

Board of Education

RESCHEDULED REGULAR MEETING

Thursday, February 21, 2019 – 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*

- a. Copy of communication dated December 12, 2018 from Director of Finance Michael J. LeBlanc regarding submission of the City's Comprehensive Annual Financial Report for fiscal year ending June 30, 2018.
- b. Copy of communications dated January 18, 2019 from Civil Service certifying Ronda Hendrickson for the position of Paraprofessional and James Mennillo for the position of Food Service Driver.
- c. Copy of communications dated January 22, 2019 from Civil Service certifying Gregory Rodriguez for the position of Deputy Superintendent of Schools and Candido Carello, Jr. for the position of Food Service Driver.
- d. Email communication dated January 29, 2019 from Hawley Lane Shoes regarding shop local initiative.
- e. Copy of communication dated January 29, 2019 from Civil Service certifying Miguel Lavier for the position of Food Service Driver.
- f. Email communication dated February 1, 2019 from CABA regarding policy highlights.
- g. Copy of communications dated February 1, 2019 from Civil Service to Hayat Abouanni, Jennifer Torres, and Stella Abney regarding their acceptance of employment for the position of Food Service Worker.
- h. Copy of communications dated February 7, 2019 from Civil Service to Rebecca Michaud regarding her acceptance of employment for the position of Food Service Worker and Sharon Nemence regarding her acceptance of employment for the position of Lunchroom Aide.
- i. Copy of communication dated February 7, 2019 from Civil Service certifying Christopher Rajcoomar for the position of Maintainer I.
- j. Email communication dated February 11, 2019 from Harold Miller regarding incident at Gilmartin School.
- k. Copy of communication dated February 11, 2019 from Civil Service to Kayla Maldonado regarding her acceptance of employment for the position of Lunchroom Aide.
- l. Copy of communication dated February 11, 2019 from New England Association of Schools and Colleges regarding Kennedy High School's Collaborative Conference visit.
- m. Email communication dated February 15, 2019 from CABA regarding policy highlights.

5. *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. There will be no responses this evening to any questions or concerns raised; they will be referred to the Administration for review and response.

6. *Superintendent's Announcements*

7. *President's Comments*

8. *Consent Calendar*

- 8.1 *Committee on Finance:* Request approval of a Professional Services Agreement with Connecticut Education Network to provide internet service for the Department of Education.
- 8.2 *Committee on Finance:* Request approval of a State of Connecticut Purchase of Service Contract for the Support for Pregnant and Parenting Teens, Women, Fathers and Their Families (SPPT) Program.

- 8.3 *Committee of the Whole:* Request approval of a Memorandum of Understanding/Program Acknowledgment with Connecticut Military Department for STARBASE CT for academic year 2018-2019.
- 8.4 *Committee on Building and School Facilities:* Use of school facilities by school organizations and/or City departments.
- 8.5 *Committee on Building and School Facilities:* Use of school facilities by outside organizations and/or waiver requests.

9. *Items Removed from Consent Calendar*

10. *Committee on School Personnel* – Commissioner Stango

- 10.1 Supervisor of Special Education appointment.

11. *Committee on Policy & Legislation* – Commissioner Sweeney

- 11.1 Request approval of revisions to the Bylaws of the Board of Education (#9010).
- 11.2 Request approval of the revised Tuberculosis Control Screening Policy (#5141.31).

12. *Superintendent's Notification to the Board*

12.1 Grant funded appointments:

Bartley, Elizabeth – 21st Century Afterschool Program, salary per contract.

Caceres, Laura – Temporary Parent Liaison, WSMS, part time, \$15.12 p/hour, non-union and without benefits, funded by Title I Public.

Coniku, Vistela – Recreation Specialist, part time, \$12 p/hour, non-union and without benefits, funded by 21st Century.

Harrell, Donnica – Recreation Specialist, part time, \$12 p/hour, non-union and without benefits, funded by 21st Century.

Irizarry, Jorge - 21st Century Afterschool Program, salary per contract.

Kozloski, June – Substitute Teacher, 21st Century Afterschool Program, salary per contract.

Stein, Chaya – Tutor, Yeshiva K'Tana, part time, \$32 p/hour, non-union and without benefits, funded by Title I Non-Public.

Stephens, Lindsey – Tutor, Yeshiva K'Tana, part time, \$32 p/hour, non-union and without benefits, funded by Title I Non-Public.

Sullivan, Mariannina – Substitute Teacher, 21st Century Afterschool Program, salary per contract.

12.2 Wilson Family Resource Center Books and Basketball Before School Program appointments, Monday through Thursday, 7 – 8 a.m., beginning 02/19/19, funded by Wilson FRC Grant:

Kelly Fengler – Teacher	Rebecca James – Paraprofessional
Donna Orsatti – Paraprofessional	Linda Fitzgerald – Tutor
Amy Densmore – Title I/Basic Skills Coach	

12.3 Teacher hires:

<u>Name</u>		<u>Assignment</u>		<u>Effective</u>
Rich	Lawrence	WAMS HS	Math	1/2/2019
Cruz Irizarry	Gisselle	Crosby	Bil. Science	11/6/2018
Malinosky	Raymond	State Street	Special Ed.	1/14/2019
Walsh	Molly	Reed	Speech Path.	10/22/2018
Pagnoni	Philip	North End	Math Lab	1/28/2019
Sawyers	Hillary	WAMS	HS Math	1/28/2019

12.4 Teacher transfers:

Albino, Christine- from Sprague Grade 1 to Driggs Reading/Title I Literacy, effective 01/22/19.

12.5 Teacher transfers effective 2019/20 school year:

<u>LAST</u>	<u>FIRST</u>	<u>FROM</u>	<u>TO</u>	<u>EFFECTIVE</u>
Alexandrou	Steven	WMS Math Lab (Int.)	WMS Math Lab (Perm.)	2019-20 SY
Amodeo-Titley	Nichole	WMS Art	KHS Art	2019-20 SY
Arbachauskas	Mary	Bucks Hill Special Ed – CBL (Int.)	Bucks Hill Special Ed – CBL (Perm.)	2019-20 SY
Arias	Eulini	Bucks Hill Bil. Gr 3	Wilby Spanish	2019-20 SY
Barbieri	Amber	Bunker Hill Special Ed BDLC Gr K-2 (Int.)	Bunker Hill Special Ed BDLC Gr K-2 (Perm.)	2019-20 SY
Barnick	Sara	Chase SLP (Int.)	Chase SLP (Perm.)	2019-20 SY
Battaglia	William	CHS Tech Ed-Electronics/Graphics (Int.)	CHS Tech Ed-Electronics/Graphics (Perm.)	2019-20 SY
Brown	Edith	Tinker Gr 2 (Int.)	Tinker Gr 2 (Perm.)	2019-20 SY
Brown	Charlene	Duggan Library Media (Int.)	Duggan Library Media (Perm.)	2019-20 SY
Burke	Kaitlin	KHS PE/Health (Int.)	KHS PE/Health (Perm.)	2019-20 SY
Caffrey	Emily	Wilby Special Ed – Resource (Int.)	Wilby Special Ed – Resource (Perm.)	2019-20 SY
Carey	Kevin	WCA Gr 11 Spanish (Int.)	WCA Gr 11 Spanish (Perm.)	2019-20 SY
Calabro	Marissa	WMS Special Ed	Carrington Lib/Media	2019-20 SY
Carr	Howard	Wilby Tech Ed – Computers (Int.)	Wilby Tech Ed – Computers (Perm.)	2019-20 SY
Cipriano	Stacy	Regan Gr 2 (Int.)	Regan Gr 2 (Perm.)	2019-20 SY
Costa	Eileen	KHS Allied Health (Int.)	KHS Allied Health (Perm.)	2019-20 SY
Cruz	Gisselle	CHS Bil Science (Int.)	CHS Bil Science (Perm.)	2019-20 SY
Culver	Edwin	CHS Science/Physics (Int.)	CHS Science/Physics (Perm.)	2019-20 SY
D'Alessio	Jennifer	Hopeville Gr 4	Duggan Gr 4	2019-20 SY
Daley	Samantha	CHS Math (Int.)	CHS Math (Perm.)	2019-20 SY
Daniels	Christi	CHS Science (Int.)	CHS Science (Perm.)	2019-20 SY

DeFoe	Audra	State Street Special Ed BDLC Gr 3-4 (Int.)	State Street Special Ed – BDLC Gr 3-4 (Perm.)	2019-20 SY
DeLucia	Patricia	Buck Hill Annex Pre-K SPED (Int.)	Buck Hill Annex Pre-K SPED (Perm.)	2019-20 SY
Dickey	Maegan	Regan Gr K (Int.)	Regan Gr K (Perm.)	2019-20 SY
Doolan	Heidi	Wilby Music	Carrington Music	2019-20 SY
Drewry	Emily	KHS ELA Gr 9 (Int.)	KHS ELA Gr 9 (Perm.)	2019-20 SY
Dunn Brown	Fallon Gay	WSMS Theater Arts (Int.)	WSMS Theater Arts (Perm.)	2019-20 SY
Evanoski	Jessica	CHS Special Ed (Int.)	CHS Special Ed (Perm.)	2019-20 SY
Fernandez Troche	Arelys	Reed Library Media (Int.)	Reed Library Media (Perm.)	2019-20 SY
Ferreira	Daniel	CHS Music (Int.)	CHS Music (Perm.)	2019-20 SY
Field	Lauren	Wendell Gr 2 (Int.)	Wendell Gr 2 (Perm.)	2019-20 SY
Frank	Elizabeth	NEMS Numeracy Title I (Int.)	NEMS Numeracy Title I (Perm.)	2019-20 SY
Gaipa	Timothy	WMS Literacy Unified Arts (Int.)	WMS Literacy Unified Arts (Perm.)	2019-20 SY
Giacomi	Melissa	Chase Gr 2 (Int.)	Chase Gr 2 (Perm.)	2019-20 SY
Giannelli	Alexandra	Tinker Gr 3 (Int.)	Tinker Gr 3 (Perm.)	2019-20 SY
Gonzalez	Stephanie	Chase Bilingual Gr 2 (Int.)	Chase Bilingual Gr 2 (Perm.)	2019-20 SY
Gosturani	Marinela	WSMS Math Gr 7 (Int.)	WSMS Math Gr 7 (Perm.)	2019-20 SY
Grillo	Heather	Wilson Special Ed	Driggs Special Ed	2019-20 SY
Henebry	Colleen	CHS Special Ed – ABA (Int.)	CHS Special Ed – ABA (Perm.)	2019-20 SY
Herbert	Sharell	WMS ELA Gr 7 (Int.)	WMS ELA Gr 7 (Perm.)	2019-20 SY
Itano-Malstron	Kanako	Maloney Japanese (Int.)	Maloney Japanese (Perm.)	2019-20 SY
Johnson	Koral	Carrington Gr 4 (Int.)	Carrington Gr 4 (Perm.)	2019-20 SY
Johnson	Tennyson	CHS Tech Ed – Video Production (Int.)	CHS Tech Ed Video Production (Perm.)	2019-20 SY
Jones	Lauren	Driggs Art (Int.)	Driggs Art (Perm.)	2019-20 SY
Kuhse	Robert	WCA Gr 10 & 11 Tech Ed Manufacturing (Int.)	WCA Gr 10 & 11 Tech Ed Manufacturing (Perm.)	2019-20 SY
Kulesza	Kimberly	WSMS ELA (Int.)	WSMS ELA (Perm.)	2019-20 SY
LaBarba	Louis	NEMS Science (Int.)	NEMS Science (Perm.)	2019-20 SY
Labbe	Jennifer	Chase Music (Int.)	Chase Music (Perm.)	2019-20 SY
Lance	Michele	Bunker Hill Gr 4 (Int.)	Bunker Hill Gr 4 (Perm.)	2019-20 SY
Levasseur	Armand	WCA Math HS (Int.)	WCA Math HS (Perm.)	2019-20 SY
Lundquist	Jessica	WMS ELA Gr 7 (Int.)	WMS ELA Gr 7 (Perm.)	2019-20 SY
Mayes	Tristan	Reed Music (Int.)	Reed Music (Perm.)	2019-20 SY
McConaghy	Michelle	Numeracy Facilitator/ Coach HS Districtwide (Int.)	Numeracy Facilitator/ Coach HS Districtwide (Perm.)	2019-20 SY
McKeeman	Erin	Gilmartin Gr 3	Maloney Gr K	2019-20 SY
McKenna	Eibhilin	Chase Gr 5 (Int.)	Chase Gr 5 (Perm.)	2019-20 SY
Mirles Vazquez	Charito	Chase Bilingual Gr 2 (Int.)	Chase Bilingual Gr 2 (Perm.)	2019-20 SY

