



MEMORANDUM

FROM: Carrie A. Swain, Clerk
Board of Education

DATE: February 27, 2018

TO: Michael J. Dalton, City Clerk

SUBJECT: Notice of Committee Meetings – Thursday, March 1, 2018,
5:30 p.m., Chase School, **Gymnasium**
Notice of Regular Meeting – Thursday, March 15, 2018,
6:30 p.m., **MALONEY MAGNET SCHOOL CAFÉ**

The Committees of the Board of Education will meet on Thursday, March 1, 2018, Chase School, Gymnasium, 40 Woodtick Road, Waterbury, CT.

A G E N D A

SILENT PRAYER

PLEDGE ALLEGIANCE TO THE FLAG

- 1. Committee of the Whole/20 minutes ~ Principal’s Report – Matthew Calabrese.

PUBLIC SPEAKING

- 2. Committee on Finance/5 minutes ~ Request approval to apply for the CSDE 2018 Low-performing Schools Bond Funded Grant Applications – L. Allen Brown, D. Schwartz, W. Zhuta.
- 3. Committee on Finance/5 minutes: Monthly Expenditure Report for January 2018 – D. Biolo.
- 4. Committee of the Whole/10 minutes ~ Discussion: 2018/2019 and 2019/2020 school year calendars – W. Zhuta.
- 5. Committee of the Whole/5 minutes ~ School Safety Update (no backup) – Mr. Henry, et al.
- 6. Committee on School Personnel/10 minutes ~ Minority Teacher Recruitment & Retention (MTRR) Goals – J. Hayes.
- 7. Committee on Curriculum/15 minutes ~ State Department of Education Accountability Report – T. Battistoni, et al.
- 8. Committee on Finance/5 minutes ~ Request approval of an Agreement with Pediatric Services of America, Inc. d/b/a PSA Healthcare, to provide nursing services as required by students’ IEP – M. Baldwin.
- 9. Committee on Finance/5 minutes ~ Request approval of an Agreement with Trane U.S., Inc. for Chiller Service for Service Maintenance for District HVAC Chillers – R. Brenker.

10. Committee on School Facilities & Grounds/2 minutes ~ Use of school facilities by school organizations and/or City departments.
11. Committee on School Facilities & Grounds/3 minutes ~ Use of school facilities by outside organizations and/or waiver requests.
12. Superintendent's Notification to the Board/5 minutes:
 - a. Athletic appointments:
 Camilleri, Daniel – Intramural Girls Basketball, Gilmartin, effective 02/08/18.
 Canu, Mark – Assistant Boys Swimming Coach, KHS, effective 02/23/18.
 Iverson, Cazzie – Freshmen Boys Basketball Coach, WHS, effective 01/24/18.
 O'Brien, Nicholas – Outdoor Track Coach, KHS, effective 03/17/18.
 Secondi, John – Intramural Boys Basketball Coach, Reed School, eff. 02/05/18.
 - b. Grant funded appointments effective immediately:
 Boisquert, John – Part-time Recreation Specialist, \$12 p/hour, non-union and without benefits, funded by the SDE After-School Grant.
 Chelsea Dubose – Part-time Recreation Specialist, \$12 p/hour, non-union and without benefits, funded by the SDE After-School Grant.
 Gaston, Shawn – Part-time Recreation Specialist, \$12 p/hour, non-union and without benefits, funded by the SDE After-School Grant.
 Munoz-Kinig, Tamika – Part-time Recreation Specialist, \$12 p/hour, non-union and without benefits, funded by the SDE After-School Grant.
 Rich, Lawrence Rich – Part-time Math Tutor, \$32 p/hour, non-union and without benefits, funded by WAMS Operating Grant.
 Williams, Wisdaeim – Part-time Recreation Specialist, \$12 p/hour, non-union and without benefits, funded by the SDE After-School Grant.
 Wilson, Rashawn – Part-time Recreation Specialist, \$12 p/hour, non-union and without benefits, funded by the SDE After-School Grant.
 - c. Extended School Hours (ESH) Program appointments, salary according to individual's contract:
 Quiles, Christina – Substitute Teacher, Bucks Hill School.
 Sagendorf, Janet – Substitute Teacher/Administrator, Tinker School.
 - d. State Department of Education After-school Program appointments:

Kingsbury

Sean Morrissey – Site Administrator

Anna Gauvin – Teacher

Emily Philips- Teacher (Sub)

Suzanne Newman- Teacher (Sub)

Justin Froese – PE Teacher

Lee DiBella – Teacher

Christine Rinaldi- Teacher (Sub)

Kathleen Goggins- Teacher (Sub)

Wallace

Michael LoRusso – Site Administrator

Marissa Calabro – Teacher

Corrin Zareck - Teacher

Kathryn Iaiennaro - Teacher (Sub)

David Sidella – PE Teacher (Sub)

Timothy Terenzi- P.E. Teacher

Debra Gluz - Teacher

Robin Davitt-Wells – Teacher (Sub)

Linda Ligi - Teacher (Sub)

West Side Middle School

Kathleen Ferrucci – Site Administrator

Laurie Scurso- Teacher

Emily Wengertsman- Teacher (Sub)

Sarah Martin- Teacher (Sub)

Harley Gaafar- Teacher (Sub)

Mateo Acevedo- P.E. Teacher

Alberto Rodriquez- Teacher

Gustavavo Oliveira- Teacher (Sub)

Tanya Hudobenko- Teacher (Sub)

Gina Barbiuto- Teacher (Sub)
 - e. Teacher hires:

<u>Name</u>		<u>Assignment</u>		<u>Effective</u>
Leone	Holly	Sprague	Gr. 5	1/25/2018
Pontecorvo	Louis	WCA	Music	1/29/2018
Mulvehill	Michelle	Generali	Gr. 5	2/5/2018
Bonini	Michelle	Bucks Hill	Gr. 5	2/12/2018
Figueroa	Jessenia	Bunker Hill	Special Ed K/Co-taught	1/29/2018

f. Retirements:

Gravel, Suzanne – RMS Writing Teacher, effective 06/30/18.

McKeeman, Kathleen – Duggan Pre-kindergarten, effective 06/30/18.

Ortiz, Rita – CHS Bilingual/ESL, effective 06/30/18.

Ruffin, Mardelle – Driggs Kindergarten, effective 06/30/18.

Sidella, David W. – WMS Physical Education, effective 03/01/18.

White, Phyllis – Driggs Math Coach, effective 06/30/18.

g. Resignations:

Vernucci, Jennifer – WSMS Physical Education, effective 02/09/18.

EXECUTIVE SESSION

ADJOURNMENT

ATTEST: 
Carrie A. Swain, Clerk
Board of Education

Black History Month:

#1

Karen Harvey

By 4th Grade Mr. Gorman's Class



Karen Harvey---Early Life

--Karen was born at St. Mary's Hospital in Waterbury, Connecticut

--Karen has 5 siblings. She says that there are two sets of Harvey siblings in her family.

--Karen grew up on Dikeman Street and went to Walsh school.

--Growing up she never thought about being a Board of Education member although she did have a desire to become a lawyer or a politician.



Karen Harvey-- Board of Education Member

--This is Karen Harvey's 13th year serving as a member of the Board of Education in Waterbury.

--Ms. Harvey and the Board of Education make important decisions about all the schools in Waterbury.



How has Karen Harvey improved our community?

--Ms. Harvey is very proud of two things she did with the Board of Education:

1. Naming the first school in Waterbury after an African American, Rev. Dr. Jonathan E. Reed.



How has Karen Harvey improved our community?



2. Naming of the media center/library at WCA after Kay Wyrick, a community activist and advocate for children.

How has Karen Harvey improved our school community?

--Ms. Harvey and the Board of Education made decisions about our school dress code.

--She listened to our feedback and suggestions about our dress code.

--Hopefully she will bring back our thoughts about adding new colors to the board!



Who is your black history month idol? Why?



Karen told us that her black history month idol is Martin Luther King Jr.

She said she wanted to be a good speaker like him.

Who is your black history month idol? Why?

Karen also admired Shirley Chisholm and Barbara Jordan.

She said that she admired them when she was thinking about becoming a Board of Education Member.



Have you ever had to deal with racism? How did you deal with it?

--Karen said her parents did a great job of “**insulating**” her from racism when she was little.

--Ms. Harvey told us an interesting story about when she was little and her family would travel down south to visit family. She explained how they had to pack all their food for the trip because they were told it wasn't safe to eat at roadside restaurants or even to stop somewhere to use the bathroom.



Have you ever had to deal with racism? How did you deal with it?

--When Ms. Harvey was growing up she had a neighbor who would say very unkind things. Ms. Harvey felt like she wanted to punch him but her parents explained that violence is not the way to deal with racism.



Do you have any hobbies?

Karen Harvey is very proud of her black belts in karate. When she started karate, women weren't allowed to participate in the sport. Lucky for her, Master Larry Taylor let her attend his karate school.



What advice would give to young people today?

--Ms. Harvey told us to believe in yourself, to work hard and know that you can achieve anything you want to accomplish.

--Ms. Harvey shared a story about her older brother. She thought he was the so smart but he flunked out of college, because he didn't try his best. She had to work hard while in college. She said her teachers believed in her. She not only has a Bachelor degree but a Masters.



Who or what inspires you?

-- Ms. Harvey said, “ **students inspire me**”. She wants us to have all the opportunities she had growing up.



What do we think you should know about Karen Harvey?

- Karen Harvey is a **positive** role model because she did so many wonderful things for our community!
- Karen Harvey is a **confident** person because she has many accomplishments in her life!



Mr. Gorman's Fourth Graders would like to Thank Ms. Harvey for her time and sharing her life experiences with us!





WATERBURY PUBLIC SCHOOLS

LOUISE ALLEN BROWN, J.D., M.P.A., GRANT WRITER

February 26, 2018

Honorable Board of Education
City of Waterbury
236 Grand Street
Waterbury, CT 06702

Re: 2018 Low-Performing Schools Bond Funded Grants (CSDE)

Dear President Brown and Board of Education Commissioners:

In the 2017 competitive grant round for this program, Waterbury was fortunate to receive twelve grant awards, one for each of the Waterbury applications. All of those awards were for technology upgrades. Now, the Connecticut State Department of Education (CSDE) is holding a new round of competition for the above-named grants.

This year eligible schools include the same twelve Waterbury schools as last year, and the proposed projects will consist of technology upgrades. The 2018 total of allowable grant request amounts (twelve schools) is \$749,900.

Grant guidelines (since 2016) mandate that no school may receive more than \$450,000 total from this grant program. Further, guidelines prescribe that in year two (after grant award) schools may apply for no more than \$125,000; and in year three, the applications are capped at \$50,000. Thus, for those schools that received grant awards in 2016, or 2016 and 2017, the amount of those awards has been subtracted from the \$450,000 grant program limit, resulting in each school's 2018 maximum request amount. The attached spreadsheet includes the school by school grant award details, and the corresponding 2018 allowable application amounts by school. (As we complete the applications the actual project totals are subject to minor adjustments.)

