

# *Board of Education*

## REGULAR MEETING

Thursday, November 6, 2014 – 6:30 p.m.

Waterbury Arts Magnet School, 16 South Elm Street, Waterbury, CT

## A G E N D A

1. ***Silent Prayer***
2. ***Pledge of Allegiance to the Flag***
3. ***Roll Call***
4. ***Communications***
5. ***Award Presentation***
6. ***Public Addresses the Board:*** All speakers are encouraged to submit prepared written statements to the Commissioners. Comments shall be limited to a maximum of five minutes. The Chairman will disallow a speaker from continuing to speak if slanderous or defamatory remarks are made. There will be no responses this evening to any questions or concerns raised; they will be referred to the Administration for review and response.
7. ***Superintendent's Announcements***
8. ***President's Comments***
9. ***Consent Calendar***
  - 9.1 *Committee of the Whole:* Request approval of an Agreement with the Board of Regents for Higher Education on behalf of Naugatuck Valley Community College for the GEAR UP program.
  - 9.2 *Committee on Finance:* Request permission be granted to apply for the SDE, in partnership with the Department of Economic & Community Development – Connecticut Office of the Arts, "Arts in Education" grant.
  - 9.3 *Committee on School Personnel:* Request approval of a new position of Accountant III for the Food Service Department.
  - 9.4 *Committee on Policy:* Request approval of the revised "Administration of Medications – 5141.21" Policy.
  - 9.5 *Committee on Policy:* Request approval of the revised "Requirements for Students Under 18 Years of Age with Respect to Truancy – 5113.2" Policy.
  - 9.6 *Committee on Policy:* Request approval of the revised "Homebound/Hospital Instruction.
  - 9.7 *Committee on Policy:* Request approval of the revised "Bullying/Cyber-Bullying – 5131.911" Policy.

- 9.8 *Committee on Curriculum:* Request permission be granted to Marianne Martins, KHS, and four chaperones to take 45 students to New York, NY on November 7, 2014 to visit Radio City Music Hall.
- 9.9 *Committee on Curriculum:* Request permission be granted to Anthony Della Calce, NEMS, and 21 chaperones to take 210 students to Washington, DC from May 13 through 15, 2015 to visit various historical sites.
- 9.10 *Committee on School Facilities & Grounds:* Use of school facilities by school organizations and/or City departments.
- 9.11 *Committee on School Facilities & Grounds:* Use of school facilities by outside organizations and/or waiver requests.

## **10. *Items Removed from Consent Calendar***

## **11. *Superintendent's Notification to the Board***

- 11.1 Appointments/Acting appointments:  
 McDonald, Ryan – Acting Athletic Director, WCA, effective immediately.  
 Mobilio, John – Music Department Chair, WAMS, effective 9/29/14.
- 11.2 Athletic appointments effective immediately:  
 Awwad, David – Assistant Soccer Coach, KHS.  
 Currier, Tom – Head Girls' Swim Coach, KHS.  
 Gaines, Stacey – Head Cross Country Coach, KHS.  
 Gray, Ollie – Assistant Freshmen Football Coach, CHS.  
 Lacaria, Michael – Assistant Football Coach, WHS.  
 Nicholas, Stefanie – Head Volleyball Coach, CHS.  
 Regan, Brittany – Assistant Cheerleading Coach, CHS.
- 11.3 Involuntary transfer:  
 LoRusso, Michael – from Principal, NEMS to Principal, WMS, effective 11/03/14.
- 11.4 Grant funded appointments effective immediately:  
 Belury, Pamela – Student Success Plan Coordinator 6 – 12, from part time to full time, \$65,000 annually, non-union and with benefits governed by the UPSEU, funded by the Alliance Grant.  
 Collado, Rubis – Parent Liaison, from Kingsbury to WCA, 30 hours p/week \$15.12 p/hour, non-union with benefits governed by the UPSEU, funded by Title I.  
 Fiore, Patience – Substitute, SDE After-school Program, Bunker Hill School, salary according to contract.  
 Milios, Kyrstin – ELA Instructional Tutor, 15.75 hours p/week for a maximum of 28 weeks, \$25.00 p/hour, no benefits, funded by Alliance Grant.