Mitchell	Deszreen	Bunker Hill Gr 5 (Int.)	Bunker Hill Gr 5 (Perm.)	2019-20 SY
Muratori	Katie	Kingsbury Gr 3 (Int.)	Kingsbury Gr 3 (Perm.)	2019-20 SY
Napoli	Nicolas	NEMS Tech Ed – Woodshop (Int.)	NEMS Tech Ed – Woodshop (Perm.)	2019-20 SY
Nazario	Jonathan	Regan/Wendell Music (Int.)	Regan/Wendell Music (Perm.)	2019-20 SY
Nigam	Nirupama	KHS Science/ Chemistry (Int.)	KHS Science/ Chemistry (Perm.)	2019-20 SY
Nowak	Carolyn	WMS Special Ed	Walsh Special Ed	2019-20 SY
O'Connor	Jessica	Sprague Gr 3 (Int.)	Sprague Gr 3 (Perm.)	2019-20 SY
O'Hara	Meaghan	Driggs Gr 4 (Int.)	Driggs Gr 4 (Perm.)	2019-20 SY
Olmo	Melody	Bucks Hill Gr 4 (Int.)	Bucks Hill Gr 4 (Perm.)	2019-20 SY
Osborne	Arielle	Kingsbury Gr 4 (Int.)	Kingsbury Gr 4 (Perm.)	2019-20 SY
Osterhout	Alexa	WMS Special Ed	Sprague Special Ed	2019-20 SY
Pike	Amanda	State Street Sp Ed (Int.)	State Street Sp Ed (Perm.)	2019-20 SY
Plaza-Rodriguez	Katerine	CHS Bil History (Int.)	CHS Bil History (Perm.)	2019-20 SY
Porter	Heather	NEMS Math Gr 8 (Int.)	NEMS Math Gr 8 (Perm.)	2019-20 SY
Pritchard	Molly	Regan/Washington Library Media (Int.)	Regan/Washington Library Media (Perm.)	2019-20 SY
Rangel Garcia	Alicia	Chase Bilingual Gr 3 (Int.)	Chase Bilingual Gr 3 (Perm.)	2019-20 SY
Renzoni	Matthew	Enlightenment PE Health (Int.)	Enlightenment PE Health (Perm.)	2019-20 SY
Richards	Randall	Wilby Business (Int.)	Wilby Business (Perm.)	2019-20 SY
Rivera-Saez	Briselle	WMS Bilingual Science (Int.)	WMS Bilingual Science (Perm.)	2019-20 SY
Scarfone	Concetta	WAMS Spanish/ Italian (Int.)	WAMS Spanish/ Italian (Perm.)	2019-20 SY
Schrader	Jordan	WMS Science Gr 7 (Int.)	WMS Science Gr 7 (Perm.)	2019-20 SY
Singley	Paul	Wilby ELA (Int.)	Wilby ELA (Perm.)	2019-20 SY
Spinella	Abby	Chase Gr 5 (Int.)	Chase Gr 5 (Perm.)	2019-20 SY
Suarez	Wanda	CHS Spanish (Int.)	CHS Spanish (Perm.)	2019-20 SY
Thibodeau	Hannah	WMS Health (Int.)	WMS Health (Perm.)	2019-20 SY
Timaul	Simarprett	Regan Gr 4 (Int.)	Regan Gr 4 (Perm.)	2019-20 SY
Tyrrell	Nikole	Regan Gr 2 (Int.)	Regan Gr 2 (Perm.)	2019-20 SY
Vinca	Shipe	Chase Gr 5 (Int.)	Chase Gr 5 (Perm.)	2019-20 SY
White	Nancy	Bunker Hill Special Ed - Resource	NEMS Special Ed	2019-20 SY
Yuiza	Gladynell	WSMS Special Ed - BDLC (Int.)	WSMS Special Ed - BDLC (Perm.)	2019-20 SY
Zajac	Olivia	Tinker Gr 5 (Int.)	Tinker Gr 5 (Perm.)	2019-20 SY
Zupperoli	Robert	Regan/Washington Art (Int.)	Regan/Washington Art (Perm.)	2019-20 SY

12.6 Resignations:

Fonseca, Fatima – Generali Social Worker, effective 01/16/19.

Green, Natalie – WMS Grade 7 ELA, effective 01/25/19.

Metaj, Robin – Carrington Library Media Specialist, effective 01/09/19.

Rich, Lawrence – WAMS Math, effective 01/18/19.

Ronalter, Joanne – Driggs Special Education, effective 01/25/19.

12.7 Retirements:

Burgos, Elizabeth – WSMS Science Grade 6, effective 06/30/19.

DeBonis, Michael – Adult Education History, effective 06/30/19.

Giuffre, Maureen – Duggan Pre-k School Readiness, effective 02/28/19.

Mobilio, John – WAMS Music/Performing Arts Department Head, eff. 06/30/19.

Post, William – WAMS Theater, effective 06/30/19.

13. Unfinished Business of Preceding Meeting Only

14. Other Unfinished, New, and Miscellaneous Business

15. Executive Session

16. Adjournment

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON FINANCE

Item #8.1

February 21, 2019

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Finance recommends that the Waterbury Board of Education approve a Professional Services Agreement with Connecticut Education Network to provide internet services for the Department of Education.

Approved:

Catherine N. Awwad

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON FINANCE

Item #8.2

February 21, 2019

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Finance recommends that the Waterbury Board of Education approve a State of Connecticut Purchase of Service Contract for the Support for Pregnant and Parenting Teens, Women, Fathers, and Their Families (SPPT) Program.

Approved:

Catherine N. Awwad

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE OF THE WHOLE

Item #8.3

February 21, 2019

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee of the Whole recommends that the Waterbury Board of Education approve a Memorandum of Understanding/Program Acknowledgment with Connecticut Military Department for STARBASE CT for the academic year 2018-19.

Approved:

Karen E. Harvey

MEMORANDUM OF UNDERSTANDING/PROGRAM ACKNOWLEDGEMENT

between
The City of Waterbury/Waterbury Department of Education
and
Connecticut Military Department
for
STARBASE CT/Waterbury
Academic Year 2018-2019

This Memorandum of Understanding/Program Acknowledgement, effective on the date signed by the Connecticut Military Department, is by and between the City of Waterbury, the City of Waterbury Department of Education, 236 Grand Street, Waterbury, Connecticut (the "City") and the Connecticut Military Department, William A. O'Neill, State Armory located at 260 Broad Street, Hartford, Connecticut 06105-3706, a department of the State of Connecticut. (the "Connecticut Military").

WHEREAS, the Connecticut Military administers a program known as STARBASE CT; and

WHEREAS, STARBASE CT offers a positive, proven approach to engendering excitement and interest in Science, Technology, Engineering and math (STEM). STARBASE CT focuses on elementary students, primarily fifth graders; and

WHEREAS, STARBASE CT traditionally serves students who are historically underrepresented in STEM. The program encourages students to set goals and achieve them. STARBASE CT works with school districts to support their standards of learning objectives; and

WHEREAS, The City desires to have its fifth grade school students participate in said STARBASE CT Program; and

WHEREAS, the Connecticut Military has agreed to allow the City to have its fifth grade school students to participate in said STARBASE CT Program; and

WHEREAS, in support of the partnership established between the Cities, it's Waterbury Department of Education and the Connecticut Military by and through the director of STARBASE CT enter into this Memorandum of Understanding (MOU) for the purpose of facilitating a safe, positive learning environment for every student and teacher attending STARBASE CT.

Now therefore, the City and the Connecticut Military by and through the director of STARBASE CT agree to the following:

1. The Connecticut Military and STARBASE CT personnel will provide:

1.1 A solid curriculum of science, technology, engineering and math (STEM) academics for 5th grade students and teachers of Waterbury Department of Education throughout the school year and activities involving STEM, teamwork, hands-on student involvement and self-esteem building for each academy class.

1.2 An academy class consisting of a 25-hour program of instruction, five days of 5-hour instruction. The daily schedule is adapted to facilitate school and transportation schedules and the needs of STARBASE CT.

1.2 All supplies, instructional support materials and assistance associated with the STARBASE CT program.

1.3 Information about STARBASE CT through publications and presentations throughout Waterbury as required.

1.4 A program orientation workshop for all participating classroom teachers to introduce them to STARBASE CT and help them prepare their students for the academy if asked.

1.5 A pre-visit conducted at participating classrooms to help students understand what to expect for the week at STARBASE CT.

1.6 Adequate classroom space for program; including regular classroom and computer lab.

1.7 Post-test scores of his/her class to each participating teacher.

1.8 An opportunity for parents to become familiar with STARBASE CT through parent letters or personal visitation to the program site.

1.9 Provide a five-day curriculum of science, technology, engineering and math (STEM) academics for 5th grade students and teachers of Waterbury Department of Education throughout the school year.