Every school's proposal will include specified technology upgrades. The IT Administrator will provide project information and pricing to be included in each application. Grants recommended for funding by CSDE will require State Bond Commission approval.

The application deadline is April 6, 2018. No City funds are required for the grants. I respectfully request your permission to apply to CSDE for twelve individual school grants for technology upgrades to improve teaching and learning.

Very truly yours,

A handwritten signature in cursive script that reads "Louise Allen Brown".

Louise Allen Brown
Grant Writer

cc: Robert Henry
Darren Schwartz
Doreen Biolo
Will Zhuta

2018 Low-Performing Schools Bond Funded Grants

2018 Allowable Grant Request Maximums By School

School Name (Awarded 2017)		2016 Grant Request	2016 Grant Awards	2017 Grant Request	2017 Grant Awards	Total Funds Awarded from Grant Program	Grant Request Maximum 2018 Application*
Year 2 (2018-19)	Gilmartin	\$499,210	\$0	\$250,000	\$248,500	\$248,500	\$125,000
	Kennedy	\$485,455	\$0	\$250,000	\$248,500	\$248,500	\$125,000
	Sprague	\$499,891	\$0	\$247,559	\$142,000	\$142,000	\$125,000
	Wilby	\$484,870	\$0	\$248,495	\$247,000	\$247,000	\$125,000
Year 3 (2018-19)	Bucks Hill	\$499,947	\$350,000	\$99,854	\$56,000	\$406,000	\$44,000
	Driggs	\$499,611	\$326,600	\$123,374	\$71,000	\$397,600	\$50,000
	Hopeville	\$499,732	\$323,700	\$122,794	\$79,000	\$402,700	\$47,300
	North End	\$494,009	\$383,000	\$66,553	\$65,000	\$448,000	\$2,000
	Wallace	\$487,600	\$360,600	\$89,400	\$87,900	\$448,500	\$1,500
	Washington	\$499,338	\$305,300	\$91,923	\$43,423	\$348,723	\$50,000
	West Side	\$492,893	\$365,900	\$80,494	\$79,000	\$444,900	\$5,100
	Wilson	\$499,515	\$311,500	\$100,873	\$65,000	\$376,500	\$50,000
Year 4 & 5	Crosby**	\$99,950	\$99,950	\$0	\$0	\$781,780	\$0
	Walsh**	\$42,586	\$42,586	\$0	\$0	\$898,586	\$0

* \$450,000 cap total awards; \$125,000 max. for Year 2 schools; \$50,000 max. for Year 3 schools

**School no longer eligible to receive funding per 2018 RFP- school has reached max. cumulative award amount

WPS Competitive Grants Office
L. Allen Brown, 2-26-18

2018 Low-Performing Schools Bond Funded Grant
CT State Department of Education
February 26, 2018
Louise Allen Brown

Grant Highlights

Program Purpose: “The Connecticut State Department of Education (CSDE) is seeking to support Connecticut’s low-performing K-12 public schools by providing grants-in-aid for alterations, repairs, improvements, technology, and equipment to address school site opportunities promoting learning, health and safety for all children in high-quality facilities and 21st century educational environments....”
[rfp, p.3]

Application Deadlines: April 6, 2018

Grant Period: Ends June 30, 2020

Eligible Applicants: “...Applications will be accepted from LEAs on behalf of their low-performing schools that have not exceeded the \$450,000 cap in total past year awards under this program. For purposes of this program, a low-performing school is a designated Commissioner’s Network, School Improvement Grant (SIG), Category 4 or 5 designated school (including Charter Schools) located in a state-designated Alliance District municipality. LEAs must submit a separate application for each school they wish to have considered....”
[rfp, p. 3]

Grant Amount: “...Districts may submit an application requesting up to \$250,000, subject to the following award caps that are applicable to schools that have received a Low Performing Schools bond award in any prior year(s):

- Initial bond award year: \$250,000;
- 2nd bond award year: \$125,000;
- 3rd bond award year: \$50,000;
- 4th bond award year: \$25,000;
- 5th bond award year and beyond: Not eligible for additional funding under this program.

An individual school may only apply if it has not yet reached the \$450,000 maximum in cumulative funding....” [rfp, pp 3-4]

Complete Application includes: “...(a) a complete and accurate application cover page; (b) a detailed bond funding proposal, including narrative and project/budget information; and (c) a signed statement of assurances....” [rfp, p. 4]

Eligible expenditures include:

1. Building alterations that directly support student learning (e.g., science lab, classroom reconfiguration).
2. Technology for instructional or learning use (excludes stand-alone software and licenses).
3. Furniture, fixtures, and equipment to support student learning (note that supplies are ineligible).
4. Playgrounds/playscapes.

“Uses of funds for Pre-K projects and programs are ineligible for consideration under this grant application.”
[rfp, p. 3]

See also Summary Spreadsheet regarding eligibility of schools for 2018 grants.

Board of Education

Monthly Expenditure Report

January 2018

ACCOUNT	CLASSIFICATION	FY 18 ORIGINAL BUDGET	FY 18 ADJUSTED BUDGET	JANUARY EXPENDITURE	JANUARY ENCUMBRANCE	CURRENT BALANCE	PROJECTED EXP.	PROJECTED DIFFERENCE
Salaries								
511101	Administrators	\$8,068,814	\$8,068,814	\$4,603,985	\$0	\$3,464,829	\$8,068,814	\$0
511102	Teachers	\$73,999,242	\$73,999,242	\$37,060,726	\$0	\$36,938,516	\$75,151,236	(\$1,151,994)
511104	Superintendent	\$228,220	\$228,220	\$179,965	\$0	\$48,255	\$277,307	(\$49,087)
511106	Early Incentive Certified	\$1,323,649	\$1,323,649	\$1,061,933	\$0	\$261,716	\$1,295,649	\$28,000
511107	Certified Coaches	\$685,000	\$685,000	\$243,651	\$0	\$441,349	\$725,000	(\$40,000)
511108	School Psychologists	\$1,782,033	\$1,782,033	\$776,519	\$0	\$1,005,514	\$1,687,033	\$95,000
511109	School Social Workers	\$1,932,753	\$1,932,753	\$917,556	\$0	\$1,015,197	\$1,932,753	\$0
511110	Speech Pathologists	\$2,269,315	\$2,269,315	\$1,071,721	\$0	\$1,197,594	\$2,269,315	\$0
511113	Extra Compensatory Stipend	\$85,000	\$85,000	\$0	\$0	\$85,000	\$96,000	(\$11,000)
511201	Non-Certified Salaries	\$2,136,138	\$2,136,138	\$1,112,312	\$0	\$1,023,826	\$2,136,138	\$0
511202	Clerical Wages	\$795,692	\$795,692	\$525,623	\$0	\$270,069	\$795,692	\$0
511204	Crossing Guards	\$386,099	\$386,099	\$196,351	\$0	\$189,748	\$386,099	\$0
511206	Educational	\$260,000	\$260,000	\$141,607	\$0	\$118,393	\$260,000	\$0
511212	Substitute Teachers	\$2,945,000	\$2,945,000	\$1,326,023	\$28,631	\$1,590,346	\$3,090,000	(\$145,000)
511215	Cafeteria Aides	\$80,000	\$80,000	\$12,804	\$0	\$67,196	\$80,000	\$0
511216	Library Pages	\$144,404	\$144,404	\$59,539	\$0	\$84,865	\$144,404	\$0
511217	Library Aides	\$169,950	\$169,950	\$78,845	\$0	\$91,105	\$169,950	\$0
511219	School Clerical	\$1,877,086	\$1,877,086	\$840,017	\$0	\$1,037,069	\$1,837,086	\$40,000
511220	Fiscal Administration	\$526,765	\$526,765	\$212,787	\$0	\$313,978	\$461,765	\$65,000
511222	Transportation Coordinator	\$99,058	\$99,058	\$52,577	\$0	\$46,481	\$99,058	\$0
511223	Office Aides	\$140,000	\$140,000	\$80,295	\$0	\$59,705	\$140,000	\$0
511225	School Maintenance Non-Certified	\$2,224,269	\$2,224,269	\$1,145,019	\$0	\$1,079,250	\$2,174,269	\$50,000
511226	Custodians Non-Certified	\$5,396,229	\$5,396,229	\$2,750,721	\$0	\$2,645,508	\$5,296,229	\$100,000
511227	Overtime - Outside Activities	\$200,000	\$200,000	\$110,842	\$0	\$89,158	\$200,000	\$0
511228	Paraprofessionals	\$10,252,396	\$10,252,396	\$4,501,406	\$0	\$5,750,990	\$10,177,396	\$75,000
511229	Bus Duty	\$250,000	\$250,000	\$806	\$0	\$249,194	\$250,000	\$0
511232	Attendance Counselors	\$328,928	\$328,928	\$137,449	\$0	\$191,479	\$328,928	\$0
511233	ABA Behavioral Therapist	\$1,628,349	\$1,628,349	\$757,979	\$0	\$870,370	\$1,628,349	\$0
511234	Interpreters	\$138,511	\$138,511	\$59,720	\$0	\$78,791	\$138,511	\$0
511236	Snow Removal	\$0	\$0	\$20,721	\$0	(\$20,721)	\$27,000	(\$27,000)
511650	Overtime	\$740,000	\$740,000	\$441,376	\$0	\$298,624	\$740,000	\$0
511653	Longevity	\$25,200	\$25,200	\$23,040	\$0	\$2,160	\$23,040	\$2,160
511700	Extra Police Protection	\$500,516	\$500,516	\$0	\$0	\$500,516	\$500,516	\$0
529001	Car Allowance	\$81,000	\$81,000	\$36,680	\$0	\$44,320	\$81,000	\$0
529003	Meal Allowances	\$9,000	\$9,000	\$4,706	\$0	\$4,294	\$9,000	\$0
Subtotal Salaries		\$121,708,616	\$121,708,616	\$60,545,300	\$28,631	\$61,134,685	\$122,677,537	(\$968,921)

