evaluation due to the pandemic. He said board approval would be needed for changes to be made. He added traditional teacher evaluation will likely be overhauled. He said the final plan will be brought before the board.

Mr. Benejan moved “*to continuing to implement the teacher evaluation flexibility in accordance with CSDE.*” The motion was seconded by Ms. Allen and unanimously approved.

Ms. Allen moved to adjourn the meeting. The motion was seconded by Ms. Allen and unanimously approved.

The meeting was adjourned at 8:43 p.m.

Respectfully submitted,

John McLeod

Draft

Thursday, July 29, 2021

MINUTES OF THE MEETING OF THE SPECIAL MEETING OF THE BRIDGEPORT BOARD OF EDUCATION, held July 29, 2021, at Central High School, 1 Lincoln Boulevard, Bridgeport, Connecticut.

The meeting was called to order at 6:31 p.m. Present were members Chair John Weldon, Vice Chair Bobbi Brown, Secretary Joseph Lombard, Chris Taylor, Joseph Sokolovic, and Albert Benejan. Sybil Allen arrived subsequently as noted.

Superintendent Michael J. Testani was present.

The sole agenda item was discussion of performance and employment of superintendent and discussion and possible action of resulting possible modification of superintendent's employment agreement.

Mr. Weldon said he passed out the final performance evaluation, which now includes input from Ms. Allen. In response to a question, board members indicated they had nothing further to discuss beyond last week. Mr. Weldon said the document was now posted online on the district's website.

Mr. Weldon said there was discussion last week of whether or not Supt. Testani should receive a reward for his performance over the past year.

Board members indicated a desire to discuss the matter in public. Mr. Weldon said he was aware of Facebook chatter

about the residency of the superintendent, which was not intended to be discussed tonight, but the discussion is based on a fiscal reward for a job well done.

Mr. Taylor asked there be a moment of silence for the passing of Dr. Juan Lopez. Supt. Testani said Dr. Lopez was former principal of Elias Howe School, assistant superintendent of the district, and went on to be superintendent of the state vocational-technical system. He said he did extensive work at Brown University and UCLA. He said he was an amazing person who touched many people's lives in the community. He said he considered him a close friend and mentor.

Mr. Taylor asked that the board terminate immediately any relationship with People's Bank. He said Mayor Ganim removed \$30 million from the bank.

Mr. Taylor said he was told there would be an attempt to change the superintendent's residency requirement, so he voiced his opinion on social media.

Mr. Weldon said the banking matter was not an agenda item. The superintendent said the athletic checking account is with People's Bank.

Mr. Weldon noted most board members ranked the superintendent high on their performance evaluations, with the average being 4.44 out of 5.

Mr. Taylor said the board should take special consideration for what the superintendent dealt with during the pandemic. He said he did a phenomenal job; got beat up along the way; held a steady course; and kept as many people happy as possible. He suggested a \$30,000 pay increase. He said he

did not agree with the superintendent's labor relations policies with noncertified employees. Mr. Weldon said that would represent a 12 percent increase.

Mr. Taylor said it was time to ante up after board took a shot with him and with him being underpaid.

Mr. Sokolovic said he agreed the superintendent did a great job in the pandemic, but every superintendent in the state and country have brought their districts through the pandemic. He said the Stamford superintendent took a two-year pay freeze and Greenwich gave a two percent increase. He said the staff worked very hard through the pandemic. He questioned whether they would receive a 13 percent increase. He said this was fiscally unachievable. He said the amount should be more in line or in the ballpark of what workers get.

Mr. Weldon said Supt. Testani makes on the lower end of superintendent pay for districts this size. He said the superintendent came in as a beginner and proved himself as capable as his peers. He said he did not object to a 12 percent increase.

Mr. Taylor said Mr. Sokolovic made some good points, but we're not evaluating the teachers, NAGE or BCAS.

Mr. Weldon reported that Dr Fabian, who could not attend tonight, asked that his recommendation be communicated, which is that he would not support more than a 3.5 percent increase because of labor agreements.

Supt. Testani said Stamford's superintendent total package was \$319,000, with a base pay of \$265,000. Norwalk's superintendent's pay was just increased to \$302,000.

Mr. Taylor moved “*to increase the superintendent’s salary by \$30,000 per year.*”

Ms. Allen arrive at the meeting.

The motion was seconded by Mr. Benejan.

Mr. Sokolovic moved to amend the motion that it be contingent on Mr. Testani establishing bona fide residency in the city of Bridgeport.

Mr. Taylor said he believed the superintendent was living in Bridgeport. Mr. Weldon said the amendment was not allowed since this was a merit increase. Mr. Sokolovic said it was a provision in the employment agreement. Mr. Weldon said the increase could not be held up based on that. Mr. Sokolovic asked that the board’s attorney be consulted.

The motion was not seconded.

Ms. Brown asked what other options the board had for the salary amount. Mr. Weldon said the board can do whatever it wants in that regard.

Mr. Weldon said the motion was to change Mr. Testani’s base salary, retroactive to July 1, to a total of \$275,000.

The motion was approved by a 6-1 vote . Voting in favor were members Weldon, Brown, Taylor, Lombard, Allen, and Benejan. Voting in opposition was Mr. Sokolovic.

Mr. Sokolovic said the reason for his opposition was that Mr. Testani does deserve a raise for a fine job, but we should

put a restriction based on residency in Bridgeport and because the percentage is way too high for a district that is low on funds. He said every time we cut a program of this size this will probably be brought up.

Ms. Brown noted there was no proposal between 3.5 percent and 12 percent. Mr. Weldon said because the superintendent is on the low end of the superintendent salaries in the region and that he proved himself as every bit as capable as seasoned superintendents during the pandemic that that warranted the level of pay increase. He noted every year is a different set of circumstances.

In response to a comment, Supt. Testani said he was not requesting any other change in his contract.

Mr. Weldon described this as an amendment to the contract, which will be drafted by the attorney and have executed.

Mr. Taylor moved that the meeting be adjourned. The notion was seconded by Mr. Lombard and unanimously approved.

The meeting was adjourned at 6:53 p.m.

Respectfully submitted,

John McLeod

Tuesday, July 20, 2021

MINUTES OF THE MEETING OF THE SPECIAL MEETING OF THE BRIDGEPORT BOARD OF EDUCATION, held July 20, 2021, at Central High School, 1 Lincoln Boulevard, Bridgeport, Connecticut.

The meeting was called to order at 6:18 p.m. Present were members Chair John Weldon, Vice Chair Bobbi Brown, Secretary Joseph Lombard, Joseph Sokolovic, and Sybil Allen. Albert Benejan, Sosimo Fabian, and Jessica Martinez arrived subsequently as noted.

Supt. Michael J. Testani was present.

Mr. Weldon said the board received a presentation previously from Supt. Testani about what he feels he accomplished over the past year. The board members filled out performance evaluations. Mr. Weldon distributed a compilation of the evaluations and comments submitted by members Benejan, Brown, Fabian, Weldon, Lombard, and Sokolovic. The superintendent said Ms. Allen's evaluation was lost in a transmission and will be provided later.

Mr. Weldon said on the average the submissions scored Mr. Testani's performance as 4.41, which is approaching exceeds expectations.

Mr. Benejan and Dr. Fabian arrived at the meeting.

There was a delay while the board looked at the documents.

Ms. Martinez arrived at the meeting.

Mr. Weldon noted the item qualified for executive session. Upon inquiry, Supt. Testani said he believed initially the dialogue should be held in executive session. Mr. Weldon noted the final evaluation would be publicly posted.

Ms. Allen moved “*to go into executive session to discuss the individual evaluations made by the individual board members.*” The motion was seconded by Ms. Martinez.

Mr. Sokolovic said he believed the public should be privy to our discussions. He said the board members’ own personal evaluation and work process is not privy to executive session. Mr. Weldon said the group discussion would be eligible for executive session discussion.

Ms. Martinez said she wanted to add written input by tomorrow. Mr. Weldon indicated that was okay.

The motion was approved by a 7-1 vote. Voting in favor were members Martinez, Weldon, Brown, Fabian, Benejan, Allen, and Lombard. Mr. Sokolovic was opposed.

The executive session began at 6:37 p.m.

The board reconvened in public session at 7:39 p.m.

Mr. Weldon said the board went into executive session and went over the performance evaluation documents of Mr. Testani and had discussion. The next step is for board members to finalize their review documents if they need to. The board will reconvene at another meeting to review the final evaluations and determine if there is to be any kind of merit-based increase.

There was a discussion of scheduling options for the next meeting. July 28th was selected as the date.

Ms. Brown moved that the meeting be adjourned. The notion was seconded by Mr. Benejan and unanimously approved. The meeting was adjourned at 7:41 p.m.