2. The City will:

2.1 Select the students for classes for and provide assurance of their attendance during scheduled times.

2.2 Identify, transport and supervise the students participating in STARBASE CT.

2.3 Provide timely notification to the Connecticut Military and the STARBASE CT Director of the classes selected (including number of students).

2.4 Complete racial/ethnic/gender data for every participating class.

2.5 Provide for a 45-60 minute time slot before the first day at STARBASE CT for a pre-visit from STARBASE CT staff. If a SMART board is not available in the classroom, a projector will be required for the presentation.

2.6 Provide a sack lunch for each child, including those children on free/reduced lunch program, if needed.

2.7 Be responsible for the behavior of participating students. Classroom teachers shall maintain responsibility for all disciplinary matters with their class. Upon recommendation of a STARBASE CT staff member or the classroom teacher, the school will deny a student who has demonstrated inappropriate behavior while at STARBASE CT for a second time, after being counseled by STARBASE CT staff and their classroom teacher for a first offense.

2.8 When necessary, conduct pre-tests and post-tests and/or student surveys at the home school and return them to STARBASE CT for evaluation.

2.9 Provide assurance that all potential participating teachers attend the introductory workshop if offered.

2.10 Provide assurance that all participating teachers attend STARBASE CT classes with their students and actively participate in assisting STARBASE CT instructors and their students.

2.11 Provide assurance that classroom teacher will be responsible for students' trips to the bathroom/other areas outside of the main classroom and/or computer lab, where student is not in visual view of the rest of the class.

2.12 Provide assurance of at least one additional adult besides the classroom teacher for each day. Teacher aides or parents designed by the Waterbury Department of Education are acceptable.

3. TERMINATION:

3.1 Either Party may terminate this agreement at any time upon a 30 day written notice to the other Party.

4. FERPA:

4.1 In the event that STARBASE CT personnel come into possession of education records of City of Waterbury students, as defined in and governed by Family Educational Rights and Privacy Act ("FERPA", 20 U.S.C. § 1232g) and related regulations (34 C.F.R. § 99), STARBASE personnel shall comply with the requirements of said statute and regulations, and agrees to use information obtained regarding student education records only for the purposes provided in this Agreement. Without the prior written consent of the student, as required by FERPA, STARBASE personnel have no authority to make any other disclosures of any information from education records.

5. Criminal Background Checks:

5.1 The Connecticut Military represents and warrants that it and its STARBASE CT employees who may be assigned to perform the services set forth in this Agreement have no history of violations of the laws or regulations of the State of Connecticut pertaining to public

health, have not been convicted of a crime and have no criminal investigation pending. The City and Board shall rely upon these representations.

6. City of Waterbury, Ethics Code of Ordinance:

6.1 Interest of City Officials

No member of the governing body of the City, and no other officer, employee, or agent of the City who exercises any functions or responsibilities in connection with the carrying out of this Agreement, shall have any personal interest, direct or indirect, in this Agreement.

6.2 Prohibition against Gratuities and Kickbacks

No person shall offer, give, or agree to give any current or former public official, employee or member of a board or commission, or for such current or former public official, employee or member of a board or commission to solicit, demand, accept, or agree to accept from another person, a gratuity or an offer of employment in connection with any of the following pertaining to any program requirement or a contract or purchase order, or to any solicitation.

No person shall make any payment, gratuity, or offer of employment as an inducement for the award of a subcontract or order, by or on behalf of a subcontractor, the prime contractor or higher tier subcontractor or any person associated therewith, under contract or purchase order to the City.

The value of anything transferred or received in violation of the provisions of this Chapter or regulations promulgated hereunder by any person subject to this Chapter may be recovered by the City.

6.3 Prohibition against Contingency Fees

The Connecticut Military hereby represents that it has not retained anyone to solicit or secure a contract with the City upon an agreement or understanding for a commission, percentage, brokerage or contingency fee.

7. Compensation.

7.1 The parties agree that there will be no compensation made to STARBASE from the City for the performance of any of the services set forth herein.

8. Non-Appropriation.

8.1 In the event that appropriations are necessary for this MOU, STARBASE acknowledges that the City is a municipal corporation and that the City's obligation to make payments under this MOU is contingent upon the appropriation by the City's Board of Aldermen of funds sufficient for such purposes, for the budget year in which this MOU is in effect. If sufficient funds are not appropriated, the City may terminate this MOU upon notice in writing to STARBASE.

9. Independent Contractor Relationship:

9.1 The relationship between the City and the Connecticut Military/STARBASE personnel is that of an independent contractor. No agent, employee, or servant of the Connecticut Military/STARBASE shall be deemed to be an employee, agent or servant of the City. The Connecticut Military. STARBASE and /or its employees shall not be entitled to the usual characteristics of employment, such as income tax withholding, F.I.C.A. deductions, pension or retirement privileges, Workers Compensation coverage, health benefits, etc. STARBASE shall be solely and entirely responsible for its acts and the acts of its agents, employees, servants or representatives.

[Signature page follows.]

IN WITNESS WHEREOF, the parties hereto execute this Memorandum of Understanding on the dates signed below.

WITNESSES:

CITY OF WATERBURY

By: _____
Neil M. O'Leary, Mayor

Date: _____

WITNESSES:

**WATERBURY DEPARTMENT OF
EDUCATION**

By: _____
Dr. Verna D. Ruffin
Superintendent of Schools

Date: _____

WITNESSES:

**CONNECTICUT DEPARTMENT
OF THE MILITARY**

By: _____
Francis J. Evon, Jr.
The Adjutant General

Date: _____

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON BUILDING AND SCHOOL FACILITIES

Item #8.4

February 21, 2019

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Building and School Facilities recommends the Waterbury Board of Education approve the use of school facilities, at no charge, by the following school organizations and/or City departments:

GROUP	FACILITIES AND DATES/TIMES
R. Arroyo	Enlightenment café: Mondays, 2/25, 3/25, 4/29, 5/20, 5:00-7:00 pm (Community dinner-Meals with enlightenment family)
G. Garfman	Rotella café: Wed., Feb. 6, 6:00-7:30 pm (UPSEU union meeting)
M.A. Marold	Rotella comm. rm.: Thurs., Feb. 14, 8:30 am - 2:30 pm (Practices training for Parent Liaisons) Rotella café: Sat., June 8 th 4:30-7:30 pm (Daddy-Daughter Dance)
B. Washington	WAMS atrium: 3/5, 2:00-4:30 pm & 3/6, 5:00-9:00 pm (Murder Mystery Dinner) (Snow dates: 3/13 & 3/15) WAMS courtyard-bus lane: Sat., April 27, 10 am – 3 pm (senior class car wash)
P. Poulter	Regan all-purpose rm.: Wed., Feb. 6, 5:30 - 7:30 pm (Literacy/Movie Night)
M. Vagnini	WAMS recital hall: Mon., May 20, 2:00 - 5:00 pm & Tues., May 21, 4 - 8 pm (MAD Solos)
M. Bergin	Sprague gym: Tues., Feb. 19, 5:00 - 7:00 pm (Family Night) (snow date: 2/26) Sprague gym: Fri., Mar. 8, 8 am – 3 pm (CPR/First Aide Training) Rotella aud.: Fri., Mar. 8, 8 am – 3 pm (Prof. Development)
M. Hulse	Kingsbury gym, café: Thurs., Feb. 21, 5:00 - 6:00 pm (Math Night) Kingsbury gym, café: Thurs., April 11, 5:00 - 7:00 pm (Community Day)
L. Andrzejewski	Crosby café: Thurs., April 4, 6:00 - 10:00 pm (School Dance)
T. Doyle	Career Academy gym & café: Fri., April 5, 5:00 - 8:30 pm (Broadway Review)
N. Hutchinson	WAMS atrium: Fri., April 12, 5:00-8:30 pm (m/s red carpet dance)
Sch. Business Office	Wilby café, gym, aud.: Fri., Sat., Sun., March 8, 9, & 10 (Robotics event)
C. Altieri	Rotella café: Tues., Feb. 26, 5:45 - 7:00 pm (school Zumba night)
I. Cruz	Maloney café: Wed., Feb. 27, 5 - 8:30 pm (Black History Night) (snow date: 3/6)
T. Rinaldi	WAMS café & classroom: Mon., April 8, 5:30 - 8:30 pm (parents workshop)
G. Perugini	WAMS gym: Tues., Feb. 26, 2:30 - 3:30 pm (Unified sports vs Pomperaug)
K. Effes	WAMS atrium: Wed., May 8, 6:00 - 7:30 pm and Sat., May, 10:00 am - 11:30 am (new student orientation)
M. A. Marold	NEMS media center: Mon., Feb. 11, 6 – 8 pm (snow date: 2/12/19) WMS media center: Wed., Feb. 13, 6 – 8 pm (snow date: 2/25/19) West Side media center: Tues., Feb. 19, 6 – 8 pm (snow date: 2/20/19) (A Portrait of a Graduate community meeting)

BOARD OF EDUCATION

Waterbury, Connecticut

Item #8.4

Page 2

M. Valletta	Wilby café & gym: Fri., March 22, 6:00 - 10:00 pm (Senior Night)
M. Bergin	Sprague gym: Wed., Mar. 13, 4:30 - 7:00 pm (Pre-school Family Night)
T. Rinaldi	WAMS café: Tues., Feb. 19, 6 - 7 pm (snow date: 2/20) (8 th Gr. course selection)
Blue Collar Union	Kennedy aud.: Sun., Feb. 10, 9 - 10 am (info meeting on union contract)
Gladys Wright	Reed café: Wed., Mar. 27, 4:30 - 7:00 pm (Title I District Parent Council mtg.)
*J. Reed	WSMS café: Sat., Feb. 23, 8 am - 4 pm (Robotics competition)
*M. Rocco	W. Cross gym: Wed., Feb. 27, 5:00 - 8:30 pm (Family Literacy Night)
*A. Jorge	Crosby lib.: Fri., March 8, 7:30 am - 3:30 pm (Bilingual ESL Dept.)
*N. Steck	WAMS apron stage: 2/22, 3/1, 8:30 am - 11:00 am and 2/27, 3:30 - 6:00 pm (Community forum) (snow date: 3/6 3:30-6:00 pm)

Approved:

Jason Van Stone

Book

FEB - 6 2019

SCHOOL PERSONNEL USE ONLY

DATE: 2-6-19

TO: SCHOOL BUSINESS OFFICE

FROM: John Reed

The undersigned hereby makes application for use of school facilities (after regular school hours) as follows:

NAME OF SCHOOL REQUESTED: West Side Middle School

☐ Auditorium

☐ Gymnasium

☐ Swimming Pool

☒ Cafeteria
Café/Rooms

DATES REQUESTED: 2/23/19

FROM: 8⁰⁰ am TO: 4⁰⁰ pm

FOR THE FOLLOWING PURPOSES:

Robotics competition

John Reed
APPLICANT

Please note the following provisions:

When the public is invited to an activity, police and fire departments must be notified. These arrangements *must* be made in person at the police and fire headquarters.