ACCOUNT	CLASSIFICATION	FY 18 ORIGINAL BUDGET	FY 18 ADJUSTED BUDGET	JANUARY EXPENDITURE	JANUARY ENCUMBRANCE	CURRENT BALANCE	PROJECTED EXP.	PROJECTED DIFFERENCE
Purchased Services								
533009	Evaluation	\$55,000	\$55,000	\$12,489	\$14,846	\$27,665	\$55,000	\$0
533020	Consulting Services	\$371,935	\$371,935	\$193,769	\$135,840	\$42,326	\$371,935	\$0
533100	Auditing	\$54,000	\$54,000	\$49,088	\$0	\$4,912	\$54,000	\$0
539005	Sporting Officials	\$35,000	\$35,000	\$6,904	\$0	\$28,096	\$35,000	\$0
539007	Report Cards	\$18,000	\$18,000	\$922	\$3,899	\$13,179	\$18,000	\$0
539008	Messenger Service	\$27,280	\$27,280	\$14,076	\$13,144	\$60	\$27,280	\$0
543000	General Repairs & Maintenance	\$1,515,000	\$1,515,000	\$659,528	\$330,389	\$525,083	\$1,515,000	\$0
543011	Maintenance - Service Contracts	\$522,844	\$522,844	\$166,013	\$172,852	\$183,979	\$502,844	\$20,000
544002	Building Rental	\$557,278	\$557,278	\$402,157	\$74,451	\$80,670	\$557,278	\$0
545002	Water	\$240,000	\$240,000	\$108,757	\$0	\$131,243	\$240,000	\$0
545006	Electricity	\$3,309,855	\$3,309,855	\$1,472,084	\$0	\$1,837,771	\$3,259,855	\$50,000
545012	Inspections - Lead/Asbestos	\$10,000	\$10,000	\$5,916	\$2,150	\$1,935	\$10,000	\$0
545013	Security/Safety	\$102,500	\$102,500	\$28,265	\$56,765	\$17,470	\$102,500	\$0
551000	Pupil Transportation	\$13,930,521	\$13,930,521	\$6,394,783	\$7,383,612	\$152,126	\$14,175,521	(\$245,000)
553001	Postage	\$70,000	\$70,000	\$28,147	\$0	\$41,853	\$70,000	\$0
553002	Telephone	\$150,000	\$150,000	\$123,659	\$978	\$25,363	\$150,000	\$0
553005	Wide-area Network (SBC)	\$87,600	\$87,600	\$19,534	\$54,359	\$13,707	\$87,600	\$0
556055	Tuition - Outside	\$7,451,277	\$7,451,277	\$2,765,385	\$3,864,783	\$821,108	\$7,731,277	(\$280,000)
556056	Purchased Service - Outside	\$2,501,537	\$2,501,537	\$765,630	\$1,761,632	(\$25,725)	\$2,531,537	(\$30,000)
557000	Tuition Reimbursement	\$6,000	\$6,000	\$0	\$0	\$6,000	\$6,000	\$0
558000	Travel Expenses	\$18,000	\$18,000	\$2,912	\$2,068	\$13,020	\$18,000	\$0
559001	Advertising	\$30,000	\$30,000	(\$190)	\$19,175	\$11,015	\$30,000	\$0
559002	Printing & Binding	\$70,000	\$70,000	\$2,078	\$2,078	\$65,844	\$70,000	\$0
559104	Insurance - Athletics	\$19,000	\$19,000	\$18,906	\$0	\$94	\$19,000	\$0
Subtotal Purchased Services		\$31,152,627	\$31,152,627	\$13,240,811	\$13,893,021	\$4,018,795	\$31,637,627	(\$485,000)
Supplies/Materials								
561100	Instructional Supplies	\$1,860,000	\$1,860,000	\$860,956	\$480,075	\$518,969	\$1,860,000	\$0
561200	Office Supplies	\$71,840	\$71,840	\$27,628	\$19,831	\$24,381	\$61,840	\$10,000
561204	Emergency/Medical Supplies	\$8,000	\$8,000	\$935	\$3,004	\$4,060	\$8,000	\$0
561210	Intake Center Supplies	\$1,000	\$1,000	\$990	\$0	\$10	\$1,000	\$0
561211	Recruitment Supplies	\$65,000	\$65,000	\$22,898	\$10,731	\$31,371	\$65,000	\$0
561212	Medicaid Supplies	\$17,000	\$17,000	\$3,468	\$5,940	\$7,592	\$17,000	\$0
561501	Diesel	\$148,395	\$148,395	\$67,371	\$74,781	\$6,242	\$148,395	\$0
561503	Gasoline	\$64,920	\$64,920	\$18,672	\$6,030	\$40,218	\$64,920	\$0
561505	Natural Gas	\$1,716,000	\$1,716,000	\$556,814	\$0	\$1,159,186	\$1,671,000	\$45,000
561507	Janitorial Supplies	\$235,000	\$235,000	\$97,307	\$99,257	\$38,436	\$235,000	\$0
561508	Electrical Supplies	\$190,000	\$55,000	\$18,438	\$4,945	\$31,617	\$55,000	\$0
561509	Plumbing Supplies	\$100,000	\$100,000	\$26,913	\$17,919	\$55,168	\$100,000	\$0
561510	Building & Ground Supplies	\$55,000	\$190,000	\$93,257	\$36,691	\$60,052	\$190,000	\$0
561511	Propane	\$309,652	\$309,652	\$240,189	\$64,904	\$4,558	\$309,652	\$0
567000	Clothing Supplies	\$40,000	\$40,000	\$0	\$36,045	\$3,956	\$36,045	\$3,955
567001	Crossing Guard Uniforms	\$2,500	\$2,500	\$1,315	\$0	\$1,185	\$2,500	\$0

ACCOUNT	CLASSIFICATION	FY 18 ORIGINAL BUDGET	FY 18 ADJUSTED BUDGET	JANUARY EXPENDITURE	JANUARY ENCUMBRANCE	CURRENT BALANCE	PROJECTED EXP.	PROJECTED DIFFERENCE
569010	Recreational Supplies	\$20,000	\$20,000	\$8,943	\$1,332	\$9,725	\$20,000	\$0
569029	Athletic Supplies	\$130,000	\$130,000	\$73,649	\$45,277	\$11,074	\$130,000	\$0
Subtotal Supplies/Materials		\$5,034,307	\$5,034,307	\$2,119,745	\$906,761	\$2,007,801	\$4,975,352	\$58,955
Property								
575008	Furniture-Misc.	\$50,000	\$50,000	\$7,403	\$23,180	\$19,418	\$50,000	\$0
575200	Office Equipment	\$165,000	\$165,000	\$56,228	\$82,157	\$26,615	\$165,000	\$0
575408	Plant Equipment	\$30,000	\$30,000	\$5,580	\$3,806	\$20,614	\$23,000	\$7,000
Subtotal Property		\$245,000	\$245,000	\$69,211	\$109,143	\$66,646	\$238,000	\$7,000
Other/Miscellaneous								
589021	Mattatuck Museum	\$13,750	\$13,750	\$2,958	\$9,933	\$859	\$12,891	\$859
589034	Board of Ed Commissioners	\$20,700	\$20,700	\$12,075	\$0	\$8,625	\$20,700	\$0
589036	Emergency Fund	\$9,500	\$9,500	\$9,480	\$0	\$21	\$9,480	\$20
589201	Mileage	\$33,500	\$33,500	\$2,339	\$0	\$31,161	\$33,500	\$0
589205	Coaches Reimbursements	\$7,000	\$7,000	\$960	\$0	\$6,040	\$7,000	\$0
589900	Dues & Publications	\$60,000	\$60,000	\$39,865	\$120	\$20,015	\$60,000	\$0
591004	Athletic Revolving Fund	\$90,000	\$90,000	\$75,000	\$15,000	\$0	\$90,000	\$0
Total Other/Miscellaneous		\$234,450	\$234,450	\$142,678	\$25,053	\$66,720	\$233,571	\$879
GRAND TOTAL OPERATING BUDGET		\$158,375,000	\$158,375,000	\$76,117,744	\$14,962,609	\$67,294,647	\$159,762,087	(\$1,387,087)
Other Additional Funding								
	Alliance Non-Reform/Reform	\$11,859,472	\$11,859,472	\$5,478,146	\$6,381,326	\$0	\$11,859,472	\$0
	GF Surplus 15-16	\$1,000,000	\$1,000,000	\$0	\$0	\$1,000,000	\$0	\$1,000,000
	GF Surplus 14-15	\$1,000,000	\$1,000,000	\$0	\$0	\$1,000,000	\$0	\$1,000,000
	GF Surplus 16-17	\$450,000	\$450,000	\$0	\$0	\$450,000	\$0	\$450,000
	Contingency Surplus	\$500,000	\$500,000	\$0	\$0	\$500,000	\$0	\$500,000
	City Non Lapsing Account	\$675,000	\$675,000	\$0	\$0	\$675,000	\$0	\$675,000
Total Additional Funding		\$15,484,472	\$15,484,472	\$5,478,146	\$6,381,326	\$3,625,000	\$11,859,472	\$3,625,000
GRAND TOTAL ALL FUNDING		\$173,859,472	\$173,859,472	\$81,595,890	\$21,343,935	\$70,919,647	\$171,621,559	\$2,237,913

Waterbury Public Schools

2018 ~ 2019 School Year Calendar

~ DRAFT ~

#4

July						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

August						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
21st - New Teacher Orientation - 7hr.						
22nd - New Teacher Orientation - 7hr.						
23rd - Professional Development Day - 7hr.						
24th - Professional Development Day - 7hr.						
27th - First Day of School						
5 Days						

September						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						
3rd - Labor Day - No School						
10th - Rosh Hashanah - Jewish Holiday						
12th - Open House Elem. 5-7pm - Early Dismissal						
12th - Open House H.S. 7-9pm - Early Dismissal						
12th - Early Dismissal - M.S. - Teacher Collab./PD						
19th - Yom Kippur - Jewish Holiday						
26th - Early Dism. - H.S. & Elem-Teacher Collab/PD						
19 Days						

October						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
5th - Professional Development - 7hr. - No School						
8th - Columbus Day - No School						
31st - End of the 1st MP: HS/MS/Elem						
21 Days						

November						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	
6th - Election Day/PD 7 hrs - No School						
9th - Grade Submission Ends - 9AM						
12th - Veteran's Day - No School						
19th - Distribute 1st MP Report Cards						
21st - Early Dismissal - Thanksgiving Recess						
22nd & 23rd - Thanksgiving Recess - No School						
28th - Pre-K & Kindergarten - End of 1st MP						
18 Days						

December						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					
5th - Parent Conference Elem. 5-7pm - Early Dismissal						
5th - Parent Conference H.S. 7-9pm - Early Dismissal						
5th - Early Dismissal - M.S. - Teacher Collab. /PD						
6th - Pre-K & Kindergarten - Grade Submission Ends - 9AM						
11th - Pre-K & Kindergarten-Distribute 1st MP Report Cards						
12th - Parent Conference M.S. 5-7pm - Early Dismissal						
12th - Early Dism. - H.S. & Elem-Teacher Collab/PD						
24th-31st - Winter Recess - No School						
15 Days						

January						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
1st - New Year's Day - No School						
6th - Three King's Day						
11th - 17th - Mid Term Exams - Early Dism. HS Only						
14th - Martin Luther King Jr.'s Day - No School						
16th - End of the 2nd MP: HS/MS/Elem						
24th - Grade Submission Ends - 9AM						
21 Days						

February						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		
1st - Distribute 2nd MP Report Cards						
15th - Lincoln's Day (Observed) - No School						
18th - President's Day - No School						
18 Days						