Napolitano, James – ELA Instructional Tutor, 15.75 hours p/week for a maximum of 28 weeks, \$25.00 p/hour, no benefits, funded by Alliance Grant.

Rochon, Howard – Substitute, SDE After-school Program, Bunker Hill School, salary according to contract.

11.5 Extended School Hours (ESH) Program Appointments, salary according to individual's contract:

<b>School</b>	<b>Last name</b>	<b>First name</b>	<b>Assignment</b>
<b><i>Bucks Hill</i></b>	Bello-Davila	Delia	School Principal
	Damon	Alison	Teacher
	Mucciario	Ashley	Teacher
	Corbo	Cherie	Teacher
	Nemence	Lisa	Teacher
	Drewry	Megan	Teacher
	Hudobenko	Filomena	Vice Principal
<b><i>Chase</i></b>	Brophy	Melanie	Teacher/Sub.
	Dempsey	Leslie	Teacher/Sub.
	McCue	Erin	Teacher/Sub.
	Moffo	Laurie	Teacher/Sub.
	Holmes	Heather	Teacher/Sub.
	Matthews	Steve	Teacher/Sub.
	Argenta	Lauren	Teacher/Sub.
<b><i>Gilmartin</i></b>	Rinaldi	Janice	Secretary
<b><i>Reed</i></b>	Mendoza	Juan	Sub-Administrator
	Bala	Elona	Substitute Teacher
	Greene	David	Substitute Teacher
<b><i>Regan</i></b>	O'Brien	Lindsay	Teacher
	Homewood	Gregory	Teacher
	Poulter	Patty	Education Aide
	Stribling	Denise	Secretary
	Dionne	Jeremy	Substitute Teacher
	Parks	Michele	Substitute Teacher
	Kelly	Erica	Substitute Aide
<b><i>Walsh</i></b>	Razz	Jamie	Teacher
	Wallace	Matthew	Teacher
	Natoli	Jane	Teacher
	Bilbrough	Allyson	Teacher
	Swartz	Samantha	Teacher
	DeGroate	Talisha	Teacher
	Smith	Courtney	Teacher
	Ciuffo	Stephanie	sub
	Ciuffo	Anthony	sub
	Paris	Ana	sub
	Davino	Jenna	sub

	Shea	Angela	sub
	Calabrese	Jennifer	Administrator
	Paolino	Ellen	Sub- Administrator
<b>Washington</b>	Montagno	Nakita	Substitute Teacher
	Petrassi	Jacqueline	Substitute Teacher

**11.6 Teacher new hires:**

<b>Name</b>		<b>School</b>	<b>Position</b>	<b>Effective</b>	<b>Step</b>
Doyle	Tara E.	WHS	English	10/8/14	6 <sup>th</sup> +15/4
Tran	Michelle	W. Cross	Pre-k	9/11/14	MA+15/1

**11.7 Retirements:**

DeVivo, Joy – Bucks Hill grade 3, effective 10/14/14.

Scarmo, Jacqueline – Regan grade 4, effective 01/01/15.

Surat, Margaret – Supervisor of Math/Secondary, effective 11/4/14.

**11.8 Resignations:**

<b><u>NAME</u></b>	<b><u>EFFECTIVE</u></b>	<b><u>ASSIGNMENT</u></b>
Bazzano, Jeanine	10/09/14	WMS – Family/Consumer Science
Bordieri, Jennifer	10/31/14	Special Ed Curriculum Supervisor
Cardella, Rachel	10/14/14	Sprague – grade 4
McNamara, Katelynn	10/17/14	WMS – grade 7 Math
Narcisco, Donna	10/21/14	School Psychologist
Pooler, Dawn	10/31/14	Duggan – Special Education

**11.9 Leave of absence requests:**

Gutierrez, Sarai – Regan School, requesting an unpaid childrearing leave of absence from October 14, 2014 through January 5, 2015.

