Board of Education

REGULAR MEETING
Thursday, January 18, 2018 – 6:30 p.m.
Waterbury Arts Magnet School, 16 South Elm Street, Waterbury, CT

A G E N D A

1. *Silent Prayer*

2. *Pledge of Allegiance to the Flag*

3. *Roll Call*

4. *Communications*

5. *Public Addresses the Board*: All speakers are encouraged to submit prepared written statements to the Commissioners. Comments shall be limited to a maximum of five minutes. There will be no responses this evening to any questions or concerns raised; they will be referred to the Administration for review and response.

6. *Deputy Superintendent's Announcements*

7. *President's Comments*

8. *Consent Calendar*

8.1 *Committee of the Whole:* Request approval of an Agreement with Naugatuck Valley Community College for the GEAR UP program.

8.2 *Committee of the Whole:* Request approval of a Student Intern Affiliation Agreement, at no cost, with Quinnipiac University to provide School Psychologist Student Internships.

8.3 *Committee on School Facilities & Grounds:* Use of school facilities by school organizations and/or City departments.

8.4 *Committee on School Facilities & Grounds:* Use of school facilities by outside organizations and/or waiver requests.

9. *Items Removed from Consent Calendar*

10. *Committee on Policy* – Commissioner Sweeney

10.1 Request approval of revisions to the Bylaws of the Board/#9010 - Organization.

10.2 Request approval of revisions to the Bylaws of the Board/#9010 – Duties of Secretary.

11. *Committee on School Personnel* – Commissioner Stango

11.1 Lateral transfer request.

12. *Committee of the Whole* – Vice President Harvey

12.1 Election of Board Secretary per State Statute.

13. *Superintendent's Notification to the Board*

13.1 Athletic appointments effective immediately:
Arroyo, Alyssa – Assistant Indoor Track Coach, WHS.
Hinton, Marci – Assistant Cheerleading Coach, WHS.
Johnson, Eric – Freshmen Boys Basketball Coach, WCA.
Osterhout, Alexa – Cheerleading Coach, WMS.

13.2 Grant funded appointments effective immediately:
Maldonado, Joyce – Hall Duty Monitor, WSMS, $90 p/day, part-time, non-union and without benefits.
McDonald, Brian – Certified Instructor, Adult Education, $32 p/hour, part time, non-union and without benefits.
Spitz, Joshua – Math Instructor, WAMS, $24 p/hour, part time, non-union and without benefits, funded by WAMS Operating Grant.
Wasilewski, Diane – Guidance Office Clerk, Adult Education, $14 p/hour, part time, non-union and without benefits.

13.3 Rotella After School Programs (Enrichment and Academics) – Session 2, January 8 - March 22, 2018, M – Th, funded by RMS Operating Grant:

Administrator:	Robin Henry, Principal
	Dana Wallace, Sub
A/V Tech:	Brian Michaud
Grants Facilitator/Clerical:	Jean Zastaury

Teachers:	Substitute Teachers:
Altieri, Christina	Barrett, Ellen
Argenta, Lauren	Heidgerd, Angela
Ciuffo, Stephanie	Ouellette, Bernadette
D'Aniello, Kara	Santovasi, Monica
Ledbetter, Brenda	
Lee, Ellen	
Matthews, Julia	
McLaren, Ashley	
Miller, Terri	
Monroe, Mary	
Porcaro, Stephanie	
Rinaldi, Heather	

Aides/Paras	Substitute Aides/Paras:

Begin, Debra
Cicchiello, Ersilia
Leach, Darice
Walters, Kimberly
Brookins, Valerie
Meehan, Lisa

13.4 Appointments

Santana, Zuma – World Language Department Head, WHS, eff. 12/20/17.
Ursino, Antonio – Mathematics Department Head, WHS, eff. 12/20/17.