March						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						
4th - Pre K & Kindergarten - End of the 2nd MP						
8th - Professional Development - 7hr. - No School						
13th - Pre-K & Kindergarten - Grade Submission Ends - 9AM						
20th - Pre-K & Kindergarten-Distribute 1st MP Report Cards						
22nd - End of the 3rd MP: HS/MS/Elem						
21 Days						

April						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
1st - Grade Submission Ends - 9AM						
9th - Distribute 3rd MP Report Cards						
10th - Parent Conference Elem. 5-7pm - Early Dismissal						
10th - Parent Conference H.S. 7-9pm - Early Dismissal						
10th - Early Dismissal - M.S. - Teacher Collab. /PD						
15th-19th - Spring Recess - No School						
19th - Good Friday						
24th - Parent Conference M.S. 5-7pm - Early Dismissal						
24th - Early Dism. - H.S. & Elem-Teacher Collab/PD						
17 Days						

May						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
1st - 14th - AP Exams						
27th - Memorial Day - No School						
22 Days						

June						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						
4th - Eid al-Fitr Muslim Holiday						
** Pre-K - 8th-Grades due 5 days before last day						
** Pre-K - 8th-Distribute Report Cards on last day						
** H.S. Grade submission ends on last day						
Last Day of School shall be an Early Dismissal						
7th - Last Day of School - Depending on Weather						
4 Days						

Full Day Professional Development Day
 Prepared by the Computer Technology Center

School Closed
 School Day

181 School Days
 Early Dismissal Professional Development Day
 BOE Approved ??????
 Modified 2/26/2018

Waterbury Public Schools

2019 ~ 2020 School Year Calendar

~ DRAFT ~

July						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
20th - New Teacher Orientation - 7hr.						
21st - New Teacher Orientation - 7hr.						
22nd - Professional Development Day - 7hr.						
23rd - Professional Development Day - 7hr.						
26th - First Day of School						

September						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
2nd - Labor Day - No School						
18th - Open House Elem. 5-7pm - Early Dismissal						
18th - Open House H.S. 7-9pm - Early Dismissal						
18th - Early Dismissal - M.S. - Teacher Collab./PD						
25th - Open House M.S. 5-7pm - Early Dismissal						
25th - Early Dismissal - H.S. & Elem-Teacher Collab/PD						
29th -Rosh Hashanah- Jewish Holiday						

October						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
4th - Professional Development Day - 7hr. No School						
8th -Yom Kippur - Jewish Holiday						
14th - Columbus Day - No School						
31st - End of the 1st MP: HS/MS/Elem						

November						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
5th - Election Day/PD 7 hrs - No School						
11th - Veteran's Day - No School						
12th - Grade Submission Ends - 9AM						
20th - Distribute 1st MP Report Cards						
20th - Early Dismissal - Thanksgiving Recess						
21st & 22nd - Thanksgiving Recess - No School						
28th - Pre-K & Kindergarten - End of 1st MP						

December						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
6th - Pre-K & Kindergarten - Grade Submission Ends - 9AM						
11th - Parent Conference Elem. 5-7pm - Early Dismissal						
11th - Parent Conference H.S. 7-9pm - Early Dismissal						
11th - Early Dismissal - M.S. - Teacher Collab. /PD						
18th - Pre-K & Kindergarten-Distribute 1st MP Report Cards						
18th - Parent Conference M.S. 5-7pm - Early Dismissal						
18th - Early Dismissal - H.S. & Elem-Teacher Collab/PD						
23rd-31st - Winter Recess - No School						

January						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
1st - New Year's Day - No School						
2nd - School Resumes						
6th - Three Kings Day - No School						
14th - 22nd - Mid Term Exams - Early Dismissal. HS Only						
20th - Martin Luther King Jr.'s Day - No School						
23rd - End of the 2nd MP: HS/MS/Elem						
31st - Grade Submission Ends - 9AM						

February						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
6th - Distribute 2nd MP Report Cards						
14th - Lincoln's Day (Observed) - No School						
17th - President's Day - No School						

March						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	26	28
29	30	31				
6th - Professional Development Day - 7hr. No School						
9th - Pre K & Kindergarten - End of the 2nd MP						
16th - Pre-K & Kindergarten - Grade Submission Ends - 9AM						
23rd - Pre-K & Kindergarten-Distribute 2nd MP Report Cards						
26th - End of the 3rd MP: HS/MS/Elem						

April						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		
1st - Parent Conference Elem. 5-7pm - Early Dismissal						
1st - Parent Conference H.S. 7-9pm - Early Dismissal						
1st - Early Dismissal - M.S. - Teacher Collab. /PD						
6th-10th - Spring Recess - No School						
10th - Good Friday						
13th - Grade Submission Ends - 9AM						
20th - Distribute 3rd MP Report Cards						
22nd - Parent Conference M.S. 5-7pm - Early Dismissal						
22nd - Early Dismissal - H.S. & Elem-Teacher Collab/PD						

May						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
1st - 14th - AP Exams						
20th - Eid al-Fitr Muslim Holiday						
25th - Memorial Day - No School						

June						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
** Pre-K - 8th-Grades due 5 days before last day						
** Pre-K - 8th-Distribute Report Cards on last day						
** H.S. Grade submission ends on last day						
Last Day of School shall be an Early Dismissal						
8th - Last Day of School - Depending on Weather						

Full Day Professional Development Day
Prepared by the Computer Technology Center

School Closed
School Day

181 School Days
Early Dismissal Professional Development Day
BOE Approved ??????
Modified 2/26/2018

Waterbury Public Schools
Increasing the Diversity of the
Educator Workforce
5-Year MTRR Recruitment Goals



WATERBURY
Public Schools

Today's Students, Tomorrow's Leaders

Rationale for Making MTRR a Focus

► ***Learning Gains***

Having teachers of the same race has a statistically significant positive impact on students' academic achievement¹, particularly in the areas of math and reading.²

► ***Access to Cultural Brokers***

Teachers of color are often more familiar with students of color's cultural backgrounds and can help them navigate racism and bias both inside and outside of the classroom.

► ***Decreased Disparities***

Having teachers of color has been shown to reduce the disparity between students of color and White students in special education placement, suspension and expulsion, and placement in gifted or enrichment classes.³

► ***Role Model Effect***

One study found that the high school dropout rate diminishes by 29% for students who have at least one Black teacher in third through fifth grade.⁴



CHRO

- ▶ Although there was no finding of a discriminatory policy or systemic discrimination here, the Waterbury Board of Education and the Commission understand the value of having a diverse school faculty and have mutually agreed to a list of 16 best practice recommendation.

#9. The City will review available data to set a reasonable target for minority teacher recruitment and retention, given the availability of qualified candidates. It will monitor the goals and goal achievement, determining which programs are successful and unsuccessful, so that the focus is targeted towards the successful programs no less than annually.

*Best Practice Recommendations from the Connecticut Commission
On Human Rights and Opportunities to the Waterbury Board of
Education*

Establish a baseline:

- ▶ Look at the number of teachers of color and students of color in the District *_{12/01/2017}

STATEWIDE: @**550,954 students (44%)**
WATERBURY: @**19,188 students (79.98%)**

@**43,931 (8.3%)**
@**1700 (13.29%)**

gap between % of minority educators and students 35.8%
*gap between % of minority educators and students 66.69%**

- ▶ Look at minority hiring numbers from previous years

2015-2016- 27 educators or 8.5% of new hires

2016-2017- 34 educators or 24% of new hires

- ▶ Estimate the number of anticipated vacancies (i.e. budget, retirements, increased enrollment, new positions)
- ▶ Use the data to track college enrollment in educator preparation programs and successful completion of candidates of color.

<https://www2.ed.gov/rschstat/eval/highered/racial-diversity/state-racial-diversity-workforce.pdf>

73% White **12% Black** **11% Hispanic** **4% Other** (Ed Prep Data Dashboard not live yet)

- ▶ Examine targets set by CT SDE

The gap between students of color and teachers of color in Connecticut

► **2015-2016** **8.3% Minority Educators** **44% Minority Students**

By 2021 CTSDE target is to increase the statewide percentage of educators of color from 4,462 to 5,376 or 8.3% to 10% (total 1.7% increase)

2017	2018	2019	2020	2021
4,623	4,773	4,923	5,149	5,376
8.6%	8.8%	9.5	9.8%	10%
Increase .3%	Increase .2%	Increase .7%	Increase .3%	Increase .2%

By 2021 CTSDE target is to increase the statewide percentage of administrators of color from 423 to 509 or 12.48% to 15% (total increase 2.52%)

2017	2018	2019	2020	2021
435	449	467	487	509
12.84%	13.25%	13.78%	14.37%	15%
Increase .36%	Increase .41%	Increase .53%	Increase .59%	Increase .63%

Comparison to other districts

- ▶ Although the percentage of teachers of color is above the state average, the gap between the number of teachers of color and the number of students of color is much wider than the state average of 36%

Ed Reform District	% Students of Color	%Teachers of Color	%Gap
Meriden	67.7%	8.9%	59%
Norwich	64.5%	3.4%	61%
Windham	75.1%	13%	62%
New Britain	78.7%	16%	63%
Hartford	87.8%	24.7%	63%
New London	81.3%	17.7%	64%
New Haven	85.2%	24.1%	64%
Bridgeport	88.7%	24.6%	64%
WATERBURY	79.9%	11.6%	68%
East Hartford	83.5%	11.3%	72%
<i>Average</i>	79.24%	15.53%	64%

Waterbury Public Schools MTRR GOAL

- Increase the number of educators of color in the WPS workforce by 5% each year for the next 5 years. This will result in an overall increase from 226 certified staff or 13.3% in December 2017 to 288 certified staff or 16.94% in June 2021.