FEB - 7 2019

SCHOOL PERSONNEL USE ONLY

TO: SCHOOL BUSINESS OFFICE

DATE: 2/5/19

FROM: Margaret Rocco

The undersigned hereby makes application for use of school facilities (after regular school hours) as follows:

NAME OF SCHOOL REQUESTED: Wendell Cross School

☐ Auditorium ☒ Gymnasium ☐ Swimming Pool
☐ Café/Rooms/Library

DATES REQUESTED: Wednesday, Feb. 27, 2019 (snow date 2/28) from 5:00 - 8:30 PM this includes set up and clean up time

FOR THE FOLLOWING PURPOSES:

Family Literacy Night/Read Across America Celebration

Margaret Rocco
APPLICANT

.....
Please note the following provisions:

When the public is invited to an activity, police and fire departments must be notified. These arrangements *must* be made in person at the police and fire headquarters.

FEB - 7 2019

SCHOOL PERSONNEL USE ONLYDATE: 2/7/2019

TO: SCHOOL BUSINESS OFFICE

FROM: Adela Jorge

The undersigned hereby makes application for use of school facilities (after regular school hours) as follows:

NAME OF SCHOOL REQUESTED: Crosby☐ Auditorium☐ Gymnasium☐ Swimming Pool☐ Café/Rooms☒ Library (both sides)
☒ computer lab
off of libraryDATES REQUESTED: Friday, March 8, 2019FROM: 7:30 am/pmTO: 3:30 am/pmFOR THE FOLLOWING PURPOSES:Bilingual / ESL education department
request

APPLICANT

Please note the following provisions:

When the public is invited to an activity, police and fire departments must be notified. These arrangements *must* be made in person at the police and fire headquarters.

Hook

FEB 11 2019

SCHOOL PERSONNEL USE ONLY

DATE: 2/8/19

TO: SCHOOL BUSINESS OFFICE

FROM: Nicole Steck
203 346 3506

The undersigned hereby makes application for use of school facilities (after regular school hours) as follows:

NAME OF SCHOOL REQUESTED: WAMS

☐ Auditorium

☐ Gymnasium

☐ Swimming Pool

☐ Café/Rooms

✓ Apron
Stage

DATES REQUESTED: 2/22, 2/27, 3/1 (snowdate)
= 3/6 (snowdate)

FROM: 8:30 am/pm
3:30 pm

TO: 11 am/pm 2/22 = 3/1
6 pm 2/27 = 3/6

FOR THE FOLLOWING PURPOSES:

Community Forum

Nicole Steck
APPLICANT

Please note the following provisions:

When the public is invited to an activity, police and fire departments must be notified.
These arrangements *must* be made in person at the police and fire headquarters.

COMMITTEE ON BUILDINGS AND SCHOOL FACILITIES

WORKSHOP: Thursday, February 7, 2019 (Wilson School)

BOARD MEETING: Thursday, February 21, 2019

TO THE BOARD OF EDUCATION
WATERBURY, CONNECTICUT

LADIES AND GENTLEMEN:

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

GROUP	FACILITIES AND DATES/TIMES
R. Arroyo	Enlightenment café: Mondays 2/25, 3/25, 4/29, 5/20 5:00-7:00 pm (community dinner-Meals with enlightenment family)
G. Garfman	Rotella café: Wed., Feb. 6 th 6:00-7:30 pm (UPSEU union meeting)
M.A. Marold	Rotella comm. rm.: Thurs., Feb. 14 th 8:30am-2:30pm (practices training for Parent Liaisons) Rotella café: Sat., June 8 th 4:30-7:30 pm (Daddy-Daughter Dance)
B. Washington	WAMS atrium: 3/5 2:00-4:30 pm & 3/6 5:00-9:00 pm (Murder Mystery Dinner) (snow dates: 3/13 & 3/15) WAMS courtyard-bus lane: Sat., April 27 th 10am-3pm (Senor class car wash)
P. Poulter	Regan all purpose rm.: Wed., Feb. 6 th 5:30-7:30 pm (Literacy/Movie Night)
M. Vagnini	WAMS recital hall: Mon., May 20 th 2:00-5:00 pm & Tues., May 21 st 4-8 pm (MAD Solos)
M. Bergin	Sprague gym: Tues., Feb. 19 th 5:00-7:00pm (Family Night) (snowdate: 2/26) Sprague gym: Fri., Mar. 8 th 8am-3pm (CPR/First Aide Training) Rotella aud.: Fri., Mar. 8 th 8am-3pm (Prof. Development)
M. Hulse	Kingsbury gym,café: Thurs., Feb. 21 st 5:00-6:00 pm (Math Night) Kingsbury gym,café: Thurs., April 11 th 5:00-7:00 pm (Community Day)
L. Andrzejewski	Crosby café: Thurs., April 4 th 6:00-10:00 pm (School Dance)
T. Doyle	Career Academy gym & café: Fri., April 5 th 5:00-8:30 pm (Broadway Review)
N. Hutchinson	WAMS atrium: Fri., April 12 th 5:00-8:30 pm (m/s red carpet dance)
Sch.Business Office	Wilby café, gym, aud.: Fri., Sat., Sun. March 8 th , 9 th , & 10 th (annual Robotics event)
C. Altieri	Rotella café: Tues., Feb. 26 th 5:45-7:00 pm (school Zumba night)
I. Cruz	Maloney café: Wed., Feb. 27 th 5:00-8:30 pm (Black History Night) (snowdate:3/6)
T. Rinaldi	WAMS café & classrm.: Mon., April 8 th 5:30-8:30pm (parents workshop)
G. Perugini	WAMS gym: Tues., Feb. 26 th 2:30-3:30pm (Unified sports vs Pomperaug)

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON BUILDING & SCHOOL FACILITIES

Item #8.5

February 21, 2019

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Building and School Facilities recommends the Waterbury Board of Education approve of the use of school facilities by outside organizations subject to fees and insurance as required:

GROUP	FACILITIES AND DATES/TIMES
Heart & Sole Dance Jill Medina	Rotella aud., café, 3 rms.: Wed., June 26, 4 – 10 pm; Fr., June 28, 4:30-9:30 and Sat., June 29, 1:30 - 9:30 pm (Dance Recital)
Porter & Chester	Kennedy aud.: Thurs., May 9, 3:30 - 7:30 pm (graduation ceremony)

REQUESTING WAIVERS:

Distinguished Women of CT. Laura Thomas	Crosby aud., rm.: Sat. Mar. 2 & Sun. Mar. 3. 9 am – 7 pm (awards ceremony)	(\$1,848.)
Wtby. Knights C. Jones	Wilby aud., café: Sunday, Feb. 24, (awards ceremony)	(\$588.)
Yeshiva K'Tana of Wtby. S. Metz	Crosby aud.: Wed., Mar. 6, 5:30 - 8:30 pm, rehearsal and Sun., Mar. 10, 10 am – 3 pm, performance	(\$840.)
Chabad Lubaultch J. Eisenbach/L. Berber	Kingsbury gym: Sun., Feb. 17, 12:30 - 3:30 pm, (puppet show) Kingsbury gym: Sun., Apr. 7, 2:00 - 5:00 pm (crafting project)	(\$168.) (\$168.)

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

Girl Scouts of CT. D. Thompson	Carrington café: Tuesdays 3/19-5/21 2:45-4:15 pm (afterschool troop meetings) Regan rm.: Mondays 3/18 – 5/13/19 2:50-4:15 pm (afterschool troop meetings) WSMS parking lot: Sat., March 2, 7 am – 3 pm (cookie pick-up)
CT. Rebound D. Parker	Bucks Hill gym: Tues., & Thurs., 5:30 - 9:00 pm, 2/5-7/25/19 (basketball program)
Rivera Memorial Foundation J. Ocasio	Reed café: Mon., March 11, 4:30-7:45 pm (Truth About Gangs Seminar)
Bunker Hill Sports N. Meglio	Bunker Hill café: Mon., Feb. 11, Mon., Mar. 4, Wed., Mar. 6 5:30-8:00 pm (sports sign-ups)

Approved:

Jason Van Stone

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON SCHOOL PERSONNEL

Item #10.1

February 21, 2019

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools recommends that the Waterbury Board of Education approve the appointment of _____ as Supervisor of Special Education effective immediately.

Respectfully submitted,

Dr. Verna D. Ruffin
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON POLICY & LEGISLATION

Item #11.1

February 21, 2019

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Policy & Legislation recommends the Waterbury Board of Education approve the following addition/revision to the Bylaws of the Board of Education (9010):

Duties of President:

- d) *The President or his/her designee will conduct orientation/training for all new Board Members.*

Approved:

Ann M. Sweeney

Bylaws of the Board

9010(c)

Duties of the President

- a) In the absence of the Chairman, the Board President shall preside at all Board meetings.
- b) The President shall appoint liaison positions as appropriate.
- c) The President shall appoint ad-hoc committees as needed.
- d) The President or his/her designee will conduct orientation/training for all new Board members.

Duties of the Vice President

In the absence of Chairman and the President, the Vice President shall preside at the Board meeting.

Duties of the Secretary

- a) Review and report minutes to the Board.
- b) In the absence of the Chairman, President, and Vice President, the Secretary shall preside at the Board meeting.

Order of Business

- a) Business shall proceed in the following order, unless the Board otherwise directs:
 - 1. Silent Prayer
 - 2. Pledge Allegiance to the Flag
 - 3. Minutes of previous meeting
 - 4. Communications
 - 5. Public addresses the Board
 - 6. Superintendent's Report
 - 7. President's Comments
 - 8. Consent Calendar
 - 9. Committee reports
 - 10. Unfinished business of preceding meeting only
 - 11. Other unfinished, new, and miscellaneous business
 - 12. Adjournment
- b) The yeas and nays shall be taken and recorded by the Clerk of the Board whenever called for by any member of the Board.

Standing Committees

- a) The President shall appoint the following standing committees, each consisting of a minimum of three members to serve two calendar years or less, the member first named to be chairperson, who will appoint a vice-chairperson:
 - 1) The Committee on Policy and Legislation
 - 2) The Committee on Curriculum
 - 3) The Committee on School Personnel
 - 4) The Committee on Building and School Facilities
 - 6) The Committee on Finance
 - 7) The Committee on Grievances

At least one member of each committee shall be a member of the minority party.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON POLICY & LEGISLATION

Item #11.2

February 21, 2019

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Policy & Legislation recommends the Waterbury Board of Education approve the revised Tuberculosis Control Screening Policy (5141.31), as attached.

Approved:

Ann M. Sweeney

Tuberculosis Control Screening

The Waterbury Public School District shall comply with the recommendations from the Connecticut Department of Public Health, Infectious Diseases Division, and the Connecticut Department of Education, regarding tuberculosis testing of students.