Respectfully submitted,

John McLeod

Draft

Wednesday June 30, 2020

MINUTES OF THE SPECIAL MEETING OF THE BRIDGEPORT BOARD OF EDUCATION, held June 30, 2021, at Central High School, 1 Lincoln Boulevard, Bridgeport, Connecticut.

The meeting was called to order at 6:06 p.m. Present were members Chair John Weldon, Vice Chair Bobbi Brown, Secretary Joseph Lombard, Joseph Sokolovic, Sybil Allen, and Sosimo Fabian. Albert Benejan arrived subsequently as noted.

Supt. Michael J. Testani was present

The sole agenda item was the 2020-21 performance review/evaluation of Michael J. Testani as superintendent of schools.

Mr. Weldon noted the board members had been given packages by the superintendent.

Supt. Testani said included in the package were the goals presented, a self-reflection of the year by himself, material on the board-superintendent relations, and a copy of the PowerPoint presentation. He said he also presented a sampling of things that should be included and given to the board.

Mr. Weldon suggested the board hear the presentation, study the materials, and fill out evaluation forms prior to the next meeting. The individual evaluations could be discussed at the next meeting. He said he would prepare a table of the individual board members' scores. The superintendent

suggested July 20th as the date to reconvene. Board members said they agreed.

The superintendent said on 10/1/20 the district's enrollment was 19,356, with 10,500 students reporting to school for in-person learning. The final enrolment at the end of the year was 18,407, with in-person learners increasing to 12,662. There are 3,650 students with IEPs and 3,973 English learners.

Supt. Testani said, despite Covid, the average daily attendance took a slight dip this year, to 89.2 percent compared to 92 percent last year. He said this is a testament to how well we worked as a team to engage students.

The superintendent said this year was unlike any other year due to Covid. He noted there was no guide available on how to operate through a pandemic. He summarized the work done with reopening schools and ensuring the health and safety of 19,000 students and 3,000 staff members.

Supt. Testani said the districtwide reopening committees drove the reopening plan last summer. He said a lot of time was spent on statewide calls with the Department of Public Health, local health officials, and the state Department of Education. He said there was a challenge by a switch in the local health director midway through the pandemic.

The superintendent said developing health and safety protocols was crucial to opening schools. A lot of outreach was done to parents, including video presentations and surveys. Guidelines for contact tracing and quarantining were developed.

Supt. Testani said teaching and learning was reimagined to support continuous instruction for in-person and distance learners. He said the model was developed and supported by the academic support team, along with the IT team, to support students, families and staff. School calendars had to be redesigned to ensure health and safety. Over 19,000 devices were secured through the CARES Act, city funding, or philanthropy.

The superintendent said professional development was provided to staff for success in a blended learning model. He said this was the most challenging component of the school year early on. Mental health resources were provided to students and staff. Interventions, special education and ELL services had to be delivered both remotely and with in-person instruction.

Supt. Testani said the financial impact had to be monitored closely due to the loss of revenue through food and nutrition services. The facilities department had to provide a safe working environment, including the provision of 2.5 million masks, face shields, 100,000 bottles of sanitizers, gowns, 300 Plexiglas shields, and other equipment. He said the transportation plan had to be adjusted to safely transport students.

The superintendent said there were personnel challenges due to absent teachers and the lack of substitute coverage.

Supt. Testani said the district was open to in-person learning for the entire school year except for 19 school days due to the rising number of Covid cases in the Bridgeport community.

The superintendent said among the goals addressed were to respond to districtwide initiatives were implement and support the new math program; complete the rollout of world language instruction in Grades 1 to 12; create a technology team to support the IT department; increase family engagement; foster culturally responsive classrooms; integrate the restorative practices program; create a district plan to increase the racial, ethnic and linguistic diversity of staff; and promote a variety of strategic planning initiatives to promote a district culture of equity and social consciousness.

In response to a question, Supt. Testani said the supplies of protective equipment are adequate for reopening in the fall.

In response to a question, the superintendent said in the last count over 300 students have been put back on the rolls. He said it was discovered that a lot of students who left the district were found at Catholic or private schools because they were open fulltime from the beginning of school. He said a larger number of students went to home schooling this year, but many of them are coming back to the district for next year.

In response to a question, Supt. Testani said it is anticipated the number of special education students may rise in the fall, but things like Effective School Solutions are being put in place.

Supt. Testani then discussed board relations. He said he believed we've established a positive and productive work relationship. He said he strives to maintain open and transparent communication with the board and to make each board member feel welcomed and valued. He commended

the board for its admirable work as it navigated through a contentious and difficult reopening last August.

The superintendent discussed relationships with staff. He said this year was difficult, but a great experience working closely with the collective bargaining units to create the reopening plan.

Supt. Testani said he communicated throughout the year about positive Covid cases that occurred. He said he met weekly with the teachers' union and collaborated on two MOUs. There were regular meetings also with the BCAS union.

The superintendent said he held about 14 roundtable discussions with teachers and staff at the BEA office, which he said was a great experience.

Mr. Benejan arrived at the meeting.

Supt. Testani said there was coordination with the state and local health departments to vaccinate staff at Central in March and April.

The superintendent said a healthy school climate is crucial. He said staff and teachers who do not feel connected to their jobs and schools will be less likely to be productive. He said he believed we did a great job, even more so this year despite the pandemic.

Supt. Testani said a priority was on hiring procedures and practices to improve the diversity of staff. He said the district exceeds statewide percentages in the area of diversity. In the past two summers nine of the eleven assistant principals hired have been people of color. He said a priority was

placed on leadership stability so schools can continue to work forward. He said a support system was built for new administrators, with meetings with mentors twice a month. Professional development was given to all administration through Kim Marshall's observation model.

The superintendent said extensive diversity, equity and inclusion work was done with Dr. Derrick Gay. There was a districtwide professional development, which resulted in positive survey results. He said work with Dr. Gay would continue throughout the year.

Supt. Testani said there was professional development aimed at the Harding High bilingual department this year, which resulted in staff earning micro-credentials.

The superintendent said the groundwork has been laid to create the first teacher residency program in Connecticut with Sacred Heart University. The goal is to recruit high school seniors to go into the teaching profession. The residency includes a yearlong internship with a teacher and tuition discounts.

The academic support team with the IT department, consisting of certified teachers, was established to assist students and staff with remote teaching and learning.

In response to a question about staff morale, the superintendent said from feedback he has received there was a lot of anxiety initially about reopening schools, but coming out of the Christmas break people felt better about the processes and procedures in place. He said he believed the roundtable sessions were helpful in this regard. He said the level of comfort increased, but so did the level of

exhaustion. He said the year was a struggle and difficult, but the staff rallied around the kids.

Supt. Testani said he gets a lot of e-mails from teachers which include suggestions, which indicates they have a comfort level to be able to do so. He said he responds to staff e-mails and does not push them off to their administrators.

Mr. Sokolovic said it was great that we were ahead of most of the state on diversity, but our thinking should be that we have to do better than ourselves, not better than surrounding districts. He said it was challenging because everyone is after the same pool of applicants. He noted the large cliff in Hispanic staff.

Supt. Testani discussed the Today's Students, Tomorrow's Teachers program. He said until the state relaxes certification requirements we're going to struggle. He described the certification requirements as among the most stringent in the country.

In response to a question, Supt. Testani said a priority was put on hiring candidates as soon as vacancies occurred in shortage areas. Work continues with Teach for America as a partner.

Supt. Testani discussed staff development. He said ten of the largest schools completed workshops with UConn on PBIS and multitiered systems of support, including classroom management and literacy intervention. He said 90 percent of teachers in Grades 4 to 8 completed professional development on the DIBELS assessment. He described other professional development for teachers such as Reading Wonders and the new core ELA program.

Preschool administrators participated in two workshops this year. He said the district will have a large emphasis on preschool education over the next few years.

In response to a question about succession planning, the superintendent said a key component for next year will be work with the Center for School Change on developing instructional leaders. For new teachers professional development and support is now being spread over the first three years, not just the first year.

Supt. Testani said increasing family engagement has always been a priority. Initiatives includes returning a staff person to coordinate parent engagement efforts. There were Facebook Live sessions for parents and parent leader roundtable events. There were monthly attendance support for families, including through social media. He said despite the pandemic the chronic absentee rate only went up by five percent

The superintendent said a new website was created to support attendance in multiple different languages. The district worked closely with the state Department of Education to support students' attendance and engagement. The district was asked to present in a national peer-to-peer network regarding the work being done to support attendance and engagement. A focus in the fall will be to reduce chronic absenteeism.

Supt. Testani said funds were provided to the district to implement a home visiting model as part of the attendance work. Quarterly community resource events were held this year, distributing coats, meal kits, clothes, PPE, and toys. Parent Square, a communication platform being purchased, will revolutionize parent communication. He noted Ms.

Rocha-Reaes was the point of contact for the Students & Families Committee to help support action plans and Title I expenditures.