	Asian American		American Indian		Black		Hispanic		Two or More		White		Total *Teachers of Color	
Administrators	1	1.05%		0.0%	8	8.42%	11	11.58%	2	2.11%	73	76.84%	95	
Teachers	13	0.81%	2	0.12%	60	3.74%	102	6.36%	27	1.68%	1401	87.29%	1605	
	14	0.82%	2	0.12%	68	4.00%	113	6.65%	29	1.71%	1474	86.71%	*226	1700

Example of Projected Increase:

	Current # of staff/ % minority		Increase by 5%: Total staff/ Total new hires		% of minorities
2017-2018	226	13.3%	237	11 staff	13.94%
2018-2019	237	13.94%	249	12 staff	14.67%
2019-2020	249	14.67%	261	12.45 staff	15.35%
2020-2021	261	15.35%	274	13 staff	16.12%
2021-2022	274	16.12%	288	13.7 staff	16.94%

***Based on 1700 staff members; if the total number of staff increases the appropriate targets will be applied to the increase*

*** If we lose staff in any given year that position would have to be filled in addition to the target*

WPS Targets in Comparison with State Targets

WATERBURY	STATEWIDE
SY 2021-2022 # of minority educators: 226 -288 % of minority educators: 13.3%-16.94% Total increase: 3.64%	SY 2020-2021 # of minority educators: 4,885 - 5,885 % of minority educators: 8.5% - 10.3% Total increase: 1.7%
2017-2018 # of minority teachers 204 of 1401 % of minority teachers 11.78 # of minority administrators 22 of 95 % of minority administrators 23.16%	2017-2018 # of minority teachers: 4,462 of 53,759 % of minority teachers; 8.3% # of minority administrators 423 of 3,389 % of minority administrators 12.48%
62 additional educators of color Average of 12 new staff per year	1000 additional educators of color Average of 200 new staff per year (167 districts -1.19 per district)

Identify Sub-Targets

1

Black & Hispanic
Educators

**1700 total staff*

68 Black staff 4%
113 Hispanic staff 6.65%
Total 10.65%

2

Black & Hispanic Male
Educators

12 Black .7%
21 Hispanic 1.24%

3

Diversify:
Elementary
Secondary
Location
WTA/ SAW

Setting Trajectories and Targets to Support Goals

► **Focused Recruitment**

- Personalized/ Relationships

► **Grow Your Own/ Infuse the Pipeline**

- RELAY- commit to 5-7 candidates per year
- Student Programs/Dual Pell Enrollment NVCC, YES Clubs
- Waterbury Promise

► **Higher Education Partnerships**

- Partner with in-state Universities/ Ed Prep Programs
- HBCU (2% of EdPrep Programs- 16% of minority teachers)/ Call Me Mister
- Reinstate University of Bridgeport Internship Program

► **Data Collection**

- Surveys/ where are we seeing the most impact
- Evaluate on an ongoing basis. Are we on target to reach goals?
- Is pace steady, early or delayed?

► **Retention**

- Retain current staff
- Mentor/support
- Development opportunities
- Highlight programs/ opportunities that support teachers (i.e. loan forgiveness, housing, grants)

References

1 - <http://www.sciencedirect.com/science/article/pii/S0272775715000084>

(Economics of Education Review, Representation in the classroom: The effect of own-race teachers on student achievement)

2 - <https://www.aeaweb.org/articles?id=10.1257/000282805774670446> (American Economic Review, A Teacher Like Me: Does Race, Ethnicity, or Gender Matter?)

3 - <http://journals.sagepub.com/doi/abs/10.1177/1532673X8501300206>

(Journal of American Politics Research, From Desegregation To Integration: *Second Generation School Discrimination as an Institutional Impediment*)

4 - <https://www.marketplace.org/2017/04/06/education/black-teachers-study>

(Marketplace, Black teachers can lower dropout rates, researchers say)

WATERBURY PUBLIC
SCHOOLS

ACCOUNTABILITY MODEL
RESULTS

MARCH 2018

Accountability Model Background

- CSDE chose to implement a more holistic method of examining school and district performance rather than focusing strictly on student test scores
- The accountability model was first released in the 2015-2016 school year and was based on data from the 2014-2015 school year
- Schools and districts are evaluated on indicators such as chronic absenteeism, physical fitness, graduation rates, and arts access in addition to test scores
 - Schools are classified into one of five categories based on this data
 - A new indicator worth 100 points will be incorporated this year (2017-2018 data)
 - English Learner Progress - growth on the LAS Links assessment in both oral and literacy performance

An Improved School Classification System

Category 1
(Top Quartile)

Category 2
(Two
Middle
Quartiles)

Category 3
(Bottom Quartile – except 4 and 5)

Category 4 (New Turnaround/Focus)

Category 5 (Existing Turnaround/Focus)

Overview

Five categories per state law.

Turnaround Schools (~40):

Lowest performing based on Accountability Index

- Includes SIG schools
- High schools with All Students 6-yr. rate < 70% for two most recent cohorts

Focus Schools (~100):

Lowest performing in Math, Science, or ELA based on High Needs index scores

- High schools with High Needs 6-yr. rate < 70% for two most recent cohorts

Turnaround and Focus Schools from 2012 will exit if not identified based on criteria above.



Next Generation Accountability Report: 2016-17

State of Connecticut



No:	Indicator	Index/ Rate	Target	Points Earned	Max Points	% Points Earned	Change from 2015-16
1a.	ELA Performance Index – All Students	67.1	75	44.7	50	89.5%	→ -0.8%
1b.	ELA Performance Index – High Needs Students	55.9	75	37.3	50	74.5%	↓ -1.1%
1c.	Math Performance Index – All Students	62.2	75	41.5	50	82.9%	↑ 1.1%
1d.	Math Performance Index – High Needs Students	50.5	75	33.7	50	67.3%	→ 0.8%
1e.	Science Performance Index – All Students	55.3	75	36.9	50	73.7%	↓ -2.9%
1f.	Science Performance Index – High Needs Students	45.2	75	30.1	50	60.3%	↓ -2.4%
2a.	ELA Avg. Percentage of Growth Target Achieved – All Students	55.4%	100%	55.4	100	55.4%	↓ -8.4%
2b.	ELA Avg. Percentage of Growth Target Achieved – High Needs Students	49.8%	100%	49.8	100	49.8%	↓ -8.5%
2c.	Math Avg. Percentage of Growth Target Achieved – All Students	61.7%	100%	61.7	100	61.7%	↓ -3.3%
2d.	Math Avg. Percentage of Growth Target Achieved – High Needs Students	53.7%	100%	53.7	100	53.7%	↓ -3.7%
4a.	Chronic Absenteeism – All Students	9.9%	≤5%	40.2	50	80.4%	↓ -1.0%
4b.	Chronic Absenteeism – High Needs Students	15.8%	≤5%	28.4	50	56.8%	→ -0.9%
5	Preparation for CCR – % taking courses	70.7%	75%	47.1	50	94.2%	↑ 4.1%
6	Preparation for CCR – % passing exams	43.5%	75%	29.0	50	58.0%	↑ 3.8%
7	On-track to High School Graduation	87.8%	94%	46.7	50	93.4%	↑ 2.9%
8	4-year Graduation All Students	87.4%	94%	93.0	100	93.0%	→ 0.2%
9	6-year Graduation - High Needs Students	82.0%	94%	87.2	100	87.2%	↑ 3.6%
10	Postsecondary Entrance	72.0%	75%	96.0	100	96.0%	→ 0.1%
11	Physical Fitness	51.6%	75%	34.4	50	68.8%	↑ 35.1%
12	Arts Access	50.5%	60%	42.1	50	84.2%	↑ 5.0%
State Accountability Index				988.8	1350	73.2%	→ 0.1%

Note: Change between ±1 percent on the “% Points earned” is indicated as →



Next Generation Accountability Report: 2016-17

Waterbury School District



No:	Indicator	Index/Rate ¹		Target	Points Earned	Max Points	% Points Earned	Change from 2015-16
1a.	ELA Performance Index – All Students	53.4		75	35.6	50	71.2%	↓ -1.2%
1b.	ELA Performance Index – High Needs Students	51.5		75	34.4	50	68.7%	↓ -1.1%
1c.	Math Performance Index – All Students	46.9		75	31.2	50	62.5%	↑ 1.0%
1d.	Math Performance Index – High Needs Students	45.1		75	30.1	50	60.1%	↑ 1.2%
1e.	Science Performance Index – All Students	41.5		75	27.6	50	55.3%	↓ -2.6%
1f.	Science Performance Index – High Needs Students	39.8		75	26.5	50	53.0%	↓ -2.6%
2a.	ELA Avg. Percentage of Growth Target Achieved – All Students	47.7%		100	47.7	100	47.7%	↓ -9.3%
2b.	ELA Avg. Percentage of Growth Target Achieved – High Needs Students	47.0%		100	47.0	100	47.0%	↓ -9.7%
2c.	Math Avg. Percentage of Growth Target Achieved – All Students	51.8%		100	51.8	100	51.8%	→ 0.3%
2d.	Math Avg. Percentage of Growth Target Achieved – High Needs Students	51.0%		100	51.0	100	51.0%	→ 0.5%
4a.	Chronic Absenteeism – All Students	16.0%		≤5%	28.0	50	56.0%	↑ 1.0%
4b.	Chronic Absenteeism – High Needs Students	17.1%		≤5%	25.7	50	51.5%	→ 0.8%
5	Preparation for CCR – % taking courses	48.2%		75%	32.1	50	64.3%	↓ -2.9%
6	Preparation for CCR – % passing exams	13.8%		75%	9.2	50	18.4%	↑ 2.2%
7	On-track to High School Graduation	77.2%		94%	41.0	50	82.1%	↑ 34.5%
8	4-year Graduation All Students (2016 Cohort)	73.3%		94%	78.0	100	78.0%	↑ 4.4%
9	6-year Graduation - High Needs Students (2014 Cohort)	70.3%		94%	74.8	100	74.8%	↑ 2.8%
10	Postsecondary Entrance (Class of 2016)	57.0%		75%	76.1	100	76.1%	↑ 5.1%
11	Physical Fitness (estimated part rate) and (fitness rate)	89.3%	51.6%	75%	17.2	50	34.4%	↑ 5.1%
12	Arts Access	35.2%		60%	29.4	50	58.7%	↑ 4.0%
	Accountability Index				794.5	1350	58.9%	↑ 1.0%



Next Generation Accountability Report: 2016-17

State and DRG I Districts Ranked by Change From Prior Year

DRG I District	2016-2017 Accountability Index	Change From Prior Year
Bridgeport	59.3	3.0
WATERBURY	58.9	1.0
New London	58.7	0.6
STATE	73.2	0.1
New Haven	64.0	-0.2
Windham	65.8	-1.9
Hartford	57.8	-2.2
New Britain	55.7	-2.2

“146 school districts of the 201 receiving a grade for both the 2015-16 and 2016-17 school years saw declines. That’s 73 percent.”