Recommended testing schedule: The Waterbury Public School District will not require routine tuberculin testing of school age children. All students who enter the Waterbury School System will be evaluated for risk of tuberculosis infection by the school nurse. Students not already known to have a positive test should be tested if they have any of the following risk factors for tuberculosis infection:

- (a) were born in a high risk country* of the world and do not have a record of **an IGRA** or a tuberculin skin test performed in the United States;
- (b) have traveled to a high risk country since the previously required examination;
- (c) have had extensive contact with persons who have recently come to the United States since the previously required examination;
- (d) had contact with person(s) suspected to have tuberculosis;
- (e) have been living in a homeless shelter;
- (f) have HIV infection;
- (g) exposed to adults in high-risk categories.

Upon identification of any of the above risk factors a P.P.D. (Mantoux Test) **or an IGRA (QuantiFERON, or T-Spot)** will be required prior to entry. The school nurse will refer the student to his/her Primary Care Provider (PCP) or the Waterbury Health Department (WHD) for testing.

P.P.D. tests 10mm. or greater **or a positive IGRA** will require follow-up evaluation per the PCP or the WHD. The school nurse will assure appropriate follow up.

Note: Students who have traveled to a high risk country and have stayed in that country one (1) week or longer will require P.P.D. **or IGRA** testing 8 – 10 weeks following their return to the United States, not upon entry to school, unless the student presents with symptoms suggestive of Tuberculosis.

*All countries in Africa, Asia (including former Soviet Union), Central and South America, Dominican Republic, Haiti, Eastern Europe, **Jamaica**, and Turkey.

Note: United States/Canada and West Europe are considered "low risk".

Tuberculin Policy and Regulation

High-Risk Questionnaire

Recommended testing schedule: The Waterbury Public School District will not require routine tuberculin testing of school age children. The school nurse will evaluate all students who enter the Waterbury School System for risk of tuberculosis infection. Students not already known to have a positive test should be tested if they have any of the following risk factors for tuberculosis infection. The school nurse will ask the parent/guardian or those registering the student to complete the following questionnaire. **The questionnaire will be included in the cumulative health record.**

High-Risk Questionnaire	YES	NO
Students born in a high-risk country* of the world and do not have a record of a tuberculin skin test performed in the United States.		
Students who have traveled to a high-risk country with persons who have recently come to the United States since the previously required examination. (must have stayed in country 1 week or longer). *(Test 8-10 weeks after return).		
Students who have had extensive contact with persons who have recently come to the United States since the previously required examination.		
Students who had contact with person(s) suspected to have tuberculosis.		
Students who have been living in a homeless shelter.		
Students who have HIV infection.		
Students exposed to adults in high-risk categories.		

*All countries in Africa, Asia, (including former Soviet Union), Central and South America, Dominican Republic, Haiti, Eastern Europe, **Jamaica**, and Turkey

I have read the above high-risk statements and to the best of my ability have answered them correctly. I understand this document will be included in the students' cumulative health record.

Parent/Guardian

Date

School Nurse

Date

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #12.1

February 21, 2019

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:

Bartley, Elizabeth – 21st Century Afterschool Program, salary per contract.
Caceres, Laura – Temporary Parent Liaison, WSMS, part time, \$15.12 p/hour, non-union and without benefits, funded by Title I Public.
Coniku, Vistela – Recreation Specialist, part time, \$12 p/hour, non-union and without benefits, funded by 21st Century.
Harrell, Donnica – Recreation Specialist, part time, \$12 p/hour, non-union and without benefits, funded by 21st Century.
Irizarry, Jorge - 21st Century Afterschool Program, salary per contract.
Kozloski, June – Substitute Teacher, 21st Century Afterschool Program, salary per contract.
Stein, Chaya – Tutor, Yeshiva K'Tana, part time, \$32 p/hour, non-union and without benefits, funded by Title I Non-Public.
Stephens, Lindsey – Tutor, Yeshiva K'Tana, part time, \$32 p/hour, non-union and without benefits, funded by Title I Non-Public.
Sullivan, Mariannina – Substitute Teacher, 21st Century Afterschool Program, salary per contract.

Respectfully submitted,

Verna D. Ruffin, Ed.D.
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #12.2

February 21, 2019

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following Wilson Family Resource Center Books and Basketball Before School Program appointments, Monday through Thursday, 7 – 8 a.m., beginning 02/19/19, funded by Wilson FRC Grant:

Kelly Fengler – Teacher
Rebecca James – Paraprofessional
Donna Orsatti – Paraprofessional
Linda Fitzgerald – Tutor
Amy Densmore – Title I/Basic Skills Coach

Respectfully submitted,

Verna D. Ruffin, Ed.D.
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #12.3

February 21, 2019

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

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

<u>Name</u>		<u>Assignment</u>		<u>Effective</u>
Rich	Lawrence	WAMS HS	Math	1/2/2019
Cruz Irizarry	Gisselle	Crosby	Bil. Science	11/6/2018
Malinosky	Raymond	State Street	Special Ed.	1/14/2019
Walsh	Molly	Reed	Speech Path.	10/22/2018
Pagnoni	Philip	North End	Math Lab	1/28/2019
Sawyers	Hillary	WAMS	HS Math	1/28/2019

Respectfully submitted,

Verna D. Ruffin, Ed.D.
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #12.4

February 21, 2019

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following teacher transfers:

Albino, Christine- from Sprague Grade 1 to Driggs Reading/Title I Literacy,
effective 01/22/19.

Respectfully submitted,

Verna D. Ruffin, Ed.D.
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #12.5

February 21, 2019

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following teacher transfers effective 2019/20 school year:

LAST	FIRST	FROM	TO	EFFECTIVE
Alexandrou	Steven	WMS Math Lab (Int.)	WMS Math Lab (Perm.)	2019-20 SY
Amodeo-Titley	Nichole	WMS Art	KHS Art	2019-20 SY
Arbachauskas	Mary	Bucks Hill Special Ed – CBL (Int.)	Bucks Hill Special Ed – CBL (Perm.)	2019-20 SY
Arias	Eulini	Bucks Hill Bil. Gr 3	Wilby Spanish	2019-20 SY
Barbieri	Amber	Bunker Hill Special Ed BDLC Gr K-2 (Int.)	Bunker Hill Special Ed BDLC Gr K-2 (Perm.)	2019-20 SY
Barnick	Sara	Chase SLP (Int.)	Chase SLP (Perm.)	2019-20 SY
Battaglia	William	CHS Tech Ed-Electronics/ Graphics (Int.)	CHS Tech Ed-Electronics/ Graphics (Perm.)	2019-20 SY
Brown	Edith	Tinker Gr 2 (Int.)	Tinker Gr 2 (Perm.)	2019-20 SY
Brown	Charlene	Duggan Library Media (Int.)	Duggan Library Media (Perm.)	2019-20 SY
Burke	Kaitlin	KHS PE/Health (Int.)	KHS PE/Health (Perm.)	2019-20 SY
Caffrey	Emily	Wilby Special Ed – Resource (Int.)	Wilby Special Ed – Resource (Perm.)	2019-20 SY
Carey	Kevin	WCA Gr 11 Spanish (Int.)	WCA Gr 11 Spanish (Perm.)	2019-20 SY
Calabro	Marissa	WMS Special Ed	Carrington Lib/Media	2019-20 SY
Carr	Howard	Wilby Tech Ed – Computers (Int.)	Wilby Tech Ed – Computers (Perm.)	2019-20 SY
Cipriano	Stacy	Regan Gr 2 (Int.)	Regan Gr 2 (Perm.)	2019-20 SY
Costa	Eileen	KHS Allied Health (Int.)	KHS Allied Health (Perm.)	2019-20 SY
Cruz	Gisselle	CHS Bil Science (Int.)	CHS Bil Science (Perm.)	2019-20 SY
Culver	Edwin	CHS Science/Physics (Int.)	CHS Science/ Physics (Perm.)	2019-20 SY

D'Alessio	Jennifer	Hopeville Gr 4	Duggan Gr 4	2019-20 SY
Daley	Samantha	CHS Math (Int.)	CHS Math (Perm.)	2019-20 SY
Daniels	Christi	CHS Science (Int.)	CHS Science (Perm.)	2019-20 SY
DeFoe	Audra	State Street Special Ed BDLC Gr 3-4 (Int.)	State Street Special Ed – BDLC Gr 3-4 (Perm.)	2019-20 SY
DeLucia	Patricia	Buck Hill Annex Pre-K SPED (Int.)	Buck Hill Annex Pre-K SPED (Perm.)	2019-20 SY
Dickey	Maegan	Regan Gr K (Int.)	Regan Gr K (Perm.)	2019-20 SY
Doolan	Heidi	Wilby Music	Carrington Music	2019-20 SY
Drewry	Emily	KHS ELA Gr 9 (Int.)	KHS ELA Gr 9 (Perm.)	2019-20 SY
Dunn Brown	Fallon Gay	WSMS Theater Arts (Int.)	WSMS Theater Arts (Perm.)	2019-20 SY
Evanoski	Jessica	CHS Special Ed (Int.)	CHS Special Ed (Perm.)	2019-20 SY
Fernandez Troche	Arelys	Reed Library Media (Int.)	Reed Library Media (Perm.)	2019-20 SY
Ferreira	Daniel	CHS Music (Int.)	CHS Music (Perm.)	2019-20 SY
Field	Lauren	Wendell Gr 2 (Int.)	Wendell Gr 2 (Perm.)	2019-20 SY
Frank	Elizabeth	NEMS Numeracy Title I (Int.)	NEMS Numeracy Title I (Perm.)	2019-20 SY
Gaipa	Timothy	WMS Literacy Unified Arts (Int.)	WMS Literacy Unified Arts (Perm.)	2019-20 SY
Giacomi	Melissa	Chase Gr 2 (Int.)	Chase Gr 2 (Perm.)	2019-20 SY
Giannelli	Alexandra	Tinker Gr 3 (Int.)	Tinker Gr 3 (Perm.)	2019-20 SY
Gonzalez	Stephanie	Chase Bilingual Gr 2 (Int.)	Chase Bilingual Gr 2 (Perm.)	2019-20 SY
Gosturani	Marinela	WSMS Math Gr 7 (Int.)	WSMS Math Gr 7 (Perm.)	2019-20 SY
Grillo	Heather	Wilson Special Ed	Driggs Special Ed	2019-20 SY
Henebry	Colleen	CHS Special Ed – ABA (Int.)	CHS Special Ed – ABA (Perm.)	2019-20 SY
Herbert	Sharell	WMS ELA Gr 7 (Int.)	WMS ELA Gr 7 (Perm.)	2019-20 SY
Itano-Malstron	Kanako	Maloney Japanese (Int.)	Maloney Japanese (Perm.)	2019-20 SY
Johnson	Koral	Carrington Gr 4 (Int.)	Carrington Gr 4 (Perm.)	2019-20 SY
Johnson	Tennyson	CHS Tech Ed – Video Production (Int.)	CHS Tech Ed Video Production (Perm.)	2019-20 SY
Jones	Lauren	Driggs Art (Int.)	Driggs Art (Perm.)	2019-20 SY
Kuhse	Robert	WCA Gr 10 & 11 Tech Ed Manufacturing (Int.)	WCA Gr 10 & 11 Tech Ed Manufacturing (Perm.)	2019-20 SY
Kulesza	Kimberly	WSMS ELA (Int.)	WSMS ELA (Perm.)	2019-20 SY
LaBarba	Louis	NEMS Science (Int.)	NEMS Science (Perm.)	2019-20 SY
Labbe	Jennifer	Chase Music (Int.)	Chase Music (Perm.)	2019-20 SY
Lance	Michele	Bunker Hill Gr 4 (Int.)	Bunker Hill Gr 4 (Perm.)	2019-20 SY
Levasseur	Armand	WCA Math HS (Int.)	WCA Math HS (Perm.)	2019-20 SY