Mr. Benejan said more work was needed to support parent leaders. He noted the parent leaders are donating to their time. He added the District PAC needed to be reestablished.

The superintendent said it is planned to get principals more involved with the parent engagement component next year.

Mr. Sokolovic said he believed due to its importance family engagement should be set as a goal of the board and the superintendent. He said pressure was brought on principals to spend parent engagement money. He suggested parent engagement should become part of the principal evaluation process. He said the School Governance Councils also needed to be looked at.

The superintendent said family engagement and chronic absenteeism would be two priorities for principals' evaluation for 2021-22. He said without those components teaching and learning will not be able to grow at the level that it should.

Ms. Brown said she was excited about the communication plan. She asked that parent surveys continue to learn where parents are at. Supt. Testani said Parent Square will allow more school, building, and districtwide surveys. He said parent roundtables will continue, with the option of live streaming, along with student roundtables.

In response to a question, the superintendent said there will be parent workshops throughout the year on topics they need help with. Ms. Brown noted the challenges of home

school students if parents can't assist them with the curriculum.

Supt. Testani discussed community resources that support students and families. He said this will be even more prevalent in 2021-22 due to intensified student needs. Wraparound services and a range of programs will be available. He said parents will be exempt from paying for Lighthouse this summer, which doubled participation to 1,100 in the summer reading program.

There is an MOU with Bridgeport Education Fund to provide mentors and tutors to students. Two hundred students participated in the MAACS program, which has been enhanced by Faith Villegas.

Twenty mentors and tutors from eight colleges and universities worked with students this year.

The superintendent said there was collaboration with RYASAP to connect 2020 graduates with postsecondary goals and objectives. That work will continue for the next year or two.

Supt. Testani said BCAC is involved in the district's SEL initiative and co-presented trainings on restorative practices, emotional intelligence skill-building and other areas.

The superintendent said other partners provided training and resources to students and staff.

In response to a question, Supt. Testani said there was more outreach to college and universities this year due to a shift in the HR department. Mr. Sokolovic urged the amount of tutoring and mentoring be increased.

The superintendent discussed educational leadership. He said the focus is no longer on a minimal level of proficiency, but continuous improvement from students at all levels of achievement. He said this shift began pre-Covid, but it will now continue. He said this will require a change in the mindset of some staff members.

The superintendent said there are weekly meetings of the core team, consisting of the four executive directors and the senior leadership team. A new technology team meets weekly.

Supt. Testani said he believed the district successfully navigated to a fully remote learning model last spring, and provided all students with a meaningful educational experience and continued meal services. The reopening task force included over 30 individuals and led to the creation of a learning model. He said the big highlight of the year was being recognized by Secretary of Education Miguel Cardona for the district's great work in supporting students and families during the pandemic in a meeting of large school districts in the state.

He said work will continue with Dr. Gay on diversity and the hiring of high quality staff. Reports on curriculum renewal have been given to the board and its committees.

In response to a question, Supt. Testani described the future expansion of the social studies curriculum to middle school and elementary school.

The superintendent said the academic high points included 78 percent of 12th grade students participating in the fall SAT school day and taking the test in person. He said 79

percent of 11th grade students participated in the SAT. He said even remote learners came in to take the test.

Supt. Testani said 11th grade results showed five of the seven schools increased their math scores and three out of seven increased ELA scores. He said given the pandemic it shows how much work the students put in.

The superintendent said math scores increased due to the use of Khan Academy as an intervention. He said that work will continue and will trickle down to the middle school next year.

Supt. Testani said the district tested 89 percent of students in Grades 3 to 8 on Smarter Balance in person, which shows the high level of engagement.

The superintendent said over 90 percent of students participated in fall, winter and spring DIBELS assessments. He said engaging young learners is a highlight of 2021. He said the percentage of kindergarten students meeting or exceeding basic literacy skills increased by seven percent from January to April 2021.

Supt. Testani displayed the usage of the Lexia web-based intervention.

The superintendent said the percentage of 2nd grade students with basic literacy skills increased by 8 percent from January to April. He said this demonstrates there was growth during the pandemic even at the youngest level, which was the most challenging level for teachers and students.

Supt. Testani said 90 percent of ELL students successfully took the assessment, which he described as an impressive number even under non-pandemic circumstances. He said 129 ELL students exited the program as a result of language acquisition skills. He said this was a huge lift by Ana Sousa-Martins and her department.

In response to a question, the superintendent said students who do not take the SAT can take it after graduation, while others may not be interested in post-secondary education.

Supt. Testani discussed summer programming. This year there was a four-week ELL Summer Academy for the first time for students in Grades 4 to 8. There is an 8th to 9th grade transition program, which includes academics and enrichment. The enrichment is in STEM and includes drones, robots and rockets.

The superintendent said the model for extended school year for special education students was changed this year to multiple locations, which reduced chaos at the beginning of the session.

Supt. Testani noted the challenges in operations and finance. An action plan was implemented to minimize deficits such as in food and nutrition. Multiple challenges remain from the lack of funding. He said funds were optimally allocated in PPE, eliminating the digital divide, and curriculum renewal.

Mr. Weldon said he would send the board members a Word version of the superintendent's evaluation in preparation of the July 20th follow-up meeting.

Ms. Allen moved that the meeting be adjourned. The notion was seconded by Ms. Brown and unanimously approved. The meeting was adjourned at 7:46 p.m.

Respectfully submitted,

John McLeod

Draft

Monday, June 21, 2021

MINUTES OF THE SPECIAL MEETING OF THE BRIDGEPORT BOARD OF EDUCATION, held June 21, 2021, by video conference call, Bridgeport, Connecticut.

The meeting was called to order at 5:34 p.m. Present were members Chair John Weldon, Vice Chair Bobbi Brown, Albert Benejan, Sybil Allen, and Joseph Sokolovic.

Superintendent Michael J. Testani was present.

The first item, which qualified for executive session, was discussion and possible action on *GB vs. Bridgeport Board of Education*. Mr. Weldon said GB was a minor.

Ms. Brown moved "*to go into executive session for discussion and possible action on GB vs. Bridgeport Board of Education.*" The motion was seconded by Mr. Sokolovic and unanimously approved.

Invited to participate were Supt. Testani, board members, Atty. John Mitola from the city attorney's office, and Ryan Driscoll of Berchem & Moses.

The executive session began at 5:35 p.m.

The board reconvened in public session at 5:45 p.m.

Mr. Benejan moved "*to enter into a settlement in accordance with the discussion with counsel held in executive session to settle the matter of GB vs. Bridgeport Board of Education.*" The motion was seconded by Mr. Sokolovic and unanimously approved.

The next agenda item was discussion and possible action on magnet school tuition agreements. Invited to participate were members of the board, the superintendent, and Atty. Mitola. Ms. Allen moved *“to go into executive session for this purpose.”* The motion was seconded by Mr. Sokolovic and unanimously approved.

The executive session began at 5:47 p.m.

The board reconvened in public session at 6:13 p.m.

Mr. Weldon said the magnet school tuition agreements with municipalities have all been resolved with the exception of Shelton.

Ms. Brown moved *“to approve the magnet school tuition agreement with the City of Shelton in accordance with the terms discussed in executive session.”* The motion was seconded by Mr. Benejan and approved by a 4-0 vote.

Voting in favor were members Allen, Weldon, Benejan, and Brown. Mr. Sokolovic abstained.

Ms. Allen moved to adjourn the meeting. The motion was seconded by Mr. Benejan and unanimously approved.

The meeting was adjourned at 6:15 p.m.

Respectfully submitted,

John McLeod

Monday, June 21, 2021

MINUTES OF THE REGULAR MEETING OF THE BRIDGEPORT BOARD OF EDUCATION, held June 21, 2021, by video conference call, Bridgeport, Connecticut.

The meeting was called to order at 6:32 p.m. Present were members Chair John Weldon, Vice Chair Bobbi Brown, Secretary Joseph Lombard, Sybil Allen, Chris Taylor, and Joseph Sokolovic. Albert Benejan joined the meeting subsequently as noted.

Superintendent Michael J. Testani was present.

APPROVAL OF BOARD MINUTES:

Ms. Brown moved to approve the minutes of the Special Meeting of June 7, 2021. The motion was seconded by Ms. Allen. The motion was approved by a 5-0 vote.

Voting in favor were members Weldon, Brown, Lombard, Allen, and Sokolovic. Mr. Taylor abstained.

CHAIR REPORT:

Mr. Weldon said the citywide high school graduations occurred last Wednesday. He congratulated all the graduates and the people involved in putting the event together. He said the ceremonies came off flawlessly.

Mr. Taylor congratulated Ms. Pat Booker, a paraprofessional and a member of 1522, for 51 years of service to the board. He said she has personally impacted his life in a positive

manner, and he has heard the same from former students, teachers, and colleagues.