The CT Mirror 2/9/18: State grades every school district and three-quarters see a drop



Next Generation Accountability Report: 2016-17

All Schools Ranked by Change From Prior Year

School	Category	2016-2017 Accountability Index	Change From Prior Year
Bucks Hill	5	63.8	11.3
Maloney Interdistrict Magnet	1	82.8	10.6
Waterbury Career Academy	2	67.8	9.7
Wendell L. Cross	2	75.2	6.4
Carrington	2	70.9	5.3
Margaret M. Generali	2	70.8	4.3
Sprague	4	63.6	4.0
Reed	2	66.0	3.7
Waterbury Arts Magnet (High)	2	72.3	1.8
North End Middle	4	54.8	1.7
John F. Kennedy High	4	53.2	1.6
B. W. Tinker	2	66.0	1.3
Crosby High	4	51.3	1.3
Driggs	4	58.1	1.2
DISTRICT		58.9	1.0

School	Category	2016-2017 Accountability Index	Change From Prior Year
Wilby High	4	49.9	0.8
Waterbury Arts Magnet (Middle)	3	63.2	0.5
Michael F. Wallace Middle	4	52.7	0.5
H. S. Chase	2	65.9	0.3
Rotella Interdistrict Magnet	2	72.4	-0.5
Gilmartin	4	58.8	-0.7
Hopeville	4	64.1	-2.0
Washington	4	64.3	-2.2
West Side Middle	4	50.8	-2.5
Duggan	3	62.5	-2.9
Bunker Hill	3	56.6	-4.0
Woodrow Wilson	4	64.8	-5.8
Walsh	5	58.0	-6.5
Regan	3	62.4	-11.3
F. J. Kingsbury	3	63.9	-12.1



Next Generation Accountability Report: 2016-17

CATEGORY IMPROVEMENTS	
Carrington	From Category 3 to Category 2
Chase	From Category 3 to Category 2
Generali	From Category 3 to Category 2
Maloney	From Category 2 to Category 1
Reed	From Category 3 to Category 2
Tinker	From Category 3 to Category 2
WCA	From Category 3 to Category 2



Next Generation Accountability Report: 2016-17

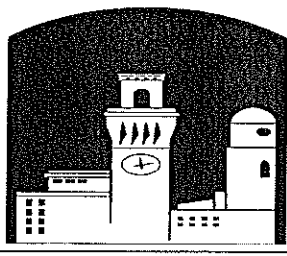
SCHOOLS OF DISTINCTION

Maloney Interdistrict Magnet School

2 Distinctions
Highest growth all students
Highest growth high needs students

Waterbury Career Academy

1 Distinction
Greatest improvers



WATERBURY

P u b l i c S c h o o l s

Today's Students. Tomorrow's Leaders

Melissa Baldwin

Special Education Department

236 Grand St. 2nd floor

Waterbury, CT 06702

203-574-8017

mbaldwin@waterbury.k12.ct.us

February 6, 2018

The Honorable Board of Aldermen
City of Waterbury
City Hall
Waterbury, CT 06702

And

Honorable Commissioners
Waterbury Board of Education
236 Grand St.
Waterbury, CT 06702

Re: Contract between the City of Waterbury and Pediatric
Services of America Inc. dba PSA Healthcare for nursing services

Dear Honorable Commissioners and Aldermen:

The Department of Special Education requests your approval of a contract with Pediatric Services of America Inc. dba PSA Healthcare for the provision of nursing services to the Waterbury School District for students with disabilities in the total not to exceed amount of Eighty Thousand Dollars (\$80,000.00) for a one year term from March 1, 2018 through December 31, 2018.

As the Board knows, services required for students with disabilities under the federal law, the Individuals with Disabilities Education Act (IDEA), are exempt from the procurement rules under Waterbury Ordinance Section 38.029 (D). Section 38.029 (D) states, in pertinent part: "procurement of services... that are necessary for instruction and related services to be provided to individual students with disabilities in accordance with the

requirements of the Individuals with Disabilities Education Act ("I.D.E.A.") and their respective regulations ..." are exempt from the competitive bidding process.

Under the I.D.E.A., the Waterbury School District is required to provide services for each student with disabilities according to their Individual Education Plans (I.E.P.s). Nursing services can be part of a student's IEP.

A tax clearance is being obtained and the contract is paid with general funds. Pediatric Services of America (PSA) has been a vendor for the City and the Department is satisfied with their services.

Respectfully Submitted,

A handwritten signature in cursive script that reads "Melissa Baldwin".

Melissa Baldwin

Encs. Contract
Tax Clearance

**AGREEMENT
BETWEEN
CITY OF WATERBURY
and
PSA HEALTHCARE.**

THIS AGREEMENT, effective on the date signed by the Mayor (the "effective date") is by and between the City of Waterbury, City Hall, 235 Grand Street, Waterbury, Connecticut, 06702, hereinafter referred to as the "City" and Pediatric Services of America, Inc. dba PSA Healthcare, a duly registered State of Georgia Corporation, located at 6 Concourse Parkway, Suite 1100 Atlanta GA, 30328 doing business at 999 Oronoque Lane, Stratford, CT 06614, hereinafter referred to as the "Contractor".

WHEREAS, the City is in need of certain nursing services as more particularly described in the Scope of Services attached hereto and made a part of this Agreement as Schedule "A";

WHEREAS, the Contractor is willing to provide said nursing services, as requested by the City, and identified in the students' Individual Education Plan (I.E.P.) and medical instruction or plan as provided by the student's physician, as applicable ;

NOW THEREFORE, it is mutually agreed as follows:

1. Scope of Services

1.1 The Contractor shall provide all nursing services as identified herein, and as more particularly described in the attached Schedule "A", the Scope of Services, which is made a part of this Agreement as fully set forth herein, for the period of time and hours as specified. Nursing services shall be provided to the City, for students identified by the City, in accordance with the student's I.E.P. and medical instruction or plan as provided by the student's physician and agreed to by the parent, which is incorporated herein by reference as if fully set forth herein, as Schedule "A".

1.3 The Contractor shall insure that the same nurse is assigned to a particular student, whenever possible, to maintain a continuity of care. The assigned nurse shall be available and shall attend all Planning and Placement Team meetings if required by the City.

1.4 The Contractor shall insure that the assigned nurse provides the City with monthly reports of his or her attendance with the student, along with documentation of services rendered. The Contractor shall obtain, if required, authorization of the parent to provide documentation of services provided to the City. Nursing reports shall be reviewed in conjunction with the City of Waterbury voucher and to verify the Contractor's billing.

1.6 The Superintendent or his or her agent shall have the right to visit and observe the nursing services at any time.

1.7 The Contractor and nursing staff shall immediately call 911, notify the student's parents and/or guardian, and the City's Director of Special Education in the event of an emergency or injury, concerning or involving any student.

1.8 The Contractor shall provide complete and timely reports as requested by the City staff, and provide to the Director of Education, Medicaid documentation in a form and manner acceptable to the City and which is in compliance with the State of Connecticut Department of Social Services.

2. Term

2.1 The term of this Agreement shall be for one year commencing on March 1, 2018 to December 31, 2018 or any part thereof. .

3. Payment

3.1 The City shall pay to the Contractor an amount not to exceed, Eighty Thousand Dollars (\$80,000.00) for the entire term of the agreement, at a rate set forth in the "Rate Schedule " set forth in **Schedule A**, for services properly rendered and accepted by the City. The Contractor shall provide monthly invoices, detailing hours worked, date of services, and location of services provided. The Contractor shall be paid in accordance with the City of Waterbury's policy and procedures.

4. Records/Reports

4.1 The City hereby agrees to provide, to the designated nursing staff such medical, psychological and educational evaluations, as are available to the City and agreed to by the parent, to enable the nurses to perform the services required under this Agreement. Contractor shall require and provide evaluative reports that may be required to keep the City duly informed concerning the medical needs of the students being provided services, to enable the City to make judgments concerning those needs. Contractor shall provide to the City all necessary medical reports or documentation that may relate to the student's educational needs to enable the City to provide for the Student's educational needs. Contractor and the City hereby agree that medical and psychological records shall not be open to public inspection or disclosed in any manner, in accordance with Section 10-209 of the Connecticut General Statutes and as further provided in this Agreement without the written permission of the parent or guardian.

4.2 Contractor will insure that the assigned nurses will adhere to all applicable City of Waterbury Board of Education (Board) policies regarding medical care and medication policies, as well as the Standard of Care for the Nursing Profession. Contractor hereby acknowledges receipt of said policy and has familiarized itself with all aspects of said policy.

4.3 Contractor shall provide all the training to the designated nurses to enable them to provide the medical care required to the assigned students. Said training shall be at the Contractor's sole expense.

5. Student Data Privacy

5.1 Contractor shall comply, and shall ensure compliance by assigned nursing staff, with all relevant provisions of Public Act No. 16-189 entitled An Act Concerning Student Data Privacy, as it applies to this contract, and agrees to take all actions designed and required by applicable State, Federal, and local law to ensure the confidentiality of all student data.

5.2 Contractor agrees, and shall ensure compliance by assigned nursing staff, that student records, student information, and student-generated content (herein after "student data") as defined by Connecticut P.A. 16-189 are not the property of, or under the control of the Contractor. Contractor agrees that it will not use student data for any purposes other than those specifically allowed under the terms of this Agreement.

5.3 Contractor agrees, and shall ensure compliance by assigned nursing staff, that the City may at any time upon five (5) business days written notice request the deletion of student data in the possession of the Contractor.

5.4 Contractor agrees that, and shall ensure compliance by assigned nursing staff, that students, their parents or legal guardians may review personally identifiable information contained in student information, student records, or student-generated content and correct erroneous information, if any, in such student record.

5.5 The Contractor agrees, and shall ensure compliance by assigned nursing staff, that it will not retain any student data or let said student data remain available to the Contractor upon completion of the services under this Agreement unless the parents, legal guardians, and/or the students have entered into an Agreement with the Contractor regarding the retention of the student's data in an electronic form or database.

6. **Security Breach of Student Information and Data.**

6.1 **Procedure for Notification Regarding Breach or Unauthorized Release of Student Information.** The Contractor shall establish a procedure and provide a copy of said procedure to the City setting forth its policy for notification to the City and Parents when there has been a breach or unauthorized release of student information or records pursuant to Public Act No. 16-189.

7. **Confidentiality/FERPA.**

7.1 Contractor shall, and shall ensure compliance by assigned nursing staff to, strictly adhere to all State and Federal Statutes, rules, policy, regulations, codes of participant protection and confidentiality, administrative directives of the State of Connecticut Board of Education of Waterbury regarding confidentiality of student records, files, PPTs, IEPs, etc. Contractor shall further ensure that its employees, agents, or anyone performing work on their behalf under the terms of this Agreement shall strictly adhere to all State and Federal Statutes, rules, policy, regulations, codes of participant protection and confidentiality, administrative directives of the State of Connecticut Board of Education established by the City of Waterbury regarding confidentiality of student records, files, PPTs, IEPs, etc.

7.2 Any and all materials contained in a City of Waterbury student file that are entrusted to Contractor or to assigned nursing staff during in the course of its services shall remain in the strictest confidence to prevent disclosure of the same. All information furnished by the City or gathered by Contractor or nursing staff shall be used solely for the purposes of providing services under this Agreement.

7.3 Contractor acknowledges, and shall ensure compliance by assigned nursing staff, that in the course of providing services under this Agreement, it may come into the possession of education records of City 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).

Contractor shall comply with the requirements of said statute and regulations, and agrees to use information obtained from the City or student education records only for the purposes provided in this Agreement. Without the prior written consent of the student's parent or guardian, as required by FERPA, Contractor has no authority to make disclosures of any information from education records.

8. Criminal Background Check and DCF Registry Check.

8.1 Contractor represents and warrants that it and its employees, staff and nurses, who may be assigned to perform the Scope of 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; that each of the Contractor's employees have submitted to a state and national criminal history records check and that each records check has not revealed any violations or criminal activities; that the Contractor and its employees have submitted to a Department of Children and Families (DCF) registry check and that there are no pending actions with DCF and are not listed on the student abuse and neglect registry. The City and the Waterbury Board of Education shall rely upon these representations

9. Representation Regarding Qualification

9.1 Contractor hereby represents that it has verified the validity of all licenses required by the State of Connecticut for all nurses assigned to provide services under this Agreement.