Lundquist	Jessica	WMS ELA Gr 7 (Int.)	WMS ELA Gr 7 (Perm.)	2019-20 SY
Mayes	Tristan	Reed Music (Int.)	Reed Music (Perm.)	2019-20 SY
McConaghy	Michelle	Numeracy Facilitator/ Coach HS Districtwide (Int.)	Numeracy Facilitator/ Coach HS Districtwide (Perm.)	2019-20 SY
McKeeman	Erin	Gilmartin Gr 3	Maloney Gr K	2019-20 SY
McKenna	Eibhilin	Chase Gr 5 (Int.)	Chase Gr 5 (Perm.)	2019-20 SY
Mirles Vazquez	Charito	Chase Bilingual Gr 2 (Int.)	Chase Bilingual Gr 2 (Perm.)	2019-20 SY
Mitchell	Deszreen	Bunker Hill Gr 5 (Int.)	Bunker Hill Gr 5 (Perm.)	2019-20 SY
Muratori	Katie	Kingsbury Gr 3 (Int.)	Kingsbury Gr 3 (Perm.)	2019-20 SY
Napoli	Nicolas	NEMS Tech Ed – Woodshop (Int.)	NEMS Tech Ed – Woodshop (Perm.)	2019-20 SY
Nazario	Jonathan	Regan/Wendell Music (Int.)	Regan/Wendell Music (Perm.)	2019-20 SY
Nigam	Nirupama	KHS Science/ Chemistry (Int.)	KHS Science/ Chemistry (Perm.)	2019-20 SY
Nowak	Carolyn	WMS Special Ed	Walsh Special Ed	2019-20 SY
O'Connor	Jessica	Sprague Gr 3 (Int.)	Sprague Gr 3 (Perm.)	2019-20 SY
O'Hara	Meaghan	Driggs Gr 4 (Int.)	Driggs Gr 4 (Perm.)	2019-20 SY
Olmo	Melody	Bucks Hill Gr 4 (Int.)	Bucks Hill Gr 4 (Perm.)	2019-20 SY
Osborne	Arielle	Kingsbury Gr 4 (Int.)	Kingsbury Gr 4 (Perm.)	2019-20 SY
Osterhout	Alexa	WMS Special Ed	Sprague Special Ed	2019-20 SY
Pike	Amanda	State Street Sp Ed (Int.)	State Street Sp Ed (Perm.)	2019-20 SY
Plaza-Rodriguez	Katerine	CHS Bil History (Int.)	CHS Bil History (Perm.)	2019-20 SY
Porter	Heather	NEMS Math Gr 8 (Int.)	NEMS Math Gr 8 (Perm.)	2019-20 SY
Pritchard	Molly	Regan/Washington Library Media (Int.)	Regan/Washington Library Media (Perm.)	2019-20 SY
Rangel Garcia	Alicia	Chase Bilingual Gr 3 (Int.)	Chase Bilingual Gr 3 (Perm.)	2019-20 SY
Renzoni	Matthew	Enlightenment PE Health (Int.)	Enlightenment PE Health (Perm.)	2019-20 SY
Richards	Randall	Wilby Business (Int.)	Wilby Business (Perm.)	2019-20 SY
Rivera-Saez	Briselle	WMS Bilingual Science (Int.)	WMS Bilingual Science (Perm.)	2019-20 SY
Scarfone	Concetta	WAMS Spanish/ Italian (Int.)	WAMS Spanish/ Italian (Perm.)	2019-20 SY
Schrader	Jordan	WMS Science Gr 7 (Int.)	WMS Science Gr 7 (Perm.)	2019-20 SY
Singley	Paul	Wilby ELA (Int.)	Wilby ELA (Perm.)	2019-20 SY
Spinella	Abby	Chase Gr 5 (Int.)	Chase Gr 5 (Perm.)	2019-20 SY
Suarez	Wanda	CHS Spanish (Int.)	CHS Spanish (Perm.)	2019-20 SY
Thibodeau	Hannah	WMS Health (Int.)	WMS Health (Perm.)	2019-20 SY

Timaull	Simarprett	Regan Gr 4 (Int.)	Regan Gr 4 (Perm.)	2019-20 SY
Tyrrell	Nikole	Regan Gr 2 (Int.)	Regan Gr 2 (Perm.)	2019-20 SY
Vinca	Shipe	Chase Gr 5 (Int.)	Chase Gr 5 (Perm.)	2019-20 SY
White	Nancy	Bunker Hill Special Ed - Resource	NEMS Special Ed	2019-20 SY
Yuiza	Gladynell	WSMS Special Ed - BDLC (Int.)	WSMS Special Ed - BDLC (Perm.)	2019-20 SY
Zajac	Olivia	Tinker Gr 5 (Int.)	Tinker Gr 5 (Perm.)	2019-20 SY
Zupperoli	Robert	Regan/Washington Art (Int.)	Regan/Washington Art (Perm.)	2019-20 SY

Respectfully submitted,

Verna D. Ruffin, Ed.D.
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #12.6

February 21, 2019

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

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

Fonseca, Fatima – Generali Social Worker, effective 01/16/19.

Green, Natalie – WMS Grade 7 ELA, effective 01/25/19.

Metaf, Robin – Carrington Library Media Specialist, effective 01/09/19.

Rich, Lawrence – WAMS Math, effective 01/18/19.

Ronalter, Joanne – Driggs Special Education, effective 01/25/19.

Respectfully submitted,

Verna D. Ruffin, Ed.D.
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #12.7

February 21, 2019

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

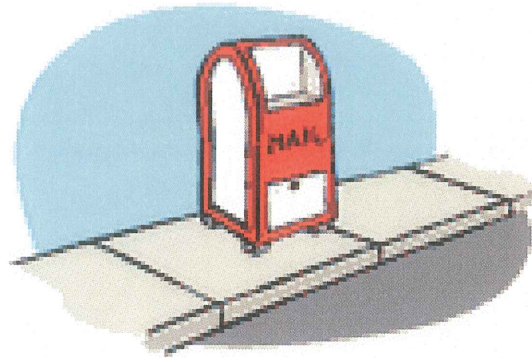
The Superintendent of Schools notifies the Board of Education of the following retirements:

Burgos, Elizabeth – WSMS Science Grade 6, effective 06/30/19.
DeBonis, Michael – Adult Education History, effective 06/30/19.
Giuffre, Maureen – Duggan Pre-k School Readiness, effective 02/28/19.
Mobilio, John – WAMS Music/Performing Arts Department Head, eff. 06/30/19.
Post, William – WAMS Theater, effective 06/30/19.

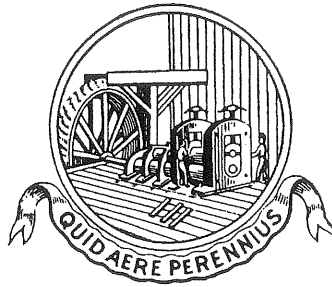
Respectfully submitted,

Verna D. Ruffin, Ed.D.
Superintendent of Schools

Communications



Packet week ending 2/19/19



236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

February 7, 2019

Rebecca Michaud
60 Morton Rd.
Waterbury, CT 06705

Dear Ms. Michaud:

We are pleased to receive your acceptance of our offer of employment for the position of Food Service Worker for the Department of Education – Food Service (Requisition #2019439) at \$13.91 per hour.

This is a part-time position working in the Waterbury School System 10 months a year during school hours up to 19 hours per week.

This position does not provide health insurance benefits. Please refer to the CSEA – LOCAL 2001 contract for other available fringe benefits by visiting our website at www.waterburyct.org.

We have scheduled your orientation for Thursday, February 21, 2019 at 9:00 a.m. in the Department of Human Resources, Chase Municipal Building, 236 Grand Street, 2nd Floor, Room 202 in Waterbury. You must attend this orientation session in order to work for the City. Please call Denise Carroll at 203-574-8035 as to your start date.

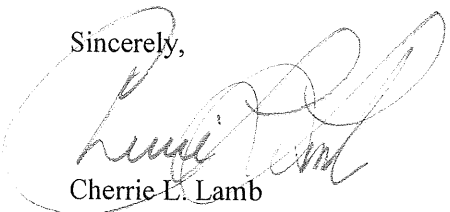
At the orientation, we will provide you with a brief overview of the City, review its employment practices and complete all required paperwork.

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

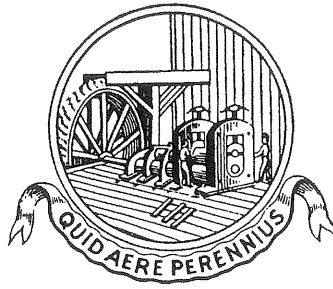
We look forward to working with you.

Again, welcome to the City of Waterbury.

Sincerely,


Cherrie L. Lamb
Senior Human Resource Generalist
clamb@waterburyct.org
CLL/sd

cc: Board of Education
Dr. Ruffin, Supt. of Schools
Linda Franzese, Food Serv. Director
file



236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

February 7, 2019

Sharon Nemence
69 Bouffard Ave.
Waterbury, CT 06705

Dear Ms. Nemence:

We are pleased to receive your acceptance of our offer of employment for the position of Lunchroom Aide @ State Street School for the Department of Education – Food Service (Requisition #2019459) at \$10.66 per hour.

This is a part-time position working in the Waterbury School System 10 months a year during school hours up to 19 hours per week.

This position does not provide health insurance benefits. Please refer to the CSEA – LOCAL 2001 contract for other available fringe benefits by visiting our website at www.waterburyct.org.

We have scheduled your orientation for Thursday, February 21, 2019 at 9:00 a.m. at the Department of Human Resources, 236 Grand Street, Room 202, 2nd Floor 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 February 22, 2019 at your regular scheduled time.

