NAUGATUCK VALLEY HEALTH DISTRICT

98 Bank Street, Seymour, CT

HYBRID BOARD OF DIRECTORS MEETING

Tuesday, September 8, 2026

MINUTES

BOARD MEMBERS PRESENT: Rosalie Averill, Adam Bronko, Tom Clifford, Barbara Dlugos, Jean Jones, Barbara Lombardi, Linda Mascolo, Rita Pelaggi (Chair), Justin Rompre, Marietta Sabetta (Vice-Chair) and John Zikaras.

STAFF PRESENT: Jessica Kristy, Director of Health, Carissa Caserta, Assistant Director of Community Health Services, Melanie Dokla, Assistant Director of Environmental Health Services and Laurie Veillette, Business Manager.

RECORDING SECRETARY: Carissa Caserta

I. Call to Order and Pledge of Allegiance

John Zikaras, Chairman, called the meeting to order at 7:12 p.m. The Pledge of Allegiance was recited.

II. Election of Chairperson, Vice-Chairperson, and Executive Committee for Fiscal Year 2026-2027

2027-01 **ACTION TAKEN:** Motion made by Rosalie Averill recommending the following fiscal year 2026- 2027 Slate of Officers of the Board of Directors:

Rita Pelaggi, Chair
Marietta Sabetta, Vice-Chair

Further move to appoint the Executive Committee as follows:

Tom Clifford, Chairman
Rita Pelaggi
John Zikaras

Seconded, by Tom Clifford. All ayes.

III. Committee Reports

a. Facilities Committee

An update was given by Jess Kristy regarding work completed over the summer with consultants and finance of the renovation.

IV. Acceptance of Minutes of the Hybrid Board Meeting on June 9, 2026.

2027-02 **ACTION TAKEN:** Motion made by Tom Clifford, to accept the Minutes of the Board of Directors meeting on June 9, 2026, seconded by Marietta Sabetta.

V. Correspondence

A letter complaint from Migdalia Gordon, LMT dated August 17, 2026 was submitted to the Board of Directors. The complaint was read into record. Staff provided a thorough report of why the unlicensed establishment at the time was issued a violation order. Personnel Committee Chair, Justin Rompre, will provide a written response.

VI. Financial Report – Jessica Kristy, Director of Health

The Financial Report for the month of June (pre-Audit), July and August were reviewed.

VII. Chairman's Report – Rita Pelaggi, Chairman

None at this time.

VIII. Director's Public Health Report – Jess Kristy

The June and Summer Public Health Report was reviewed and discussed.

II. Old Business

a. None at this time.

III. New Business

a. Approval of Board of Directors FY 26-27 Meeting Schedule

2027-03 **ACTION TAKEN:** Motion made by Tom Clifford to approve the Board of Director's FY 2026-2027 meeting schedule. Seconded, by Rosalie Averill. All ayes.

Discussion took place regarding a change to the Financial Report that is presented monthly. Instead of the month prior report, two months prior will be reviewed. For example, at the November meeting, the September Financial Report will be reviewed.

The Regular meeting schedule is attached.

b. Approval of Health Insurance Renewal Effective 10/1/26.

2027-04 **ACTION TAKEN:** Motion made by Adam Bronko to approve the United Healthcare Oxford Health and Vision Insurance and Metlife Dental Insurance premiums. Seconded, by John Zikaras. All ayes.

c. Annual Code of Conduct and Confidentiality Agreements for Board Members

Deferred/no action. Jess Kristy will be reviewing and presenting a revised version of the Code of Conduct and Confidentiality Agreements.

IX. Adjournment

2027-05 **ACTION TAKEN:** Motion to adjourn made by Tom Clifford at 8:51p.m., seconded by Adam Bronko. All Ayes.

Minutes respectfully prepared by Carissa Caserta and submitted by Jessica Kristy, Director of Health.
Subject to revisions at the next full Board of Director Meeting.