9.2 Contractor hereby represents that all assigned nurses are knowledgeable regarding any and all federal and/or state regulations, policies, procedures, statutes, codes participant protection and confidentiality, family rights to privacy, protection of pupil rights, local school system policies and procedures, regarding services to be provided under this Agreement.

9.3 Contractor represents that the nurses provided are licensed and certified to perform the scope of work set forth in this Agreement. Contractor further represents that that the nurses provided have the requisite skill, expertise and knowledge necessary to perform the scope of work required under the terms of this Agreement. Contractor shall provide the City with copies of nursing license, certification and resumes.

9.3.1 **Representations regarding Personnel.** Contractor represents that it has or will secure, at its own expense, all personnel and nursing staff required to perform the services under this Agreement. Such personnel shall not be employees of or have any contractual relationship with the City, unless use of City employees or of personnel having a contractual relationship with the City is approved in writing. As set forth above, all the services required hereunder shall be performed by Contractor or under its supervision and all personnel engaged in the work shall be fully qualified and shall be authorized or permitted under state or local law to perform such services.

9.3.2 The Contractor represents and warrants that it and its employees and nurses, who may be assigned to perform the Scope of 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. That each of Contractor's assigned nurses have submitted to a state and national criminal history records check and a DCF registry check and said results revealed no violations.

10. **Debarment**

10.1 Contractor hereby certifies that neither it, nor its principals are debarred or suspended from doing business as required by Executive Orders 12549, and shall provide to the City of Waterbury a signed certificate regarding debarment and suspension.

11. **Indemnification**

11.1 Contractor shall indemnify and hold harmless the City, the City's Board of Education and their agents, commissioners, officials and employees from and against all claims, suits, damages, losses, judgments, costs and expenses including attorney's fees arising out of or resulting from the performance of the Contractor's services, caused in whole or in part by any willful or negligent act or omission of Contractor, any subcontractor, anyone provided by the Contractor to perform services under this Agreement, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable.

11.2 Contractor assumes all risk in the operation of this Agreement, and shall be solely responsible and answerable in damages for all accidents or injuries to person or property, except for the actions or negligence of the City and the Board and their officers, agents or employees. Contractor hereby covenants and agrees to (i) indemnify, (ii) pay the City and Boards, their officers, agents, or employees attorney's fees, and (iii) hold harmless the City and Board and their officers, agents or employees from any claims, suits, actions, damages, losses and injury to person or property arising out of the operation of this Agreement or the negligence or improper conduct of Contractor or any servant, agent or employee thereof, which responsibility shall not be limited to the insurance coverage herein provided.

11.3 In any and all claims against the City, the Board or any of its employees by any employee of Contractor, any subcontractor, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, the indemnification obligation above, shall not be limited in any way by any limitation on the amount or type of damages, compensation or benefits payable by or for Contractor or any subcontractor under Worker's Compensation Acts, disability benefit acts or other employee benefit acts.

11.4 Contractor expressly understands and agrees that any insurance protection required by this Agreement, or otherwise provided by Contractor, shall in no way limit the responsibility to indemnify, keep and save harmless and defend the City as provided here.

11.5 The City shall indemnify and hold harmless Contractor, and their agents, officials and employees from and against all claims, suits, damages, losses, judgments and costs arising out of or resulting from any of the City's obligations under this Agreement, provided that any such claims, suits, damages, losses, judgments, costs or expenses are caused in solely by any willful or negligent act or omission of the City, any subcontractor hired by the City, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable.

11.6 The City assumes all risk with regards to its obligations as set forth in this Agreement, and shall be solely responsible and answerable in damages for all accidents or injuries to person or property, except for the actions or negligence of the Contractor their officers, subcontractors, agents or employees. The City hereby covenants and agrees to hold harmless Contractor and its

officers, agents or employees from any claims, suits, actions, damages, losses and injury to person or property arising out the negligence or improper conduct of the City or any servant, agent or employee thereof, which responsibility shall not be limited to the insurance coverage herein provided.

11.7 In any and all claims against Contractor , or any of its employees by any employee of the City, any of the City's subcontractor, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, the indemnification obligation above, shall not be limited in any way by any limitation on the amount or type of damages, compensation or benefits payable by or for the City or any subcontractor under Worker's Compensation Acts, disability benefit acts or other employee benefit acts.

12. Contractor's Liability Insurance

12.1 Contractor shall not commence work under this Agreement until all insurance required under this section has been obtained by Contractor and such insurance has been approved by the City, nor shall Contractor allow any subcontractor to commence work on any subcontract until all similar insurance required of any such subcontractor has been so obtained and approved by the City. Insurance shall be provided by insurers satisfactory to the City and authorized to do business in the State of Connecticut, having an "A-" Best's Rating and at least a Class V3 or better financial size category as shown in the most current A.M. Best Company ratings. Contractor shall secure and maintain, for the duration of this Agreement, including any amendments hereto, with the City and the Board of Education being named as an additional insured parties, the following minimum liability insurance coverage.

12.2 At no additional cost to the City, the Contractor shall purchase and maintain the insurance coverages set forth below which shall protect the City from claims which may arise out of or result from the Contractor's obligation under this Agreement, whether such obligations are the Contractor's or subcontractor or person or entity directly or indirectly employed by said Contractor or subcontractor may be liable.

12.3 Each insurance policy shall state that the insurance company shall agree to investigate and defend the insured against all claims for damages, even if groundless. If any insurance required herein is to be issued or renewed on a claims made form as opposed to an occurrence form, the retroactive date for coverage shall be no later than the commencement date of this Agreement and shall provide that in the event of cancellation or non-renewal, the discovery period for insurance claims ("Tail Coverage") shall be available for at least 60 months.

12.3.1 General Liability Insurance coverage with limits of \$1,000,000 Per Occurrence/ \$2,000,000 General Aggregate; \$2,000,000.00 Products/Completed Operations Aggregate

12.3.2 Worker's Compensation Insurance in accordance with the State of Connecticut's Worker's Compensation Laws;
Employer's Liability (EL)
EL Each Accident \$1, 000,000
EL Each Disease Each Employee \$1,000,000
EL Each Disease Policy Limit \$1,000,000

12.3.3 Nurses' Professional Liability/Errors and Omissions coverage for the acts and/or omissions of the professional,

\$1,000,000 Each Claim/ \$1,000,000 Aggregate.

Professional Liability coverage will be needed if services include (1) Medical Professional or (2) Counseling Services from a social worker or licensed clinical social worker. Policy's written on a "Claims Made" basis must be renewed for a minimum of two (2) years from the completion date of this Agreement. If the policy is replaced and/or the retroactive date is changed, then the expiring policy must be endorsed to extend the reporting period for the claims for the policy in effect during the Agreement for two (2) years from the completion date.

12.3.6 Certificates of Insurance. Contractor will provide to the City, Certificates of Insurance of all assigned nurses prior to the execution of this Agreement. Said policies shall be endorsed to add the City and the Board of Education as additional insured and provide a waiver of subrogation on all lines of coverage except Professional Liability. The insurance afforded the addition insured shall be primary and non-contributory insurance and the coverage and limits provided under the Contractor's policies shall not be reduced or prorated by the existence of any other insurance applicable to any loss the additional insured may have suffered. Certificate of Insurance shall evidence the aforementioned Comprehensive General Liability, Professional Liability, Worker's Compensation and Excess General Liability Insurance coverage and a 30-day notice of cancellation prior to the cancellation of any insurance. **The Certificates of Insurance must read: "The City of Waterbury and the Waterbury Board of Education are listed as additional insured on a primary and non-contributory basis on all policies except Nurses' Professional Liability and Workers Compensation. All Policies must also include a Waiver of Subrogation."**

Original, Completed Certificates of Insurance must be presented to the City prior to Issuance of this Agreement. Such certificate(s) shall be subject to certification by the City's Risk Manager. Contractor shall provide replacement and/or renewal certificates at least thirty (30) days prior to the expiration of the policy (ices). Said certificates shall contain a provision that coverage afforded under the policies shall not be cancelled or reduced for any reasons unless notice of no less than thirty (30) days has been mailed to:

City of Waterbury
Attn: Education Dept.-Robert Brenker, 3rd Floor
236 Grand Street
Waterbury, CT 06702

Upon request, Contractor shall deliver to the City a copy of its insurance policies and endorsements and riders.

12.3.7 Failure to Maintain Insurance In the event Contractor fails to maintain the minimum required coverage as set forth herein, the City may, at its option, purchase same, and invoice or offset Contractor's invoices for the cost of said insurance, or the City and Board may terminate this Agreement immediately upon information of no insurance coverage.

12.3.8 Cancellation. THE CITY SHALL RECEIVE WRITTEN NOTICE OF CANCELLATION FROM THE INSURER AT LEAST THIRTY (30) CALENDAR DAYS PRIOR TO THE DATE OF ACTUAL CANCELLATION, REGARDLESS OF THE REASON FOR SUCH CANCELLATION.

13. **Discriminatory Practices**

13.1 In performing this Agreement, Contractor shall not discriminate against any employee or applicant for employment, with respect to his or her hire, tenure, terms, conditions or privileges of employment, or any matter directly or indirectly related to employment, because of race, color, sex, age, religious creed, disability, national origin or ancestry, marital status, family status, prior psychiatric treatment, health care, military status or source of income or because of a handicap that is unrelated to the employee's or the applicant's ability to perform the duties of a particular job or position. Subcontracts with each subcontractor shall contain a provision requiring non-discrimination in employment as herein specified. This covenant is required pursuant to §93.04 of the Code of Ordinances of the City and any breach thereof may be regarded as a material breach of this Agreement. Said provisions with subcontractors shall require conformity and compliance with all local, state and federal laws, rules and regulations and Executive Orders pertaining to discrimination and equal opportunity requirements.

13.2 The Contractor shall provide services to any eligible student and shall not discriminate against any student regardless of race, religion, color, ancestry, natural origin, sex, handicap or disability.

13.2.1 **Equal Opportunity.** In its execution of the performance of this Agreement, Contractor shall not discriminate and shall comply with applicable laws prohibiting discrimination on the grounds of race, color, religion, sex, national origin or citizenship status, age or handicap. Contractor agrees to comply with all local, state and federal laws, rules and regulations and Executive orders pertaining to discrimination and equal opportunity requirements, and will require the same of all subcontractors.