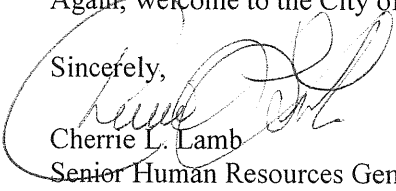
At the orientation, we will provide you with a brief overview of the City, review its employment practices and complete all required paperwork. You will also be required to provide documentation, mandated by the federal government, to establish your right to work in this country. We have included a sheet that outlines the documents that are acceptable to meet this requirement. You cannot start work without providing us these documents.

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

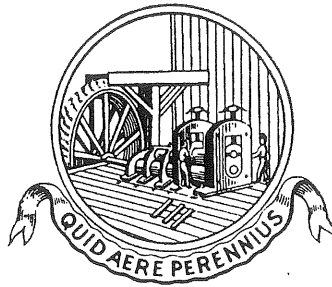
We look forward to working with you.

Again, welcome to the City of Waterbury.

Sincerely,


Cherrie L. Lamb
Senior Human Resources Generalist
clamb@waterburyct.org
CLL/sd

cc: Board of Education
Dr. Ruffin, Supt. of Schools
Linda Franzese, Food Serv. Director
File



236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

February 7, 2019

Christopher Rajcoomar
41 Euclid Ave.
Waterbury, CT 06710

Dear Mr. Rajcoomar:

Welcome to employment with the City of Waterbury. Your name is being certified to the Education Department for the position of Maintainer I @ Crosby High School (Req. #2019264) at \$14.91 per hour. Please contact Chris Harmon, Acting School Inspector at (203) 574-8013 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, February 21, 2019 at 9:00 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 February 22, 2019 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. 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,



Cherrie L. Lamb

Senior Human Resources Generalist
clamb@waterburyct.org

CLL/sd

cc Board of Education
Dr. Ruffin, Supt. of Schools
Chris Harmon, Acting Schl Insp.
file

Carrie Swain

From: Miller, Harold <hmliller@bostonpublicschools.org>
Sent: Monday, February 11, 2019 7:25 AM
To: CATHY AWWAD; ELIZABETH BROWN; KAREN HARVEY; CHARLES PAGANO; MELISSA SERRANO ADORNO; CHARLES L. STANGO; ANN SWEENEY; JASON VAN STONE; THOMAS VAN STONE SR.; Carrie Swain
Cc: Dr. Verna D. Ruffin
Subject: Did an altercation at John G. Glimartin result in the arrest of two students?
Attachments: February 11 2019 Letter on behalf of Waterbury CT Student.doc.pdf

EXTERNAL MAIL

Please see attached.

Regards,

Harold L. Miller, Jr.

Harold L. Miller, Jr.

Office of Opportunity Gaps
Senior Director, Policy & District Transformation
Boston Public Schools
Bruce C. Bolling Municipal Building
2300 Washington Street
Roxbury, MA 02119

Please access the link below to schedule a Policy Meeting:
<https://calendly.com/haroldlmillerjr/60min>





Office of Opportunity Gaps

Harold L. Miller, Jr., Ed.M.
Senior Director, Policy & District Transformation
Bruce C. Bolling Municipal Building
2300 Washington Street
Roxbury, Massachusetts 02119

February 11, 2019

Waterbury Board of Education
Waterbury Public Schools
236 Grand Street
Waterbury, CT 06702

Dear Waterbury Board of Education,

My name is Harold L. Miller, Jr. and I am writing on behalf of my cousin [redacted] who was taken into custody and received a Juvenile Summons during an altercation at John G. Gilmartin Elementary School February 5th, 2019.

To provide a bit of context, I am a product of Waterbury Public Schools and eventually graduated from Holy Cross High School. I attended Northeastern University in 1995 and graduated with a Bachelor of Science Degree in Sociology and Master of Education Degree in School Administration. I also studied Counseling Psychology at Cambridge College. I have served the Boston Public School System (BPS) since 2001 as a Teacher, Coach, Dean, Director, Assistant Principal, and Principal/Head Master. I am currently Senior Director of Policy in the BPS Office of Opportunity Gaps. As an educator who has served in a number capacities and someone who is quite familiar with policy and our own Code of Conduct in BPS, I am flabbergasted, dismayed and befuddled that two middle school aged students were taken into custody and now have a criminal record. I will soon be contacting the U.S. Department of Education, State of Connecticut Department of Education, and other civil rights advocates. I demand a thorough investigation take place of all parties - which includes students, administration, Superintendent's Office and all others involved.

When two individuals partake in an altercation/breach of peace, I completely understand the school needs to take a reasonably appropriate course of action. Nevertheless, to learn that both students were taken into custody was not only overzealous but it wreaks of overt and structural racist practices and sheds light on the notion that our systems continue to push Black and Latino males to prison in lieu of providing targeted support. It is abominable to learn that the students involved were allegedly searched and taken into custody before their parents had a chance to come to the school. It is disheartening to take into account that this summons will be on their permanent record for the rest of their lives.

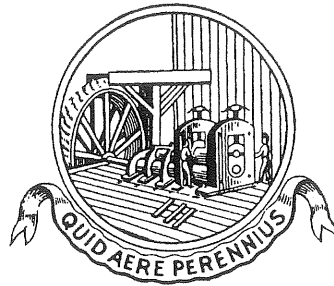
I understand that no one needs to respond to me but this was handled terribly according to the evidence I have. This a serious matter and I can only imagine the traumatization both students are enduring. Again, I am requesting that all involved at the school and district levels be investigated thoroughly until a resolution that puts the academic, physical, social, and emotional well-being of students first, is actualized.

Regards,

Harold A. Miller, Jr.

Senior Director, Policy & District Transformation
Boston Public 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

February 11, 2019

Kayla Maldonado
48 Gilyard Dr., Apt. C
Waterbury, CT 06706

Dear Ms. Maldonado:

We are pleased to receive your acceptance of our offer of employment for the position of Lunchroom Aide @ Hopeville Elementary School for the Department of Education – Food Service (Requisition #2019488) at \$10.66 per hour.

This is a part-time position working in the Waterbury School System 10 months a year during school hours up to 19 hours per week.

This position does not provide health insurance benefits. Please refer to the CSEA – LOCAL 2001 contract for other available fringe benefits by visiting our website at www.waterburyct.org.

We have scheduled your orientation for Thursday, February 21, 2019 at 9:00 a.m. at the Department of Human Resources, 236 Grand Street, Room 202, 2nd Floor 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 February 22, 2019 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.

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

We look forward to working with you.

Again, welcome to the City of Waterbury.

Sincerely,


Cherrie L. Lamb

Senior Human Resources Generalist

clamb@waterburyct.org

CLL/sd

cc: Board of Education
Dr. Ruffin, Supt. of Schools
Linda Franzese, Food Serv. Director
File



NEW ENGLAND ASSOCIATION OF SCHOOLS AND COLLEGES, INC.
COMMISSION ON PUBLIC SCHOOLS

Associate Director
FRANCIS T. KENNEDY
781-425-7749
fkennedy@neasc.org

Director
GEORGE H. EDWARDS
781-425-7735
gedwards@neasc.org

Deputy Director
ALYSON M. GEARY
781-425-7736
ageary@neasc.org

Associate Director
BRUCE R. SIEVERS
781-425-7716
bsievers@neasc.org

Associate Director
KATHLEEN A. MONTAGANO
781-425-7760
kmontagano@neasc.org

Associate Director
WILLIAM M. WEHRLI
781-425-7718
bwehrli@neasc.org

Executive Assistant to the Director
DONNA M. SPENCER-WILSON
781-425-7719
dspencerwilson@neasc.org

February 11, 2019

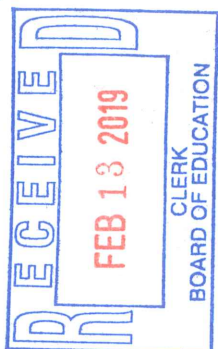
Robert A. Johnston
Principal
John F. Kennedy High School
422 Highland Avenue
Waterbury, CT 06708

Dear Mr. Johnston:

The Committee on Public Secondary Schools, at its January 27-28, 2019 meeting, reviewed the report from the recent Collaborative Conference visit to John F. Kennedy High School and voted to award the school continued Accreditation in the New England Association of Schools and Colleges.

The Committee was impressed with many of the programs and services and wishes to commend the following:

- the inclusive culture at the school and the numerous student organizations to help ensure equity and honor diversity
- the inclusive leadership and formal collaboration to improve student learning and well-being
- the teachers' efforts toward meeting the needs of every student in every course and at all levels of instruction
- the inclusive, open-enrollment process for students who elect to enroll in advanced course offerings
- the development and implementation of a school improvement/growth plan, which reflects the schools' core values and district priorities
- the school-wide organizational practices in place that are designed to meet the learning needs of each student
- the use of school-wide rubrics to emphasize cross-disciplinary skill development
- the student, family, community, business, and higher education partnerships that support learning, including college-level classes through partnerships with Naugatuck Valley Community College and the University of Connecticut
- the library/information services that support student learning and allow students to work in collaborative groups throughout the library/media center



Robert A. Johnston
February 7, 2019
Page Two

- the varied opportunities for faculty members to receive both formal and informal feedback on their teaching
- the governance council composed of all stakeholders in the school community
- the development of processes and procedures focused on preventing and managing a crisis

The Committee was pleased to note five of the six Foundational Elements in the Standards for Accreditation have been met by the school. The Committee noted that the following Foundational Element has not been met by the school and has been included as a Priority Area for Growth:

- there is a written curriculum in a consistent format for all courses in all departments across the school (2.2a)

The Committee was also pleased to see that the Collaborative Conference visiting team confirmed the following Priority Areas for Growth. These Priority Areas for Growth should be used by the school as the basis for its School Improvement/Growth Plan:

- educators engage in ongoing reflection, formal and informal collaboration, and professional development to improve student learning and well-being, and educators examine evidence of student learning and well-being to improve curriculum, instruction, assessment practices, and programs and services (3.2 and 3.3)
- there is a written curriculum in a consistent format for all courses in all departments that includes units of study with guiding/essential questions, concepts, content, and skills and integrates the school's vision of the graduate (2.2a and 2.2)
- learners use technology across all curricular areas to support, enhance, and demonstrate their learning (2.9)
- the school has a written document describing its core values, beliefs about learning, and vision of the graduate, and the school's core values, beliefs about learning, and vision of the graduate drive student learning, professional practices, learning support, and the provision and allocation of learning resources (1.2a and 1.2)

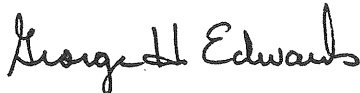
The Committee congratulates the school administration and faculty for completing the first phases of the Accreditation program: the Self-Reflection and the Collaborative Conference visit. The next step will be the development, submission, and implementation of the School Improvement/Growth Plan. Once the School Improvement/Growth Plan has been completed, it should be submitted to the Commission office. Please submit the plan to the office no later than May 1, 2019. Additional information and a School Improvement/Growth Plan template can be found in the Committee's *Accreditation Handbook* available on the website at <https://cpss.neasc.org/process/process-2020>.