Migdalia Gordon, LMT

August 17, 2026

RECEIVED
AUG 18 2026
BY:

Naugatuck Valley Health District
Board of Directors and Administration
98 Bank Street
Seymour, CT 06483

Re: Formal Complaint Regarding Staff Conduct, Communication, and Professionalism

Dear Members of the Board:

I am submitting this letter as a formal complaint regarding my recent interaction with Naugatuck Valley Health District staff and the manner in which enforcement action was handled. I want to be clear that I am not objecting to complying with applicable health regulations. If there are permits, fees, or other requirements that need to be addressed, I am willing to correct them. My complaint concerns the communication, professionalism, and manner in which I was treated.

This is the second time I have experienced what I believe to be an unnecessarily harsh and embarrassing approach from the Health District. The first occurred around my grand opening several years ago. The Health District was aware approximately two weeks before that grand opening that I was at the location. The way the matter was ultimately handled was extremely upsetting and embarrassing, but I chose at that time not to pursue a formal complaint and instead tried to move forward.

During this most recent matter, I came to the Health District seeking to resolve the situation and understand exactly what needed to be done. Instead, I was repeatedly told, in substance, that I "should have known better" because of what happened previously and that it was my responsibility to know the rules. I explained that I had gone to Beacon Falls Town Hall for guidance and had been told that operating under my daughter's LLC should be acceptable. I was not intentionally disregarding any rule or requirement. I was attempting to proceed based on the information I had been given.

According to the written notice I received, the Health District received a complaint on July 29 and then reviewed my website. My website contains a contact option and my contact information, including email. Because the Health District had reviewed the website, there was an available way to contact me and ask me to call, clarify the situation, or correct any issue before placing a conspicuous closure notice on the door. I understand that the Health District has enforcement responsibilities; however, I believe an attempt at direct communication could have prevented unnecessary confusion and embarrassment while still accomplishing compliance.

I also want to clarify the business situation. The location is my daughter's lash business, and my intention is to work for her as an employee rather than operate a separate massage

establishment. Although the location appeared on my website, I was not actively taking massage appointments there and my appointment slots were not open. I am essentially retired from operating my own business, but after 21 years in my profession, I am not ready to give up my professional license. Maintaining that license is personally important to me, and I intend to do so while following all applicable requirements.

What was most troubling was that when I tried to explain these circumstances and stated that I felt attacked by the way the situation was being handled, I did not feel that my concern was taken seriously. The response continued to focus on the position that I should have known better. There is an important distinction between intentionally refusing to follow regulations and a person who is trying in good faith to understand and comply with them. I believe I deserved to be spoken to professionally while working toward a resolution.

I respectfully request that the Board or appropriate supervisory authority review both this incident and the manner in which my concerns were addressed. I also request a written response explaining the outcome of that review and the appropriate process for raising concerns regarding staff professionalism and enforcement practices.

My purpose in submitting this complaint is not to avoid responsibility. I will address legitimate requirements that apply to me. I am asking that the Health District also consider how its actions and communication affect members of the public and small business owners who are attempting to comply. I did not file a complaint after my first experience, but after a second experience of this nature, I believe it is important that the matter be formally documented and reviewed.