14. **Termination**

14.1 **Termination of Agreement for Cause.** If, through any cause, in part or in full, not the fault of Contractor, Contractor shall fail to fulfill in timely and proper manner his obligations under this Agreement, or if Contractor shall violate any of the covenants, Agreements, or stipulations of this Agreement, the City shall thereupon have the right to terminate this Agreement by giving written notice to Contractor of such termination and specifying the effective date thereof, at least ten (10) days before the effective date of such termination.. In the event of such termination, all documents, data, studies, and reports prepared by Contractor under this Agreement shall, at the option of the City, become its property.

14.2 Notwithstanding the above, Contractor shall not be relieved of liability to the City for damages sustained by the City by virtue of any breach of this Agreement by Contractor, and the City may withhold any payments to Contractor for the purpose of setoff until such time as the exact amount of damages due the City from Contractor is determined.

14.3 **Termination for Convenience of the City.** The City may terminate this Agreement at any time for the convenience of the City, by a notice in writing from the City, to Contractor. If this Agreement is terminated by the City as provided herein, Contractor will be paid an amount for the services actually performed and provided for under this Agreement.

14.4 Termination for Lack of Funding. The Contractor acknowledges that the payment obligations of the City under this Agreement are intended to be funded by the City through General Fund appropriations, federal or state assistance or grant monies provided by the federal or state governments as well as the sale of tax exempt long and short term debt obligations issued by the City. Contractor acknowledges that continuation of this Agreement is subject to the lawful continual appropriation of funds by the City, State or Federal government, including the funding of grants for the purpose of this Agreement. Moreover, this Agreement may also be subject to the ability of the City to legally issue and sell the aforementioned debt obligations, (as determined by opinion of bond counsel and or the Internal Revenue Service) and to do so in a commercially viable manner, and is furthermore subject to the lawful continual appropriation of funds by the City, State or Federal government. Contractor therefore agrees that the City and Board shall have the right to terminate this Agreement in whole or in part without penalty in the event that: (1) the City is unable to issue the debt obligations for sale because of a legal infirmity as otherwise determined by Bond counsel or the Internal Revenue Service; or, (2) the City is unable to market and or timely sell the required amount of debt obligations required to fund the Agreement in whole or in part, or, (3) the money required to enable the City to pay Contractor is either not appropriated, authorized or made available pursuant to law, or such funding appropriations have been reduced pursuant to law.

14.5 The Contractor therefore agrees that the City shall have the right to terminate this Agreement in whole or in part without penalty in the event that the money required to enable the City to pay Contractor is either not appropriated, authorized or made available pursuant to law, or such funding appropriations or grant monies have been reduced pursuant to law.

14.5.1 **Effects of Nonappropriation.** If funds to enable the City to effect continued payment under this Agreement are not appropriated, authorized or otherwise made available by law, the City shall have the right to terminate this Agreement without penalty at the end of the last period for which funds have been appropriated, authorized or otherwise made available by law by giving written notice of termination to Contractor.

14.5.2 **No Payment for Lost Profits.** In no event shall the Board or the City be obligate to pay or otherwise compensate Contractor for any lost or expected future profits.

15. Delivery of Documents.

15.1 In the event of termination or fulfillment of this Agreement, or at any point that each individual student no longer receives services provided by the Contractor, Contractor shall promptly deliver and be responsible to have the assigned nurse deliver, to the City, in a manner reasonably specified by the City, all documents and other tangible items furnished by, or owned, leased, or licensed by the City. This shall include, but is not limited, to any and all student records, evaluations, reports, I.E.P., or any other records provided to Contractor under this Agreement. The City shall have the right to withhold any payment due to Contractor until said documents have been returned to the City of Waterbury.

16. Subcontracting.

16.1 The Contractor shall not, without the prior written approval of the City, subcontract, in whole or in part, any of Contractor's services.

16.2 The Contractor shall be as fully responsible to the City for the acts and omissions of its subcontractors, independent contractors, and of persons either directly or indirectly employed by them, as it is for the acts and omissions of persons directly employed by Contractor.

17. Assignability.

17.1 The Contractor shall not assign any interest in this Agreement, and shall not transfer any interest in the same (whether by assignment or novation) without the prior written approval of the City; provided, however, that claims for money due or to become due Contractor from the City under this Agreement may be assigned to a bank, trust, company, or other financial institution, or to a Trustee in Bankruptcy, without such approval. Notice of any such assignment or transfer shall be furnished promptly to the City.

18. Audit.

18.1 The City reserves the right to audit Contractor's books of account in relation to this Agreement any time during the period of this Agreement or at any time during the twelve month period immediately following the closing or termination of this Agreement, or as required by the grant. In the event the City elects to make such an audit, Contractor shall immediately make available to the City all records pertaining to this Agreement, including, but not limited to, payroll records, bank statements and canceled checks.

19. Interest of City Officials.

19.1 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.

20. Prohibition Against Gratuities and Kickbacks

20.1 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: decision; approval; disapproval; recommendation; preparation of any part of a program requirement or a requisition; influencing the content of any specification or procurement standard; or rendering of advice, investigation, auditing, or in any other advisory capacity in any proceeding or application, request for ruling, determination, claim or controversy, or other particular matter pertaining to any program requirement or a contract or purchase order, or to any solicitation or proposal therefore.

20.2 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.

20.3 Upon showing that a kickback was made to the City, a contractor it shall be conclusively presumed that the amount thereof was included in the price of the subcontract or order and ultimately borne by the City and will be recoverable hereunder from the recipient. In addition, said value may also be recovered from the subcontractor making such kickbacks. Recovery from one offending party shall not preclude recovery from other offending parties.

20.4 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.

20.5 The Contractor, and all subcontractors if applicable, shall perform the work in accordance with all applicable laws and requirements, whether or not covered by the contract documents forming a part of this Agreement, including but not limited to the following City Ordinances: prohibition against gratuities (§39.042(A) of the Ethics Ordinance) and prohibition against kickbacks (§39.042(B) of the Ethics Ordinance). 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. Upon showing that a subcontractor made a kickback to the City, a prime contractor or a higher tier subcontractor in connection with the award of a subcontract or order thereunder, it shall be conclusively presumed that the amount thereof was included in the price of the subcontractor order and ultimately borne by the City and will be recoverable hereunder from the recipient. In addition, said value may also be recovered from the subcontractor making such kickbacks. Recovery from one offending party shall not preclude recovery from other offending parties.

21. Prohibition against Contingency Fees

21.1 The Contractor 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.

22. City of Waterbury's Ethics Code Ordinance

22.1 The Contractor hereby acknowledges receipt of the City of Waterbury's Ordinance regarding Ethics and Conflicts of Interest and has familiarized itself with said Code.

23. Entire Agreement.

23.1 This Agreement shall constitute the complete and exclusive statement of the contract between the parties as it relates to this transaction and supersedes all previous Agreements and understandings, whether written or oral, relating to such subject matter. Any amendment to this Agreement must be in writing and agreed to by the City and Contractor.

24. Independent Contractor Relationship.

The relationship between the City and the Contractor, the contractor's employees, independent contractors, or affiliates, is that of client and independent Contractor. No agent, employee, or servant of the Contractor shall be deemed to be an employee, agent or servant of the City. The Contractor shall be solely and entirely responsible for its acts and the acts of its agents, employees, servants and subcontractors during the performance of this Agreement.

Nothing in this Agreement shall be interpreted or construed as creating or establishing the relationship of employer and employee between the City, the Contractor or the Professionals or any employee, agent of the Contractor. Both parties acknowledge that the Contractor and Professionals are not an employee for federal or state tax purposes.

As the Contractor and the Professionals are not an employee of the City, the Contractor and/or the Professional is responsible for paying all required state and federal taxes. In particular:

- A. The City will not withhold FICA (Social Security) from the Contractor's payment.
- B. The City will not make state or federal unemployment insurance contributions on behalf of the Contractor or its employees or agents.
- C. The City will not withhold state or federal income tax from payment to the Contractor or its employees or agents.
- D. The City will not make disability insurance contributions on behalf of the Contractor or its employees or agents.
- E. The City will not obtain workers' compensation insurance on behalf of the Contractor or its employees or agents.

25. Severability.

25.1 Whenever possible, each provision of this Agreement shall be interpreted in such a manner as to be effective and valid under applicable law. If any provision of this Agreement, however, is held to be prohibited or invalid under applicable law, such provision shall be deemed restated to reflect the original intentions of the parties, as nearly as possible in accordance with applicable law, and if capable of substantial performance, the remaining provisions of this Agreement shall be enforced as if this Agreement was entered into without an invalid provision.

26. Survival.

26.1 Any provisions of this Agreement that impose continuing obligations on the parties and shall survive the expiration or termination of this Agreement for any reason.

27. Disputes; Legal Proceedings and Continued Performance.

27.1 Notwithstanding any such claim, dispute or legal action, Contractor shall continue to perform services under this Agreement in a timely manner, unless otherwise directed by the City.

28. Binding Agreement.

28.1 The City and Contractor each bind themselves and their successors, assigns and legal representatives to the other party to this Agreement and to the successors, assigns and legal representatives of such other party with respect to all covenants of this Agreement.

29. Waiver.

29.1 Any waiver of the terms and conditions of this Agreement by either of the parties hereto shall not be construed to be a waiver of any other term or condition of this Agreement.

30. Governing Laws.

30.1 This Agreement, its terms and conditions and any claims arising therefrom shall be governed by the laws of the State of Connecticut.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the day and year first written below.

WITNESSES:

CITY OF WATERBURY

By: _____

Neil M. O'Leary
Mayor, City of Waterbury


Print name

Date: _____

PEDIATRIC SERVICES OF AMERICA,
INC. DBA PSA HEALTHCARE

CONTRACTOR

 _____

By:  _____

Donnie Koch
Print name

James Elkington VP of Reimbursement Services
Print Name and Title

Date: 1/18/18

SCHEDULE "A"

RATE SCHEDULE and SCOPE OF SERVICE

(Consisting of 1 page)

Rate Schedule

Registered Nurse - \$55.00 per hour.

Licensed Practical Nurse - \$50.00 per hour.

Scope of Services

The Contractor will provide the following services in addition to services as set forth elsewhere in this Agreement:

1. An R.N. or LPN for up to 210 school days per year for up to 8 hours per day.
2. An RN or LPN to provide skilled one to one nursing services for designated Waterbury Public School students.
3. Nursing Services shall be provided for up to 210 school days per year.
4. The designated RN or LPN will accompany student during transport to and from School if required by the City.
5. The assigned nurse shall be an R.N. or an L.P.N. with the requisite skill, expertise and experienced in complicated medical and hygiene needs of the particular student. The Contractor shall ensure that the assigned nurse provides all services to the student in accordance with the medical instruction or plan as provided by the student's physicians.
6. The Contractor will maintain and ensure the assigned nurse will maintain appropriate records and prepare reports on its services in accordance with the procedures and policies of the Waterbury Department of Special Services.
7. Will ensure that the assigned nurse is available to attend any PPT's as may be required of her.
8. The Contractor shall provide to the City, Medicaid documentation in a form and manner acceptable to the City and in compliance with the State of Connecticut Department of Social Service regulations.