Shoemaker, Rebekah – Bucks Hill Pre-k, requesting an unpaid childrearing leave of absence from December 22, 2014 through March 12, 2015.

**12. *Unfinished Business of Preceding Meeting Only***

**13. *Other Unfinished, New, and Miscellaneous Business***

**14. *Executive Session*** for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.

**15. *Adjournment***

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **COMMITTEE OF THE WHOLE**

Item #9.1

November 6, 2014

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of an Agreement with the Board of Regents for Higher Education on behalf of Naugatuck Valley Community College, to provide, develop, organize, administer, and evaluate services as outlined in the United States Department of Education Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) grant.

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

Approved:

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Karen E. Harvey

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **COMMITTEE ON FINANCE**

Item #9.2

November 6, 2014

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Finance, the Superintendent of Schools recommends permission be granted to apply for the SDE, in partnership with the Department of Economic & Community Development – Connecticut Office of the Arts, “Arts in Education” grant.

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

Approved:

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Jason Van Stone

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **COMMITTEE ON SCHOOL PERSONNEL**

Item #9.3

November 6, 2014

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of a new position of Accountant III for the Food Service Department.

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

Approved:

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Karen E. Harvey

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **COMMITTEE ON POLICY**

Item #9.4

November 6, 2014

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Policy, the Superintendent of Schools recommends approval of the revised "Administration of Medications – 5141.21" Policy.

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

Approved:

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Elizabeth C. Brown



# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **COMMITTEE ON POLICY**

Item #9.5

November 6, 2014

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Policy, the Superintendent of Schools recommends approval of the revised "Attendance Requirements for Students Under 18 Years of Age with Respect to Truancy – 5113.2" Policy.

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

Approved:

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Elizabeth C. Brown

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **COMMITTEE ON POLICY**

Item #9.6

November 6, 2014

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Policy, the Superintendent of Schools recommends approval of the revised Homebound/Hospital Instruction – 6173” Policy.

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

Approved:

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Elizabeth C. Brown

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **COMMITTEE ON POLICY**

Item #9.7

November 6, 2014

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Policy, the Superintendent of Schools recommends approval of the revised "Bullying/Cyber-Bullying – 5131.911" Policy.

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

Approved:

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Elizabeth C. Brown

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **COMMITTEE ON CURRICULUM**

Item #9.8

November 6, 2014

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Marianne Martins, KHS, and four chaperones to take 45 students to New York, NY on November 7, 2014 to visit Radio City Music Hall.

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

Approved:

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Elizabeth C. Brown

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **COMMITTEE ON CURRICULUM**

Item #9.9

November 6, 2014

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Anthony Della Calce, NEMS, and 21 chaperones to take 210 students to Washington, DC from May 13 through 15, 2015 to visit various historical sites.

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

Approved:

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Elizabeth C. Brown

# BOARD OF EDUCATION

*Waterbury, Connecticut*

## COMMITTEE ON SCHOOL FACILITIES & GROUNDS

Item #9.10

November 6, 2014

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on School Facilities and Grounds, the Superintendent of Schools recommends approval of the use of school facilities, at no charge, by the following school organizations and/or City departments:

GROUP	FACILITIES AND DATES/TIMES
K. Pinho	Rotella aud. & café: Mar. 21st & 27th 9 am-4 pm; Mar. 28th 3 pm-9 pm Mar. 29th noon-6 pm (after school musical theater production)
Ernst Racine FRC Coord.	Reed café: Sat., Nov. 22nd 10:00 am-4:00 pm (hosting clothing drive for Neighborhood Housing Services)
L. Lombardi	Rotella Community Room: Dec. 17, 18, & 19 all day (holiday shopping)
P. Theriault	WAMS gym: Mon., Nov. 17th 3:30-5:00 pm (faculty/seniors basketball)
D. Monti	Reed café: Tues., Nov. 18th 5:00-6:30 pm (family reading night)
J. Silva	WSMS café: Fri., Dec. 5th 2:30-7:30 pm (CAPT-vating Kids science program)
A. Edwards	Tinker library: Wed., Nov. 5th 6:00-7:30 pm (information session) (prior to Bd. Mtg.)
A. Simms	Crosby aud.: Thurs., Dec. 11th 5:00-8:30 pm (movie night fundraiser)
C. D amore	Wilson gym: Wed., Nov. 19th 5:00-7:00 pm (Literacy workshop)
R. O'Neill	Carrington café: Wed., Nov. 5th 7:00-8:00 pm (Book Club mtg.) (prior to Bd. Mtg.)
S. Petteway	Bucks Hill gym, café: Thurs., Oct. 30th 6:00-7:30 pm (parents workshop) (prior to Bd. Mtg.)
*M. Petrillo	Bunker Hill gym: Tues., Nov. 18th 6:00-7:00 pm (Math Night)
*Ed. McCann	Crosby gym: Thurs., Nov. 13th 6:00-8:30 pm (Park Dept. championship basketball game)

Approved:

Respectfully submitted,

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Felix M. Rodriguez

Dr. Kathleen M. Ouellette  
Superintendent of Schools

# BOARD OF EDUCATION

*Waterbury, Connecticut*

## COMMITTEE ON SCHOOL FACILITIES & GROUNDS

Item #9.11

November 6, 2014

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on School Facilities and Grounds, the Superintendent of Schools recommends approval of the use of school facilities by outside organizations and/or waiver requests, subject to fees and insurance as required:

GROUP	FACILITIES AND DATES/TIMES
Cheshire YMCA	Crosby pool: 11/3/14-4/2/15 Mon. thru Fri. 5:30-8:15 pm
Dan Mascolo	(swim practice)

### REQUESTING WAIVERS:

First Robotics	Wilby gym & café & NEMS café: Feb. 27, 28, & Mar. 1st	
Bruce Linton, Dir.	(New England First Robotics event)	(\$2,394.)
Brass City Ballet	Rotella Auditorium: Dec. 6th & 7th (rehearsals)	
Elizabeth Barisser	Dec. 12th (free performance for school)	
	Dec. 13th & 14th (performances)	(\$13,467.)
Bunker Hill Sports Assoc.	Carrington gym: Dec. 6th to Mar. 7th, Saturdays, 9:30 am-2:30 pm	(\$3,276.)
Nick Meglio	Bunker Hill gym: Dec. 6th to Mar. 7th, Saturdays, 9:30 am-2:30 pm	(\$3,276.)
Lady of Mt. Carmel Sch.	Tinker gym: Saturdays 11/1/14-3/21/15 8:00 am-4:00 pm	
John Egan, A.D.	(boys & girls basketball program)	(\$7,560.)

### GROUPS NOT SUBJECT TO FEES OR WAIVER DUE TO TIME OF USE OR PREVIOUS WAIVER:

Girl Scouts	Kennedy lobby: Tues., Nov. 4th noon-8:00 pm	
Heather Greene	(Election Day cookie booth)	
CT. Lithuanian Sports Club	Gilmartin gym: Oct. to June Thursdays 7:00-9:00 pm	
Al Gelazauskas	(basketball practice)	
Western CT Warriors	Maloney gym: Oct.-Nov. 12th 6:00-8:00 pm	
Cliff Hodak	(basketball practice)	
Wtby. Ballers	Career Academy: 10/20-11/21 Mon. thru Fri. 4:00-6:00 pm	
Phil Lott	(basketball practice)	
Bunker Hill Sports Assoc.	WSMS gym: Mondays 12/1/14-3/2/15 5:30-9:00 pm	
Nick Meglio	Hopeville gym: Mondays 11/10/14-3/2/15 5:30-8:30 pm	
	Kingsbury gym: Thursdays 12/18/14-3/19/15 5:30-8:30 pm	
	Carrington gym: Mon.-Fri. 11/10/14-3/14/15 5:30-8:30 pm	
	Bunker Hill gym: Mon.-Fri. 11/10/14-3/14/15 5:30-8:30 pm	
Lady of Mt. Carmel Sch.	Tinker gym: Mon.-Fri. 11/1/14- 3/20/15 4:00-7:00 pm	
John Egan, A.D.	(boys & girls basketball program)	