Supt. Testani said Ms. Booker was still going strong after 51 years and it would be a huge loss to the Geraldine Claytor School community.

Mr. Sokolovic suggested the board establish a timeline to evaluate the superintendent, which would cover two meetings, so that it would be completed before the new school year starts.

Mr. Weldon said he had been talking to Mr. Testani about that. The superintendent said he would try to get everything together to do a presentation next week.

Mr. Benejan joined the meeting.

COMMITTEE REPORTS:

Ms. Brown said the Ad Hoc Committee on Districtwide Branding will likely only meet in the next couple of months if necessary. The superintendent is expected to report on the new communications policy at some point.

Mr. Weldon said the Contracts Committee met last week and worked on an item on energy to be handled later tonight.

Mr. Sokolovic said the Finance Committee is awaiting the final wrap-up of 2021-22 budget. He said it might be more efficient to do it in a special meeting instead of the Finance Committee. Supt. Testani said Ms. Siegel is working on the end-of-year close and a meeting would be needed in the middle to the latter part of July.

Mr. Sokolovic said a meeting was needed on Covid-related expenses.

Mr. Weldon said the Governance Committee met recently and an item on remote participation by board members is up for a second read tonight.

The superintendent said he has requested a committee meeting be held by the Personnel Committee for assistant principal interviews. He said it was a formality based on board policy.

Mr. Benejan said the Students & Families Committee meeting has been postponed. He said he needs to research further the situation with vendors and parent expenditures.

Mr. Sokolovic said the Teaching & Learning Committee will meet in late August or early September.

SUPERINTENDENT'S REPORT:

Supt. Testani said the graduates and their families had a great day on Wednesday. He said he loved the venue, which is intimate, yet able to hold a lot of people. He said Lt. Grech and his team did an exceptional job of getting folks in and out. He said he has received much positive feedback on the event.

The superintendent said it was important that Bridgeport be the first school district in the state to recognize the holiday of Juneteenth. He asked for board approval to alter the calendar of the 2020-21 school year. He said it may not impact the ending of the school, which depends on the number of snow days.

Ms. Brown moved *“to add to the agenda under New Business the addition of the national holiday of Juneteenth to all future school calendars.”* The motion was seconded by Mr. Taylor and unanimously approved.

The superintendent thanked all staff members, teachers, paraprofessionals, custodians, security officers, clerical staff, the administrative staff at central office, the administrative staff in the buildings, and the nine school board members for all the work and support in a challenging year. He said he believed the district had either the most or close to the most in-person learning days for students in the state in the 2020-21 school year. He said he believed among large school districts we probably had the most in-person learning of any district in the country.

Supt. Testani said he heard a lot of chatter that kids couldn't do things such as wear masks in school, but they did it and did it well. The year ended with almost 14,000 students in in-person learning out of 19,000. He noted the summer programs and camps that are starting up.

In response to a question, the superintendent said a little over a thousand students graduated, with a few more to follow through summer school. He said food services throughout the district will continue in the summer with 21 sites.

Ms. Brown congratulated the entire staff and the board members on completing the year in a pandemic and hanging in there.

Mr. Benejan thanked Supt. Testani and said he was always there for our kids and parents. He said the superintendent

never gives up. He added that the board works very well and supports each other, with good communication.

OLD BUSINESS:

The next item was a second read and possible action to establish policy for remote participation in in-person board and committee meetings.

Mr. Weldon said there have been additions to the proposed policy, including defining a year from December 1 to November 30, and the provision that board members could participate remotely in any in-person special board meeting without limitations.

Mr. Weldon read the proposed policy into the record as follows: "Except as otherwise required by emergency circumstances or executive order, all board and committee meetings shall be chaired in person at the designated physical location of the meeting. Any board member may participate remotely at any in-person regular meeting at a maximum of up to six times per year, with a year being defined as December 1 through November 30th.

"Any board member may participate remotely in any in-person special board meeting without limitation.

"Any committee member may participate remotely at any in-person board member at a maximum of up to three times per year, with a year being defined as December 1 and November 30th.

"The chairman of the board or the chair of a committee may participate remotely in an in-person meeting, but when doing

so may not function as the chair for the in-person meeting he or she is participating in remotely.

“For the chair of the board or the chair of a committee to participate remotely, he or she must designate another member who will be physically present in the meeting room to act as the chair of the meeting.

“At all times when a board member participates remotely in a board or committee meeting it shall be done in a manner that does not serve as a distraction from the overall meeting.

“Any board or committee member attempting to exceed the above-referenced remote participation limitations will not be granted remote access as a meeting participant and will instead be considered absent for attendance and quorum-settling purposes.”

Mr. Benejan said he did not want the chair thinking he was taking too long to answer him. He said he did not like that sometimes Mr. Weldon’s body language indicates he feels like Mr. Benejan is bothering him. Mr. Weldon said he was having trouble hearing Mr. Benejan.

Mr. Weldon said he made the original draft for the Governance Committee to review, and they provided modifications, and it was brought to the full board, where additional suggestions were made.

Mr. Sokolovic moved “*to approve the policy as presented in the second read establishing the policy for remote participation in in-person board and committee meetings.*” The motion was seconded by Mr. Lombard and unanimously approved.

NEW BUSINESS:

The next agenda was on establishing the Juneteenth holiday.

Supt Testani said if the holiday fell on a Saturday it would be observed on a Friday, while a Sunday date would be observed on a Monday. He said historically this date has been impacted by inclement weather in the winter, but twelve-month employees would observe the holiday in any event. He said it needs to be there as families look at next year's calendar.

Mr. Sokolovic moved that *“all future school year calendars will include the Juneteenth holiday and that the holiday will be based on the federal guidelines of when that holiday falls.”* The motion was seconded by Ms. Brown and unanimously approved.

The next agenda item was on energy project at the Thomas Carroll Nutrition Center with UI.

Mr. Weldon said the matter came out of the Contracts Committee. He said the nutrition center was approached by an energy efficiency contractor to perform upgrades. United Illuminating would pay the contractor and the board would pay UI through monthly bills. Bids were then sought from other contractors. He said as energy consumption of nutrition center goes down, the bill will go down, while payments are made to pay back the loan for the efficiency work.

Mr. Weldon said one contractor was selected as a result of the bidding process, and the facilities department and

nutrition is recommending we move forward with the company Energy Solutions.

Ms. Brown moved “*entering into a municipal energy opportunities project at the Thomas Carroll Nutrition Center with United Illuminating with the aforementioned installer.*” The motion was seconded by Ms. Allen.

The motion was approved by a 5-0 vote. Voting in favor were members Lombard, Weldon, Brown, Sokolovic, and Allen. Mr. Benejan abstained.

The next agenda item was the first read of the revised district magnet policy.

Supt. Testani read the proposed policy.

The superintendent said we would be working on the dated entrancement requirements for Central Magnet. He said Claytor magnet school students need to also have the same opportunities as the other magnet schools.

Mr. Sokolovic said this came through committee with a hundred percent of the principals on board. Supt. Testani said the magnet principals worked extremely hard on this.

Mr. Sokolovic moved to adjourn the meeting. The motion was seconded by Ms. Brown and unanimously approved.

The meeting was adjourned at 7:24 p.m.

Respectfully submitted,

John McLeod

DRAFT

Bridgeport Board of Education

Elementary Magnet Entrance & Performance Expectations Policy

The magnet schools (Classical Studies, Geraldine Claytor, High Horizons, Multicultural, and Park City)-encourage students to pursue academic excellence. Instruction is centered on specific themes: project-based learning, language arts, world languages, and science (themes are listed by school as stated in the prior sentence). The magnet programs are rigorous and intended to groom students for college. We expect our students to excel in academic study and demonstrate personal conduct appropriate to an academic learning environment.

Bridgeport Public Magnet Schools are open to all students on an equal basis including students with disabilities. A student with a disability retains all rights under IDEA in each of these schools. School personnel must ensure that a student's IEP and 504 Plan is implemented and all services are delivered.

The elementary magnet programs expect all students to be successful. However, to maintain academically high standards, elementary students in grades 1-8 who do not meet our minimum academic, attendance and/or behavioral requirements and parent commitment will be supported through a series of interventions. If after the implementation, documentation, and evaluation of intervention practices prove to be unsuccessful the students may be, at a time deemed appropriate, reassigned from the magnet school to their neighborhood schools.

Elementary Entrance Requirements for Classical Studies, Geraldine Claytor, High Horizons, Multicultural, and Park City

All magnet lotteries will be held in a public setting and all parents of applicants will be notified of the location, date and time.

- A. Any pre-k program is not a part of the magnet program and does not guarantee entrance into the magnet program.
- B. Kindergarten
 - Selection by lottery.
 - Parents of currently enrolled/accepted students must meet parent commitment requirements in order to register an incoming sibling.
 - There are no additional entry requirements.