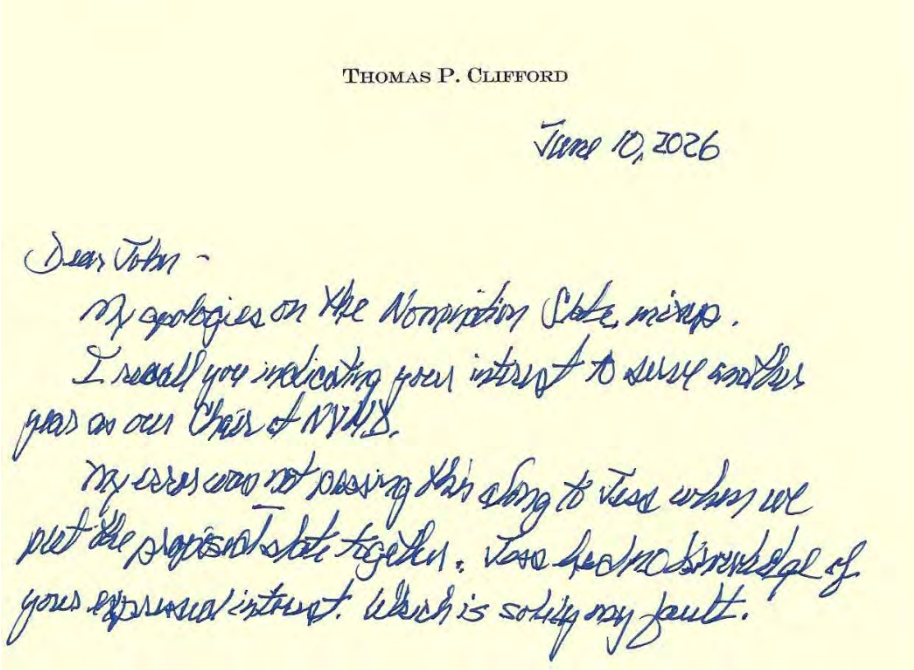
Thank you for your attention to this matter. I look forward to receiving a written response.

Respectfully,

Migdalia Gordon, LMT

RECEIVED
AUG 18 2026
BY:

The below private letter was not read aloud during the Board meeting under correspondence. It was submitted by John Zikaras, Board of Directors (Shelton), with the request it be attached to the meeting record. Tom Clifford, author of the letter and Board of Director (Ansonia) member, approved the public recording of the letter.

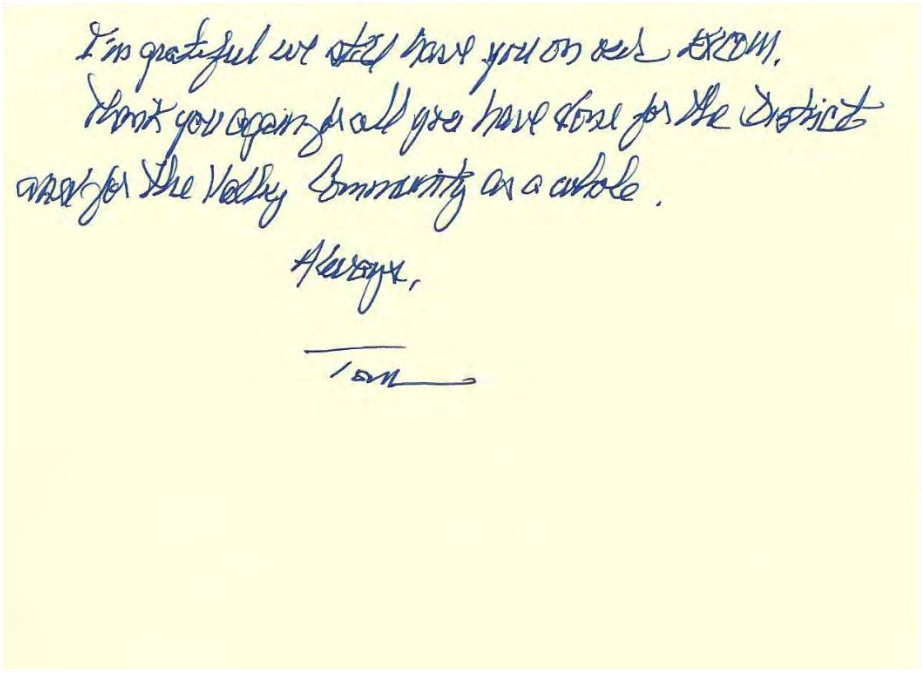


THOMAS P. CLIFFORD

June 10, 2026

Dear John -

My apologies on the Nomination Sheet mixup. I recall you indicating your interest to serve another year as our Chair of NVHD. My error was not passing this along to Tess when we put the proposed slate together. I had no knowledge of your expressed interest. Which is solely my fault.



I'm grateful we still have you on our BOD.

Thank you again for all you have done for the District and for the Valley Community as a whole.

Always,

Tom

RECEIVED

By Marc J Garofalo MPA, MMC, MCTC at 9:05 am, Oct 13, 2026