Approved:

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Felix M. Rodriguez

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **SUPERINTENDENT'S NOTIFICATION TO THE BOARD**

Item #11.1

November 6, 2014

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following appointments/acting appointments:

McDonald, Ryan – Acting Athletic Director, WCA, effective immediately.  
Mobilio, John – Music Department Chair, WAMS, effective 9/29/14.

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools



# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **SUPERINTENDENT'S NOTIFICATION TO THE BOARD**

Item #11.2

November 6, 2014

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following athletic appointments effective immediately:

Awwad, David – Assistant Soccer Coach, KHS.  
Currier, Tom – Head Girls' Swim Coach, KHS.  
Gaines, Stacey – Head Cross Country Coach, KHS.  
Gray, Ollie – Assistant Freshmen Football Coach, CHS.  
Lacaria, Michael – Assistant Football Coach, WHS.  
Nicholas, Stefanie – Head Volleyball Coach, CHS.  
Regan, Brittany – Assistant Cheerleading Coach, CHS.

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **SUPERINTENDENT'S NOTIFICATION TO THE BOARD**

Item #11.3

November 6, 2014

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following involuntary transfer:

LoRusso, Michael – from Principal, NEMS to Principal, WMS, effective 11/03/14.

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **SUPERINTENDENT'S NOTIFICATION TO THE BOARD**

Item #11.4

November 6, 2014

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following grant funded appointments effective immediately:

Belury, Pamela – Student Success Plan Coordinator 6 – 12, from part time to full time, \$65,000 annually, non-union and with benefits governed by the UPSEU, funded by the Alliance Grant.

Collado, Rubis – Parent Liaison, from Kingsbury to WCA, 30 hours p/week \$15.12 p/hour, non-union with benefits governed by the UPSEU, funded by Title I.

Fiore, Patience – Substitute, SDE After-school Program, Bunker Hill School, salary according to contract.

Milios, Kyrstin – ELA Instructional Tutor, 15.75 hours p/week for a maximum of 28 weeks, \$25.00 p/hour, no benefits, funded by Alliance Grant.

Napolitano, James – ELA Instructional Tutor, 15.75 hours p/week for a maximum of 28 weeks, \$25.00 p/hour, no benefits, funded by Alliance Grant.

Rochon, Howard – Substitute, SDE After-school Program, Bunker Hill School, salary according to contract.

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

# BOARD OF EDUCATION

*Waterbury, Connecticut*

## SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #11.5

November 6, 2014

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following Extended School Hours (ESH) Program Appointments, salary according to individual's contract:

School	Last name	First name	Assignment
<b><i>Bucks Hill</i></b>	Bello-Davila	Delia	School Principal
	Damon	Alison	Teacher
	Mucciario	Ashley	Teacher
	Corbo	Cherie	Teacher
	Nemence	Lisa	Teacher
	Drewry	Megan	Teacher
	Hudobenko	Filomena	Vice Principal
<b><i>Chase</i></b>	Brophy	Melanie	Teacher/Sub.
	Dempsey	Leslie	Teacher/Sub.
	McCue	Erin	Teacher/Sub.
	Moffo	Laurie	Teacher/Sub.
	Holmes	Heather	Teacher/Sub.
	Matthews	Steve	Teacher/Sub.
	Argenta	Lauren	Teacher/Sub.
<b><i>Gilmartin</i></b>	Rinaldi	Janice	Secretary
<b><i>Reed</i></b>	Mendoza	Juan	Sub-Administrator
	Bala	Elona	Substitute Teacher
	Greene	David	Substitute Teacher
<b><i>Regan</i></b>	O'Brien	Lindsay	Teacher
	Homewood	Gregory	Teacher
	Poulter	Patty	Education Aide
	Stribling	Denise	Secretary
	Dionne	Jeremy	Substitute Teacher
	Parks	Michele	Substitute Teacher
	Kelly	Erica	Substitute Aide
<b><i>Walsh</i></b>	Razz	Jamie	Teacher
	Wallace	Matthew	Teacher
	Natoli	Jane	Teacher