C. Grades 1 - 8 at Classical Studies, Geraldine Claytor, High Horizons, Multicultural, and Park City must meet the following criteria:

- Selection by lottery.
- A final grade of C or better in core academic subjects (Reading, Writing, Math, Science, and Social Studies).
- A conduct/effort grade of 1 or 2 across the report card.
- Student school attendance must be aligned with the Bridgeport Public School Attendance Policy.
- Signed Parent Commitment.
- Teacher Recommendation Form.
- Student Interview/ Writing Prompt.

Criterion for reassignment from Classical Studies, Geraldine Claytor, High Horizons, Multicultural, and Park City:

Grades 1 -8 Reassignment Criteria:

A. A grade of “D” or below for two consecutive marking periods in a core subject (Reading, Writing, Math, Science & Social Studies).

- Academic interventions will be put in place through the SRBI process and documented prior to reassignment.

B. A behavioral grade of a 3 or higher across the report card.

- Behavioral interventions will be put in place through the SRBI process and documented prior to reassignment.

C. Failure to adhere to the Bridgeport Public School Attendance Policy. (See BPS Attendance Policy) Attendance supports will be put in place and documented prior to reassignment.

D. For a Type 3 violation of the Code of Conduct (or a violation of the digital code of conduct) reassignment will coincide with the end of a marking period to assist the student’s transition.

E. Family did not meet parent commitment requirement.

Reassignment Process:

A. A notification letter regarding possible reassignment will be issued at the time of earning a grade of D or below, a behavior grade of 3 or higher, and/or failure to adhere to the BPS Attendance Policy.

B. A parent/guardian meeting must be scheduled within 10 business days.

C. Prior to the reassignment to the neighborhood school, the principal must provide the family with written notification which shall include a copy of the Magnet School Policy.

D. The Assistant Superintendent/Executive Director must be notified of every student reassigned, identifying the school, race, ethnicity, sex, grade and reason. This information will be promptly be reported to the Superintendent, who will then report the information to the Board of Education.

Reassignment Timeline:

Students who surface for potential reassignment during the school will be provided a letter (mail, email, school messenger etc.) to the parent/guardian notifying them of possible reassignment with a signature request. A meeting with the parent/guardian will be scheduled within 10 business days. The Principal will give the parent/guardian notice prior to the beginning of the neighborhood school reassignment. The student will be referred to his/ her neighborhood school for the beginning of the new school year.

Appeal Process:

- After receiving final notification of reassignment, the parent/guardian may file an appeal with the Assistant Superintendent/Executive Director within ten (10) business days. The Assistant Superintendent/Executive Director must approve or reject the appeal, in writing, within ten (10) business days.
- If the parent/guardian(s) is not in agreement, they may appeal to the Superintendent within ten (10) business days. The Superintendent must approve or reject the appeal in writing within ten (10) business days.
- If the parent/guardian is not in agreement with the Superintendent's decision, the parent/guardian can request in writing, a meeting with the BOE.
- The BOE will schedule a meeting with the parent/guardian to review their appeal and a final decision regarding the appeal will be rendered by the BOE within ten business days after the meeting date.
- The student will be allowed to remain in the designated magnet school pending the completion of the appeal process. In the event that the appeal process timelines are not adhered to by administration at the school or district levels, the appeal will be upheld.

Waiting List:

Every effort will be made to fill empty lottery seats by October 1st.

- If empty lottery seats remain after October 15, the district will assist in ensuring all seats are filled.
- Students on the lottery waiting list must apply each year to gain access to a magnet school.
- Once a student accepts a seat at a magnet program, his/her name will be removed from all other magnet school waiting lists for the current school year.

Bridgeport Board of Education

Elementary Magnet School Sibling Policy

A Sibling Policy has been adopted in order to encourage single, rather than divided, elementary school allegiances and thereby promote high levels of parental involvement and provide for continuity within the household.

Definition:

Within the context of this policy, siblings are defined as children with a common parent or legal Guardian whom live within the same household. Criteria for entrance must be met by each sibling (i.e. twin, triplets etc.) in order to be included in the lottery for acceptance.

Entrance criteria:

For Classical Studies, Geraldine Claytor (Lottery Students Only), High Horizons, Multicultural and Park City.

The Process:

Kindergarten

- Kindergarten applicants, with a sibling(s) currently attending grades K-8 in the same magnet school to which they have applied, will automatically gain admission into the school. Remaining spaces will be filled by non-sibling applicants.
 - Parents of currently enrolled/accepted students must meet parent commitment requirements in order to register an incoming sibling.
- In the event the number of sibling candidates alone exceeds the number of spaces available, a sibling lottery will be held with the non-sibling lottery to follow.
- Twins, triplets, etc., will be treated as one unit in the lottery with their lottery numbers placed on the same lottery waiting list.
- As follow-up to the definition of sibling, the parent or guardian will provide legal documentation as confirmation (if requested).

Waiting List:

Waiting lists are established for students applying for grades K-8.

- When a vacancy occurs, siblings will be given preference for admission over non-siblings in the order in which their names appear on the waiting list.
 - All entrance criteria for siblings grades 1-8 must be met.
- Every effort will be made to fill empty lottery seats by October 1st.

- If empty seats remain after October 15 the district will assist in ensuring all seats are filled.
- Students on the lottery waiting list must apply each year to gain access to a magnet school
- Once a student accepts a seat at a magnet program, their name will be removed from all other magnet school waiting lists for the current school year.

Revised: 11.26.2018

BOE Approved: 11.26.201

BRIDGEPORT PUBLIC SCHOOLS STAFF MOVEMENTS
As of August 23, 2021

I. NEW HIRES FOR THE 2021-2022 SCHOOL YEAR

AQUA	O'BRIEN	AUSTIN	Boat Captain
AQUA	SPENCER	CONNOR	Technology Ed
AQUA	STEVENS	SARAH	Guid Counselor
BARNUM	AVILA	MABEL	Clerical Assistant
BARNUM	BOKINE	MELISSA	Elementary
BARNUM	MAFRICE	CARSON	Science
BARNUM	NEVILLE	MARIANNE	Special Education
BASSICK HS	BENSON	STEFANIE	Biology
BASSICK HS	BLUME	STEPHEN	Industrial Arts
BASSICK HS	CAMPBELL	DAVE	Mathematics
BASSICK HS	HANAIF	SAL	Restorative Practices
BASSICK HS	ISAAC	KENDARLY	Social Studies
BASSICK HS	JACKSON	GABRIEL	English
BASSICK HS	MACRI	CLAUDIA	Science
BASSICK HS	PINEIRO	CHANTEL	English
BASSICK HS	POHL	JENNIFER	Special Education
BATALLA	COSTELLO-GUEVARA	TEODORA	Bilingual
BATALLA	FERREIRA	ANA	SPED/Resource
BATALLA	FLEMING	JENNIFER	SEL Intervention
BATALLA	LITT	JACOB	Music
BATALLA	PACQUETTE	ZHARA	Mathematics
BATALLA	PULTZ	LINDA	Spanish
BATALLA	PURNELL	CAITLIN	Bilingual
BATALLA	RIVERA	BIANCA	Bilingual
BATALLA	ROBERTSON	MEGAN	Elementary
BATALLA	VERGEL SOSA	RAFAEL	Bilingual
BATALLA	WATKINS-BLANCO	KRISTEN	SPED/Resource
BEARDSLEY	COUTURE	NOELLE	Kindergarten
BEARDSLEY	DAMOTA	BRITTANY	Elementary
BEARDSLEY	HINTZ	TRACY	Library/Media
BEARDSLEY	KEMP	JEHNA	Special Education
BEARDSLEY	LOMBARDI	SARA	Special Education
BEARDSLEY	RAMIREZ	PRISCILLA	SPED/Resource
BLACK ROCK	JIMENEZ	MALAYSIA	Elementary
BLACK ROCK	SIKORSKI	VIVIANE	SPED/Resource