The school is scheduled to host its Decennial Accreditation visit. The dates established for the visit are October 25, 2020-October 28, 2020. The focus of the Decennial visit will be on the school's implementation of the Priority Areas for Growth as included in the School Improvement/Growth Plan.

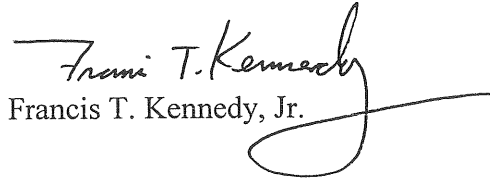
Robert A. Johnston
February 7, 2019
Page Three

The school's Accreditation status will be reviewed when the Committee considers the Decennial Accreditation Report. As well, please notify the Commission office immediately of any changes in the names of the principal and/or superintendent along with their corresponding e-mail addresses by submitting this information electronically to cpss-air@neasc.org.

Sincerely,



George H. Edwards



Francis T. Kennedy, Jr.

GHE/FTK/mms

cc: Verna D. Ruffin, Superintendent, Waterbury Public Schools
Elizabeth C. Brown, President, Waterbury Board of Education
Gregory B. Myers, Chair, Committee on Public Secondary Schools

Carrie Swain

From: Theresa DeMars <CABE@embrams-mail.com>
Sent: Friday, February 15, 2019 7:01 AM
To: Carrie Swain
Subject: CABE Policy Highlights 2-15-2019
Attachments: February 15, 2019.pdf

EXTERNAL MAIL



Hello,

Attached you will find *CABE's Policy Highlights Publication* for **February 15, 2019**. Policy Highlights are designed to contain informative topics of interest for your district.

Please feel free to contact the Policy Department at 860-571-7446 with any questions or concerns.

The publication is attached as a PDF file. You will need Adobe Acrobat Reader which is available by [clicking here](#).

To unsubscribe to this publication, please email Terry DeMars at tdemars@cabe.org and state that you would like to unsubscribe from Policy Highlights.

Connecticut Association of Boards of Education

81 Wolcott Hill Road
Wethersfield, CT 06109
Phone 860-571-7446 ~ Fax 860-571-7452



Connecticut Association of Boards of Education

Vincent A. Mustaro, Senior Staff Associate for Policy Services

PRESENTS POLICY HIGHLIGHTS

February 15, 2019

Volume 18 – Issue #17

Status of Changes to Proposed Title IX Regulations: Education Secretary DeVos's proposed changes to Obama-era Title IX campus sexual assault and harassment guidelines have garnered more than 100,000 public comments during the 60-day window for submission that closed on January 30, 2019.

The number of comments is considerably larger than those generated for most proposed federal rules and speaks to the interest and controversy surrounding the issue. By law, the federal Education Department must review every single comment submitted and, in many cases, must specifically respond. Therefore, the sheer number of comments will slow down the rule-making process. Some higher-education advocates predict that a final rule will probably not be issued until the end of the year.

The controversial revisions raise the bar on the level of proof to determine guilt in campus hearings from "a preponderance of evidence" to "clear and convincing evidence." Other key changes include providing written notice of allegations to the accused, an opportunity for all parties to review all the evidence, the right to appeal, and the right of the accused to cross-examine the accuser.

Source: ASCD *CAPITOL Connection*, February 7, 2019.

Proposed Title IX Regulations

A closer look at the original proposed changes follows, as summarized by Noelle Ellerson Ng, in the January 2019 edition of *AASA Advocacy Update*.

The DeVos Administration proposed some significant changes to how school districts respond to and investigate allegations of student sexual misconduct under Title IX. These changes include:

- Allowing districts to ignore sexual harassment/abuse reported by a student unless the student reports it to a teacher, Title IX coordinator or administrator;
- Not requiring a district to investigate or implement corrective action if a child reports harassment or abuse by a teacher if the child reports it to another teacher, instead of an employee with authority to institute corrective measures, such as a Title IX coordinator or school principal;
- Requiring districts to dismiss a formal Title IX complaint by a student if the alleged conduct occurred off-campus or online;

- Opening districts up to requests by parents and students that they employ “live hearings” where students would be cross-examined by the other's "advisor of choice" on alleged misconduct;
- Requiring a separate and higher standard to be used for claims of student harassment and misconduct when compared to employee harassment and misconduct.

“Taken as a whole the proposed Title IX regulations would greatly alter the policies and practices from the 2001 Title IX guidance that district personnel have implemented for almost two decades. Further, these regulations have the potential to increase the likelihood of litigation in districts because they so severely restrict when and how districts can investigate and under what circumstances students can report. As a result, we are deeply worried that students may be less likely to view the Office of Civil Rights (OCR) as the main avenue for addressing and resolving their Title IX complaints against schools and instead pursue formal litigation against districts. Also, the new regulations will require significant new training of districts and cause confusion to school personnel regarding their responsibilities to report sexual harassment, including sexual assault.”

NSBA in its submitted comments to the proposed rule stated that “the Rule’s extensive procedural requirements will significantly burden K-12 schools. ED should define ‘on the basis of sex’ to include gender identity.” NSBA was also concerned that the proposed sexual harassment definition will not apply to inappropriate teacher-student relationships when the sexual conduct is not “unwelcome”. Also stated was the belief that school boards would encounter confusion between the new Title IX sexual harassment regulatory definition, state laws governing bullying, abuse or crimes where there is a state mandate to report, and school discipline violations, each of which has its own set of procedures that must be followed.

NSBA concluded its comments, stating, “NSBA urges the Department to revise the proposed rule to reflect the realities of K-12 school district operations, including where necessary to exempt K-12 schools from provisions therein.”

Policy Implications: The proposed regulations would radically alter the process school districts have been using since 2001 to investigate claims of sexual harassment and discrimination. Further, the proposed regulations, if unchanged, could lead to new costs for districts in order to retrain employees on the obligations of district personnel to report and investigate Title IX allegations by students and staff.

These new regulations would make it more difficult for students to report sexual harassment and assault and make it more difficult for districts that choose to investigate allegations of sexual misconduct that take place off-campus. In short, these proposed regulations will make it more difficult for districts to respect and respond to the rights of students and employees who experience harassment and discrimination.

The proposed regulation has garnered considerable criticism. It now remains to be seen how the Education Department will respond to the comments made and what content will be included in the final regulation, published in a future issue of the *Federal Register*.

Title IX specifically applies to state and local educational agencies and institutions that receive federal financial assistance. The mandated policies pertaining to this issue are:

- Policy #4118.11/4218.11 – Nondiscrimination (Personnel)
- Policy #5145.5 – Nondiscrimination (Students)
- Policy #5145.5 – Exploitation: Sexual Harassment (Students)

Until the final rules are published by the Education Department, the above policies will not be revised. The necessary revisions, as necessary, will be made to the sample policies after the finalization of the proposed regulations. The CAGE Policy Service will continue to monitor this situation.

School Districts Experience Cybersecurity Incidents: In a recent article appearing in *Education Week*, it was reported that school districts across the country had experienced 122 publicly reported cybersecurity incidents in 2018. More than half of the incidents were caused or carried out by staff or students. Sixty percent of the incidents resulted in the personal data of students being compromised.

The *K-12 Cybersecurity Resource Center* indicated in a recent report that the number is probably much larger because many such breaches and attacks “likely went undetected or unreported.” The report stated that “Many of these incidents were significant, resulting in the theft of millions of taxpayer dollars, stolen identities, tax fraud, and altered student records. Ultimately the goal of policy makers, technologists, and school leaders must be to reduce and better manage the cybersecurity risks facing increasingly technologically dependent schools.”

A 2017 survey conducted by *Education Week* and the *Consortium for School Networking* found that school districts underestimated cyber threats and failed to take even basic precautionary measures.

It was recently reported that two Michigan middle schoolers hacked their school district for more than two years. A Texas school district was scammed out of two million dollars in construction funds. This was one of numerous incidents in states including Idaho, Louisiana and New Jersey, in which school business officials were targeted in successful phishing attacks leading to district payments being improperly directed to fraudulent accounts. The Chicago Public Schools in 2018 disclosed three data breaches. A school district in Massachusetts paid a \$10,000 ransom, in Bitcoin, after it was hit by a ransomware attack and was unable to access its own email services, school lunch payment services, and website.

The problem has prompted the Federal Bureau of Investigation to issue a warning to schools.

Source: “Schools suffered at Least 122 Cybersecurity Incidents Last Year,” by Benjamin Herold, *Education Week*, February 7, 2019.

Policy Implications: As districts embrace and exploit the wonders of the digital age, vulnerability increases. Costs for improving a district’s cybersecurity are increasing due to staffing, software, and training needs. Most districts pay more attention to what technology can do in terms of educating students or running a district than in how to protect it. That may be natural and reasonable, but it’s also problematic.

Good cyber security programs in a school district should cover three basic elements:

1. *Back-up systems.* Any data that’s important is backed up onsite in a different location. If it’s really important, it’s backed up offsite too.

2. *Redundancy and more redundancy.* This is particularly true of critical systems, such as those maintaining student records. Redundant systems don't necessarily have to be as robust as the main system, but they should be sufficient to allow school district business to go on while repairs are made.
3. *Practice crises.* Everybody needs to know what has to be done in a real emergency and that the emergency plans actually work.

Schools cannot ignore the need to plan for cyber threats in their emergency operation plans.

A new policy, #P3520.14, "Cybersecurity" with an accompanying administrative regulation has been developed and is available upon request. This new policy and administrative regulation is in addition to several existing policies related to this topic. They include the following, which are available upon request from CAGE's Policy Department:

- P3520 - Data Processing Services
- P3520.1 - Information Security Breach and Notification
- P3520.11 - Electronic Information Security
- P3520.12 - Data-Based Information Management Systems
- P3520.13 - Student Data Protection and Privacy/Cloud-Based Issues

Food for Thought:

"[The teacher's role is] to keep alive the sacred spark of wonder and to fan the flame that already glows... to protect the spirit of inquiry, to keep it from becoming blasé from overexcitement, wooden from routine, fossilized through dogmatic instruction, or dissipated by random exercise upon trivial things." (1910)

John Dewey quoted in "A Student's Perspective on Literacy Teaching and Learning: Starting a Conversation Through Six Suggestions" by Katherine Frankel and Myiesha Robateau in *Journal of Adolescent and Adult Literacy*, January/February 2019 (Vol. 62, #4, p. 459-462).