# BOARD OF EDUCATION

*Waterbury, Connecticut*

Item #11.5

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	Bilbrough	Allyson	Teacher
	Swartz	Samantha	Teacher
	DeGroate	Talisha	Teacher
	Smith	Courtney	Teacher
	Ciuffo	Stephanie	sub
	Ciuffo	Anthony	sub
	Paris	Ana	sub
	Davino	Jenna	sub
	Shea	Angela	sub
	Calabrese	Jennifer	Administrator
	Paolino	Ellen	Sub- Administrator
<b>Washington</b>	Montagno	Nakita	Substitute Teacher
	Petrassi	Jacqueline	Substitute Teacher

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

# BOARD OF EDUCATION

*Waterbury, Connecticut*

## SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #11.6

November 6, 2014

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following teacher new hires:

Name		School	Position	Effective	Step
Doyle	Tara E.	WHS	English	10/8/14	6 <sup>th</sup> +15/4
Tran	Michelle	W. Cross	Pre-k	9/11/14	MA+15/1

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **SUPERINTENDENT'S NOTIFICATION TO THE BOARD**

Item #11.7

November 6, 2014

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following retirements:

DeVivo, Joy – Bucks Hill grade 3, effective 10/14/14.

Scarmo, Jacqueline – Regan grade 4, effective 01/01/15.

Surat, Margaret – Supervisor of Math/Secondary, effective 11/4/14.

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

# BOARD OF EDUCATION

*Waterbury, Connecticut*

## SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #11.8

November 6, 2014

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following resignations:

<u>NAME</u>	<u>EFFECTIVE</u>	<u>ASSIGNMENT</u>
Bazzano, Jeanine	10/09/14	WMS – Family/Consumer Science
Bordieri, Jennifer	10/31/14	Special Ed Curriculum Supervisor
Cardella, Rachel	10/14/14	Sprague – grade 4
McNamara, Katelynn	10/17/14	WMS – grade 7 Math
Narcisco, Donna	10/21/14	School Psychologist
Pooler, Dawn	10/31/14	Duggan – Special Education

Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools



# **BOARD OF EDUCATION**

*Waterbury, Connecticut*

## **SUPERINTENDENT'S NOTIFICATION TO THE BOARD**

Item #11.9

November 6, 2014

To the Board of Education  
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following leave of absence requests:

Gutierrez, Sarai – Regan School, requesting an unpaid childrearing leave of absence from October 14, 2014 through January 5, 2015.

Shoemaker, Rebekah – Bucks Hill Pre-k, requesting an unpaid childrearing leave of absence from December 22, 2014 through March 12, 2015.

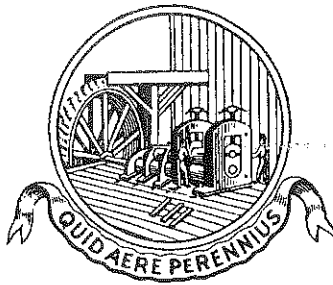
Respectfully submitted,

Dr. Kathleen M. Ouellette  
Superintendent of Schools

# Communications



Packet week ending 11/4/14



236 Grand Street  
Waterbury, CT 06702

(203) 574-6761

The City of Waterbury  
**Connecticut**  
*Department of Human Resources*  
Office of the Civil Service Commission

October 27, 2014

Ashley-Lynn DeLeo  
48 Alisha Lane  
Waterbury, CT 06705

Dear Ms. DeLeo:

Welcome to employment with the City of Waterbury. Your name is being certified to the Education Department for the position of Administrative Support Specialist I – Sprague School, Req. #14-41 at \$13.78 per hour. Please contact Michelle Baker, Principal @ Sprague School at (203) 574-8189 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, October 30, 2014 at 9:30 a.m. at the Department of Human Resources located at 236 Grand Street in Waterbury. You must attend this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be October 31, 2014 at your regular scheduled time.