BLACKHAM	BURNS	ERIKA	Special Education
BLACKHAM	CLARK	MARY	Science
BLACKHAM	CRYSTIN	ENGRAM	Social Worker
BLACKHAM	DIBUONO	JOSEPH	Elementary
BLACKHAM	HEAVENS	CRISTEN	Guid Counselor
BLACKHAM	LAGOS	CARLA	SPED/Resource
BLACKHAM	McBRIDE	HELEN	Art
BLACKHAM	NICHIO	VICTORIA	Elementary
BLACKHAM	O'MEARA	SHANNON	Elementary
BLC	ADRIEN	JULIE	Special Education
BMA HS	LIPP	JOSEPH	JROTC Instructor #3
BMA HS	RIMMEL	KRISTINA	English
BRYANT	COSTELLO	SHAELA	Physical Educ
BRYANT	KOCHISS	KARA	Elementary
CENTRAL HS	BONADONNA	KRISTINA	English
CENTRAL HS	BROSCHARDT	THOMAS	Restorative Practices
CENTRAL HS	COPPOLA	DONNA	English
CENTRAL HS	COVINGTON	CAREEN	Special Education
CENTRAL HS	KRAUSE	MATTHEW	English
CENTRAL HS	MARTINS	JILLIAN	English
CENTRAL HS	OSBORN	CHARLOTTE	Science
CENTRAL HS	PATEL	ANITA	Mathematics
CENTRAL HS	RODRIGUEZ	JOANNA	Mathematics
CENTRAL HS	WALL	CAITLIN	Biology
CLAYTOR	GILDEA	PATRICIA	Elementary
CLAYTOR	LAZARO	AMANDA	Elementary
CLAYTOR	MANN	ISABEL	Kindergarten
CLAYTOR	SPEARMAN	MARGARET	Science
COLUMBUS	GARCIA	DIANA	Prekindergarten
COLUMBUS	GAYLE	LASHANA	Special Education
CROSS	ARMADA	ARLENE	Special Education
CROSS	DECOU	JASMINE	Kindergarten
CROSS	FORD	RAYNETTA	Elementary
CROSS	HOEBEL	JAMES	Music
CROSS	JACKSON	DOMINIQUE	Elementary
CROSS	KOUVARIS	CHLOE	Elementary
CROSS	LALANNE	JOSEPH	Mathematics

CROSS	MARKLAND	KENDALL	Elementary
CROSS	PABON	CARIANNE	ELA
CROSS	PAGAN	JEANETTE	Science
CROSS	PALMISANO	MATTHEW	Physical Educ
CROSS	PETTWAY	EUGENE	Special Education
CROSS	SHOVLIN	KELLY	Elementary
CROSS	TURIGIANO	DANIELLE	Elementary
CROSS	VELEZ	NICOLE	Elementary
CSMA	ADDORISIO	DINA	Elementary
CSMA	CULLEN	KATHRYN	SPED/Resource
CSMA	CURRI	BETHANY	Library/Media
CSMA	FALCONIERI	JENNIFER	Elementary
CSMA	GREGORY	LISA	SPED/Resource
CSMA	ISAACS	KIANNA	Prekindergarten
CURIALE	DEPASS	BARBARA	Restorative Practices
CURIALE	JUERGENSEN	ANNELIESE	Library/Media
CURIALE	KALFAYAN	GARO	SPED/Resource
DISCOVERY	CONNOLLY	COLEEN	SPED/Resource
DISCOVERY	HEALEY	CHRISTOPHER	Elementary
DISTRICT/COTA	BATTAGLIA	LAUREN	COTA
DISTRICT/COTA	GOLETZ	KATHERINE	COTA
DISTRICT/Psychology	RAFIQ	RAVEN	Psychologist
DISTRICT/Speech	BERGER	ELIZABETH	Speech
DISTRICT/Speech	FISHER	MICHELLE	Speech
DUNBAR	BEAL	ASHLEY	Elementary
DUNBAR	BONNER	BRYANNA	Science
DUNBAR	BRIGANTI	JENNIFER	Special Education
DUNBAR	DEWEY	JESSICA	SPED/Resource
DUNBAR	LISCIO	MELISSA	Kindergarten
DUNBAR	RICE	PHILLIP	Social Worker
DUNBAR SOAR Center	ROUSSEAU	VICTORIA	Special Education
EDISON	SYKAS	COREEN	Elementary
FCW CAMPUS	RESTO	OMAR	Restorative Practices
FCW Campus HS	SANCHEZ	DIANA	Social Worker
FCW/AERO HS	ANDERSON	BRETT	Physics
FCW/AERO HS	RACITI	ROBERT	Mathematics

FCW/AERO HS	STEWART	CHARLEE	English
FCW/Biotech HS	BAYER	CRAIG	Chemistry
FCW/Biotech HS	CARDOSSI	MELISSA	Biology
FCW/Biotech HS	RUSSO	LISA	Mathematics
FCW/Info Tech HS	ASHONG	JULIAN	Mathematics
FCW/Info Tech HS	BROWN	NATALIE	Computer Educ
FCW/Info Tech HS	BROWN	WAYNE	Music
FCW/Info Tech HS	WILLIAMS	DANIELLE	SPED/Resource
HALL	GARCIA	JESSICA	Elementary
HALL	SANTANIELLO	LORI	Music
HARDING HS	ALBERDI	SERENA	Guid Counselor
HARDING HS	DEWEY	LYNN	Consumer Science
HARDING HS	DIAZ	LUZ	Spanish
HARDING HS	JABBOURY	BAHIEH	ESL
HARDING HS	MONRO	ROBERT	Mathematics
HARDING HS	PIPER	JESSIE	Social Studies
HARDING HS	POWELL	DANNIE	Restorative Practices
HARDING HS	TAHIR	AMNA	Science
HARDING HS	VALENCIA	PAULA	Spanish
HARDING HS	ZECENA	MARIA	Health
HHM	CASERTA	LAURA	Elementary
HHM	FOLEY	SHARON	SPED/Resource
HHM	LEWIS	NATISHA	Elementary
HHM	SILVER	RACHEL	Guid Counselor
HOOKER	CAMARA	DARBO	Mathematics
HOOKER	COOPER	KASEY	Elementary
HOOKER	VARGAS	ESTEDY	Special Education
JOHNSON	BAEZ	CLARISSA	Bilingual
JOHNSON	BEAUMONT	SHAYNA	SPED/Resource
JOHNSON	BOURGEIOS	CASSIE	Art
JOHNSON	DRAPP	MARISSA	Elementary
JOHNSON	EDWARDS-MARSH	ETHLYN	Special Education
JOHNSON	JONES	JAYCE	Elementary
JOHNSON	KNIGHTS	BRITTANY	Special Education
JOHNSON	LUIS	LISA	Social Worker
JOHNSON	MARINOS	KYRIAKI	Science

JOHNSON	VIGORITO	LAUREN	Elementary
MADISON	BROWN	TANAeya	Social Worker
MARIN	CROSS	CLAUDIA	Bilingual
MARIN	DREW	DAWN	Mathematics
MARIN	FLORES	DAISY	Clerical Assistant
MARIN	LINDINE	CASEY	SPED/Resource
MARIN	MAGLIONE	MICHELLE	Art
MARIN	MATEO	MEREGILDA	Bilingual
MARIN-	ANDRADE	ALLISON	Guid Counselor
MCM	WELLS	GUESJI	Bilingual
PCM	ADAMS	KAITLIN	ELA
PCM	QUINN	JACQUELYNE	Prekindergarten
READ	DIMEOLA	STEPHANIE	Elementary
READ	GONZALEZ	DIANE	Clerical Assistant
READ	HOBBY	STEPHANIE	Kindergarten
READ	NEWTON	JULIE	Elementary
READ	OXLEY	MICHAEL	SPED/Resource
READ	RIVERA	LUISA	Social Worker
READ	WESH	JONATHAN	Restorative Practices
ROOSEVELT	DOUGLAS	MALAYSIA	Kindergarten
ROOSEVELT	DRISCOLL	THOMAS	Guid Counselor
ROOSEVELT	RIVERA	EVA	SPED/Resource
SKANE	BAYER	ALISON	Special Education
SKANE	SCARCELLA	LYNDA	Special Education
TISDALE	DEVEAU-JALBERT	ANNA	Music
TISDALE	DORAN	AMANDA	Special Education
TISDALE	JOYNER	RICHETTA	Restorative Practices
TISDALE	SANDOR	ALLYSHA	Special Education
TISDALE	SEROFF	BARRY	Special Education
TRAVELER: Columbus-Roosevelt	ARCHIE	LATANYA	SPED/Resource
TRAVELER: Tisdale-Winthrop	HAYES	JENNIFER	SPED/Resource
TRAVELER-ESL #1	MORALES	KARIN	ESL
TRAVELER-ESL #2	SUCHENSKI	JULIE	ESL
TRAVELER-Guidance	TICE	GRACE	Guid Counselor
TRAVELER-Guidance #3	RANA	PURVI	Guid Counselor
TRAVELER-Guidance #5	KEGLER	CAPRICIA	Guid Counselor

TRAVELER-Guidance #7	CORMIER	VICTORIA	Guid Counselor
TRAVELER-Guidance #8	LITTLEBERRY	TERRILYNN	Guid Counselor
TRAVELER-MUSIC	DUPOIS	BETHANY	Music
TRAVELER-Social Worker	SACRAMONE	LUKE	Social Worker
TRAVELER-Social Worker	TORRES	CYNTHIA	Social Worker
TRAVELER-Social Worker	OSORIO	NATALIE	Social Worker
TRAVELER-Social Worker #3	BRUMAIRE	WIDLINE	Social Worker
TRAVELER-Social Worker #4	ISLER	LUCINDA	Social Worker
TRAVELER-Social Worker #6	MOLLIKA	ALEXA	Social Worker
TRAVELER-Social Worker #7	WILSON	AMANDA	Social Worker
TRAVELER-Social Worker #8	DOYLE	MEGHAN ANN	Social Worker
TRAVELER-Social Worker #9	SMITH	HANNAH	Social Worker
WALTERSVILLE	FERNANDES	FAITH	Kindergarten
WINTHROP	BEDDINGTON	SUSAN	Special Education
WINTHROP	McENEANEY	CHLOE	Elementary
WINTHROP	NICHOLAS	SAWYER	Elementary

II. RETIREMENTS

	NAME	SCHOOL	POSITION	YEARS of SERVICE	EFFECTIVE
1.	ETHEL BASILEO	READ	KINDERGARTEN	21	06/30/2021
2.	MARILYN CAMACHO	BASSICK	BIOLOGY	20	06/30/2021
3.	DEBORAH FORGETTE	BARNUM	PARAPROFESSIONAL	16	07/26/2021
4.	WENDY GEE	CENTRAL	CLERICAL ASSISTANT	31	06/30/2021
5.	ELSIE HERNANDEZ	NURSING	NURSE	9	08/20/2021
6.	LYNDA LINLEY	CITY HALL	SPED SUPERVISOR	37	07/28/2021
7.	USHA MENON	BATALLA	COMPUTER LITERACY	27	07/26/2021
8.	DEBORAH SANTACAPITA	HALL	PRINCIPAL	25	07/13/2021

9.	SUZANNE VILANOCA	MCM	PARAPROFESSIONAL	22	08/01/2021
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III. SEPARATIONS

	NAME	SCHOOL	POSITION	EFFECTIVE	REASON
1.	ALEXANFREA PIRES	TISDALE	SPED	07/24/2021	PERSONAL
2.	GEANA SALERNO	WINTHROP	ELEMENTARY	06/30/2021	PERSONAL
3.	SUSAN STARKIE	HARDING	SCHOOL COUNSELOR	06/30/2021	PERSONAL
4.	DANIELLE DIBARBI	DUNBAR	SPED	06/30/2021	PERSONAL
5.	KARA MOORE	CROSS	SCIENCE	06/30/2021	PERSONAL
6.	ROBERT KARRAT	ROOSEVELT	ELEMENTARY	06/30/2021	PERSONAL
7.	MAITE MENDIZABAL	BRYANT/PCM	PE	06/30/2021	PERSONAL
6.	MICHAEL PETERSON	HARDING	SOCIAL STUDIES	06/30/2021	PERSONAL
9.	KATHERYN STEEVES	MCM	ELEMENTARY	06/30/2021	PERSONAL
10.	VICTOR SANTOS	CENTRAL	SPED	07/05/2021	PERSONAL
11.	CHELSEA MORIN	HHMS	1 ST GRADE	06/18/2021	PERSONAL
12.	SIOBHAN COMEAU-RUSSELL	SKANE	SPED	07/09/2021	PERSONAL
13.	KUAN JIANG	FCW BIO	BIOLOGY	06/30/2021	PERSONAL
14.	SOFIA YASMIN	ROOSEVELT	SCHOOL COUNSELOR	06/30/2021	PERSONAL
15.	JAMIE PETERSON	MARIN	KINDERGARTEN	07/13/2021	PERSONAL
16.	LAUREN WELLS	MARIN	ART	07/13/2021	PERSONAL
17.	KANDIS CANNON	CITY HALL	SOCIAL WORKER	07/23/2021	PERSONAL
18.	ALEXANDER KAPPEL	BLACKHAM	SPED	07/16/2021	PERSONAL

19.	KRISTINA NORKO-AGAPITO	COLUMBUS	SCHOOL NURSE	08/08/2021	PERSONAL
20.	JACLYN HAFFER	BMA	PE	07/20/2021	PERSONAL
21.	ALISHA GREENLAND	PCM	SPED	07/20/2021	PERSONAL
22.	KEITH TAYLOR	HARDING	SOCIAL STUDIES	07/20/2021	PERSONAL
23.	DANIELLE JULIUS	WALTERSVILLE	ART	08/06/2021	PERSONAL
24.	TARA OLIVA	BEARDSLEY	SPED	07/29/2021	PERSONAL
25.	CLAIRE MCCARTHY	DISCOVERY	SPED	07/22/2021	PERSONAL
26.	MATTHEW NICOLARI	CSMA	PE	07/23/2021	PERSONAL
27.	MIGDALIA MUNIZ	SCHOOL	SCHOOL NURSE	08/09/2021	PERSONAL
28.	ASHLEY HARVEY	TISDALE	MATH	07/26/2021	PERSONAL
29.	CHRISTINE DIGRAZIA	CLAYTOR	3 RD GRADE	07/23/2021	PERSONAL
30.	DANIELLA PELLEGRINI	CROSS	ART	07/13/2021	PERSONAL
31.	MEGAN D'ANGELICO	DUNBAR	SOCIAL WORKER	07/26/2021	PERSONAL
32.	SANDRA ANDES	BATALLA	ART	07/26/2021	PERSONAL
33.	ELIZABETH TOLLA	BASSICK	SPED	07/28/2021	PERSONAL
34.	KATHLEEN SWEENEY	CENTRAL	ENGLISH	07/28/2021	PERSONAL
35.	MARK PIZZI	CENTRAL	BUSINESS	07/28/2021	PERSONAL
36.	SAMANTHA O'BRIEN	CLAYTOR	2 ND GRADE	07/30/2021	PERSONAL
37.	ABHA KATARIA	CENTRAL	MATH	07/30/2021	PERSONAL
38.	TIMOTHY CARLSON	BLACKHAM	2 ND GRADE	07/31/2021	PERSONAL
39.	ZOE KARCHER	HMM	1 ST GRADE	08/03/2021	PERSONAL
40.	DAWN DEBICELLA	JOHNSON	ART	08/06/2021	PERSONAL
41.	MARIANA FIGUEROA	SPED	SPED	08/09/2021	PERSONAL

42.	REBECCA SIMON	HOOKER	3ED GRADE	08/09/2021	PERSONAL
43.	SAMANTHA SZYGIEL	BLACKHAM	6 TH GRADE	08/09/2021	PERSONAL
44.	MAIMOONA HAFEEES	NURSING	SCHOOL NURSE	08/09/2021	PERSONAL
45.	LAUREN DELLA VECCHIA	BRYANT	2 ND GRADE	08/06/2021	PERSONAL
46.	REBECCA SIMON	HOOKER	3 RD GRADE	08/09/2021	PERSONAL
47.	ZACHARY GAROFFOLO	FCW	MATH	08/11/2021	PERSONAL
48.	DONNA LOEHFELM	CENTRAL	ENGLISH	08/11/2021	PERSONAL
49.	REBECCA GRESS	DUNBAR	3 RD GRADE	08/11/2021	PERSONAL
50.	MACKENZIE BLECHARCZYK	MADISON	1 ST GRADE	08/12/2021	PERSONAL
51.	DENNIS MOYNIHAN	TISDALE	SPED	08/12/2021	PERSONAL
52.	JON GARCIA	BASSICK	MUSIC	09/10/2021	PERSONAL
53.	KIRSTEN MASON	HARDING	SCIENCE	09/10/2021	PERSONAL
54.	ANGELICA BOGRIS	CSMA	SPED	08/16/2021	PERSONAL
55.	SHARLEEN DE LOS SANTOS-LAZARO	JOHNSON	SPED PARA	08/17/2021	PERSONAL
56.	BRITTANY STEINER	HARDING	SCIENCE	09/17/2021	PERSONAL
57.	CHRISTINA GRENIER	CROSS	SPED	09/17/2021	PERSONAL
58.	DAWN DREW	MADISON	MATH	08/19/2021	PERSONAL
59.	PETER LENNON	CLAYTOR	MUSIC	08/19/2021	PERSONAL
60.	E	MCM/PCM	SPED	09/17/2021	PERSONAL
61.	BERNADETTE VAGNINI	CENTRAL	SPED	08/20/2021	PERSONAL
62.	LATISHA WILLIAMS	TISDALE	SOCIAL STUDIES	08/19/2021	PERSONAL