At the orientation, we will provide you with a brief overview of the City, review its employment practices and complete all required paperwork. You will also be required to provide documentation, mandated by the federal government, to establish your right to work in this country. We have included a sheet that outlines the documents that are acceptable to meet this requirement. You cannot start work without providing us these documents. In addition, if you are an employee eligible for benefits, it is useful to bring the social security numbers and birth dates of your spouse and children in order to complete the insurance enrollment forms.

Please call us prior to the orientation session if you should have any questions regarding the process.

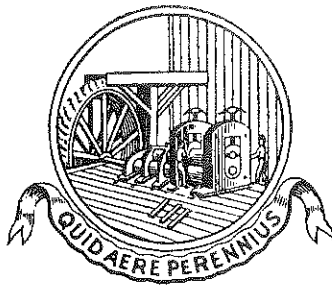
***Your new probationary period in accordance with your applicable contract will be 6 months in duration. The department head will be responsible for executing your probationary evaluation no later than 6 months from your first day in your new position.***

Again, welcome to the City of Waterbury.

Sincerely,

  
Scott Morgan  
Human Resources Generalist  
SM/sd

cc Board of Education  
Michelle Baker, Principal @ Sprague Schl  
Dr. Ouellette, Supt. of Schools



236 Grand Street  
Waterbury, CT 06702

(203) 574-6761

The City of Waterbury  
**Connecticut**  
*Department of Human Resources*  
Office of the Civil Service Commission

October 28, 2014

Dorothy Woodin  
81 Norton St.  
Waterbury, CT 06708

Dear Ms. Woodin:

Welcome to employment with the City of Waterbury. Your name is being certified to the Education Department – Food Service for the position of Food Service Helper, Req. #14-23 at \$12.13 per hour. Please contact Linda Franzese, Food Service Director at (203) 574-8035 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, October 30, 2014 at 9:30 a.m. at the Department of Human Resources located at 236 Grand Street in Waterbury. You must attend this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be October 31, 2014 at your regular scheduled time.


At the orientation, we will provide you with a brief overview of the City, review its employment practices and complete all required paperwork. You will also be required to provide documentation, mandated by the federal government, to establish your right to work in this country. We have included a sheet that outlines the documents that are acceptable to meet this requirement. You cannot start work without providing us these documents. In addition, if you are an employee eligible for benefits, it is useful to bring the social security numbers and birth dates of your spouse and children in order to complete the insurance enrollment forms.

Please call us prior to the orientation session if you should have any questions regarding the process.

***Your new probationary period in accordance with your applicable contract will be 9 months in duration. The department head will be responsible for executing your probationary evaluation no later than 9 months from your first day in your new position.***

Again, welcome to the City of Waterbury.

Sincerely,

  
Scott Morgan  
Human Resources Generalist  
SM/sd

cc Board of Education  
Linda Franzese, Food Service Director  
Dr. Ouellette, Supt. of Schools

October 28, 2014

Dr. Kathleen Ouellette, Superintendent  
236 Grand Street  
Waterbury, CT 06702

Dear Dr. Ouellette:

About a week ago I observed a teacher "grab" a minority student. The student responded "get your hands off me, don't ever put your hands on me." It was inappropriate for the teacher to "grab" the student. I did not see any reason for the teacher to put his hands on the student.

Sincerely,



Atiya K. Sample

CC: Kevin Eagan, WTA President  
Attorney James Tessitore  
Paul Guidone, COO Chief of Staff  
Board of Education