**BRIDGEPORT PUBLIC SCHOOLS STAFF MOVEMENTS
As of JUNE 15, 2021**

I. PROBATIONARY HIRES/PROMOTIONS FOR ADMINISTRATORS

	NAME	SCHOOL	POSITION	EFFECTIVE
1.	JAMIE BASCILIANO	BLACKHAM	ASSISTANT PRINCIPAL	AUGUST 2021
2.	KELLY HORKHEIMER	DISCOVERY/PCM	ASSISTANT PRINCIPAL	AUGUST 2021
3.	MAYRA PEREZ	DUNBAR/SOAR	ASSISTANT PRINCIPAL	AUGUST 2021
4.	CARMEN MCPHERSON	HALL	INTERIM PRINCIPAL	AUGUST 2021
5.	AMANDA MARSHALL	HHM/MCM	ASSISTANT PRINCIPAL	AUGUST 2021
6.	DANIELLE MAZZUCCO	MARIN	ASSISTANT PRINCIPAL	AUGUST 2021
7.	JODI-ANN GREEN	WALTERSVILLE	ASSISTANT PRINCIPAL	AUGUST 2021
8.	KELLI POLLOCK	CITY HALL	SPED SUPERVISOR	AUGUST 2021
9.	JACLYN VAZQUEZ	SKANE	SPED SUPERVISOR/PRINCIPAL	AUGUST 2021
10.	SARAH-JANE HENRY	CITY HALL	DIRECTOR OF ARTS	AUGUST 2021
11.	TERESE MAGUIRE	CITY HALL	DIRECTOR OF EARLY CHILDHOOD	AUGUST 2021
12.	CARLI ROCHA-RAES	CITY HALL	DIRECTOR OF SCHOOL COUNSELING AND PARENT PARTNERSHIP	JUNE 2021
13.	MELISSA JENKINS	CITY HALL	CHIEF ACADEMIC OFFICER	JULY 2021
14.	LYNN STEPHENS	CITY HALL	CO-ORD OF COMMUNITY AND FAMILY ENGAGEMENT	AUGUST 2021

II. RETIREMENTS

	NAME	SCHOOL	POSITION	YEARS of SERVICE	EFFECTIVE
1.	ETHEL BASILEO	READ	KINDERGARTEN	21	06/30/2021
2.	MARILYN CAMACHO	BASSICK	BIOLOGY	20	06/30/2021
3.	DEBORAH FORGETTE	BARNUM	PARAPROFESSIONAL	16	07/26/2021
4.	WENDY GEE	CENTRAL	CLERICAL ASSISTANT	31	06/30/2021
5.	ELSIE HERNANDEZ	NURSING	NURSE	9	08/20/2021
6.	LYNDA LINLEY	CITY HALL	SPED SUPERVISOR	37	07/28/2021
7.	USHA MENON	BATALLA	COMPUTER LITERACY	27	07/26/2021
8.	DEBORAH SANTACAPITA	HALL	PRINCIPAL	25	07/13/2021
9.	SUZANNE VILANOCA	MCM	PARAPROFESSIONAL	22	08/01/2021

III. SEPARATIONS

	NAME	SCHOOL	POSITION	EFFECTIVE	REASON
1.	ALEXANFREA PIRES	TISDALE	SPED	07/24/2021	PERSONAL
2.	GEANA SALERNO	WINTHROP	ELEMENTARY	06/30/2021	PERSONAL
3.	SUSAN STARKIE	HARDING	SCHOOL COUNSELOR	06/30/2021	PERSONAL
4.	DANIELLE DIBARBI	DUNBAR	SPED	06/30/2021	PERSONAL
5.	KARA MOORE	CROSS	SCIENCE	06/30/2021	PERSONAL
6.	ROBERT KARRAT	ROOSEVELT	ELEMENTARY	06/30/2021	PERSONAL
7.	MAITE MENDIZABAL	BRYANT/PCM	PE	06/30/2021	PERSONAL

6.	MICHAEL PETERSON	HARDING	SOCIAL STUDIES	06/30/2021	PERSONAL
9.	KATHERYN STEEVES	MCM	ELEMENTARY	06/30/2021	PERSONAL
10.	VICTOR SANTOS	CENTRAL	SPED	07/05/2021	PERSONAL
11.	CHELSEA MORIN	HHMS	1 ST GRADE	06/18/2021	PERSONAL
12.	SIOBHAN COMEAU-RUSSELL	SKANE	SPED	07/09/2021	PERSONAL
13.	KUAN JIANG	FCW BIO	BIOLOGY	06/30/2021	PERSONAL
14.	SOFIA YASMIN	ROOSEVELT	SCHOOL COUNSELOR	06/30/2021	PERSONAL
15.	JAMIE PETERSON	MARIN	KINDERGARTEN	07/13/2021	PERSONAL
16.	LAUREN WELLS	MARIN	ART	07/13/2021	PERSONAL
17.	KANDIS CANNON	CITY HALL	SOCIAL WORKER	07/23/2021	PERSONAL
18.	ALEXANDER KAPPEL	BLACKHAM	SPED	07/16/2021	PERSONAL
19.	KRISTINA NORKO-AGAPITO	COLUMBUS	SCHOOL NURSE	08/08/2021	PERSONAL
20.	JACLYN HAFER	BMA	PE	07/20/2021	PERSONAL
21.	ALISHA GREENLAND	PCM	SPED	07/20/2021	PERSONAL
22.	KEITH TAYLOR	HARDING	SOCIAL STUDIES	07/20/2021	PERSONAL
23.	DANIELLE JULIUS	WALTERSVILLE	ART	08/06/2021	PERSONAL
24.	TARA OLIWA	BEARDSLEY	SPED	07/29/2021	PERSONAL
25.	CLAIRE MCCARTHY	DISCOVERY	SPED	07/22/2021	PERSONAL
26.	MATTHEW NICOLARI	CSMA	PE	07/23/2021	PERSONAL
27.	MIGDALIA MUNIZ	SCHOOL	SCHOOL NURSE	08/09/2021	PERSONAL
28.	ASHLEY HARVEY	TISDALE	MATH	07/26/2021	PERSONAL
29.	CHRISTINE DIGRAZIA	CLAYTOR	3 RD GRADE	07/23/2021	PERSONAL

30.	DANIELLA PELLEGRINI	CROSS	ART	07/13/2021	PERSONAL
31.	MEGAN D'ANGELICO	DUNBAR	SOCIAL WORKER	07/26/2021	PERSONAL
32.	SANDRA ANDES	BATALLA	ART	07/26/2021	PERSONAL
33.	ELIZABETH TOLLA	BASSICK	SPED	07/28/2021	PERSONAL
34.	KATHLEEN SWEENEY	CENTRAL	ENGLISH	07/28/2021	PERSONAL
35.	MARK PIZZI	CENTRAL	BUSINESS	07/28/2021	PERSONAL
36.	SAMANTHA O'BRIEN	CLAYTOR	2 ND GRADE	07/30/2021	PERSONAL
37.	ABHA KATARIA	CENTRAL	MATH	07/30/2021	PERSONAL
38.	TIMOTHY CARLSON	BLACKHAM	2 ND GRADE	07/31/2021	PERSONAL
39.	ZOE KARCHER	HHM	1 ST GRADE	08/03/2021	PERSONAL
40.	DAWN DEBICELLA	JOHNSON	ART	08/06/2021	PERSONAL
41.	MARIANA FIGUEROA	SPED	SPED	08/09/2021	PERSONAL
42.	REBECCA SIMON	HOOKER	3ED GRADE	08/09/2021	PERSONAL
43.	SAMANTHA SZYGIEL	BLACKHAM	6 TH GRADE	08/09/2021	PERSONAL
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45.	LAUREN DELLA VECCHIA	BRYANT	2 ND GRADE	08/06/2021	PERSONAL
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47.	ZACHARY GAROFFOLO	FCW	MATH	08/11/2021	PERSONAL
48.	DONNA LOEHFELM	CENTRAL	ENGLISH	08/11/2021	PERSONAL
49.	REBECCA GRESS	DUNBAR	3 RD GRADE	08/11/2021	PERSONAL
50.	MACKENZIE BLECHARCZYK	MADISON	1 ST GRADE	08/12/2021	PERSONAL
51.	DENNIS MOYNIHAN	TISDALE	SPED	08/12/2021	PERSONAL
52.	JON GARCIA	BASSICK	MUSIC	09/10/2021	PERSONAL

53.	KIRSTEN MASON	HARDING	SCIENCE	09/10/2021	PERSONAL
54.	ANGELICA BOGRIS	CSMA	SPED	08/16/2021	PERSONAL
55.	SHARLEEN DE LOS SANTOS-LAZARO	JOHNSON	SPED PARA	08/17/2021	PERSONAL
56.	BRITTANY STEINER	HARDING	ART	09/17/2021	PERSONAL
57.	CHRISTINA GRENIER	CROSS	SPED	09/17/2021	PERSONAL
58.	DAWN DREW	MADISON	MATH	08/19/2021	PERSONAL
59.	PETER LENNON	CLAYTOR	MUSIC	08/19/2021	PERSONAL
60.	CHANANPORT LIONTONIA	MCM/PCM	SPED	09/17/2021	PERSONAL
61.	BERNADETTE VAGNINI	CENTRAL	SPED	08/20/2021	PERSONAL
62.	LATISHA WILLIAMS	TISDALE	SOCIAL STUDIES	08/19/2021	PERSONAL