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

School	Last name	First Name	Assignment
Bucks Hill	Bello	Delia	Administrator
	Hudobenko	Filomena	Administrator
	Sanzone	Ashley	Teacher
	Corbo	Cherie	Teacher
	O'Donnell	Jennifer	Teacher
	Comeau	Elizabeth	Teacher
	Santiago	Koula	Teacher
	Krier	Ben	Teacher
	Robalino	Alexandra	Teacher
	Martinez	Gisela	Teacher
	Arroyo	Maria	Teacher
	Cacho-Zuniga	Lurbin	Teacher
	Brunelli	Teri	Secretary
	Fortuna	Anne Marie	Substitute
	Gibson	Alyse	Substitute
	Dematteis	Jennifer	Substitute
	Drewry	Megan	Substitute
	O'Connor	Jessica	Teacher
Bunker Hill	Cruess	Steven	Lead Teacher
	Axvhiu	Bjanka	Teacher
	Gwiazdoski	Andrew	PE Teacher
	Guerrera	Maureen	Secretary
	Justin	Froese	Substitute
	Groppi	Susan	Substitute
	Rochon	Howard	Substitute
	Colangelo	Tina	Substitute
Carrington	Thompson	Melissa	Lead Teacher
	Carosella	Stephen	Teacher
	Hernandez	Ivan	Teacher
	Cancellaro	Carolyn	Teacher
	Madera	Marlene	Substitute
	Hanley	Jessica	Substitute
	Iacovone-Boivin	Rachel	Substitute
	Conway	Jaimie	Clerical/Secretary
	Renna	Karen	Principal

	Gwiazdoski	Kristen	Vice-Principal
Chase	Stokes	Laura	Teacher
	Cavallo	Angelica	Teacher
	Matthews	Steve	Teacher
	Caldarella	Lorri	Teacher
	Velodota	Danielle	Teacher – Sub.
	Cianfagna	Traci	Teacher – Sub.
	Turner	Gina	Paraprofessional
	Calabrese	Matthew	Admin.
	Evans-Foster	Shernett	Admin. – Sub.
	Zillo	Maria	Admin. – Sub.
	Salvia	Carol	Clerical
	Melendez	Doreen	Coord./Parent Liaison
Driggs	Theriault	Michael	Admin
	Misset	Aimee	Admin
	Argenta	Taryn	Admin
	Feigenblat	Maryssa	Teacher
	Angelo	Eileen	Teacher
	Owens	Theresa	Teacher
Duggan	Finkenzeller	Frances	Lead Teacher
	McCasland	Maureen	Teacher
	Hart	Richard	Teacher
	Scirica	Erin	Teacher
	Miller	Christine	Substitute
	Christolini	Janine	Substitute
	Brittingham	Michelle	Substitute
Generali	Rock	Stefanie	Facilitator/Teacher
	Coughlin	Timothy	Teacher
	Mendoza	Tania	Secretary
	Verrier	Marie	Paraprofessional
	Barbieri	Nikki	Teacher – Sub
	DellaCamera	Ashley	Teacher – Sub
	Neibel	Amy	Teacher – Sub
	Pelletier	Rosann	Teacher – Sub
	Rhinesmith	Wendy	Teacher – Sub
	Simoes	Odet	Teacher – Sub
	Walling	Maggie	Para - Sub
Gilmartin	Bulls	Tanya	Lead Teacher/Admin
	Petruzzi	Pia	Sub administrator
	Falcone	Brenda	Teacher
	Sconziano	Jessica	Teacher
	Rose	Mary	Clerical
	Sconziano	Jessica	Sub/teacher
	Dwyer	Catherine	Sub/teacher
	Summa	Emily	Sub/teacher
	Braxton	Christine	Sub/teacher
Kingsbury	Bisaillon	Bret	Lead Teacher/Gr 5
	Marques	Lauren	Grade 4

	Abby	Radzimirski	Grade 3 (T & W)
	Angela	Shea	Grade 3 (Thursday – Reading Specialist)
	Sean	Morrissey	Substitute
	Sue	Meaney	Substitute
	Lisa	Rizzo	Substitute
	Christine	Capaldo	Substitute
	Norma	Guedelha	Secretary/Clerical
Reed	Tomasella	Diurca	Administrator
	Mendoza	Juan	Sub Admin.
	Steffero	Melissa	Teacher
	Boratko	Jessica	Teacher
	Griffin	Denise	Teacher
	Zukowski	Diane	Substitute
	McKirryher	Jonna	Substitute
	Kataja	Ashley	Substitute
	Grant	Nataine	Substitute
	DeCarlo	Michael	Substitute
	Serifin	Stephanie	Substitute
	York	Judith	Substitute
Regan	Defazio	Alana	Teacher
	Welch	Alexander	Teacher
	Williams	Kimberly	Teacher (bus)
Tinker	Desanto	Christine	Teacher
	Sagendorf	Janet	Teacher
	Alfano	Chelsea	Sub.
	Mete	Meleke	Sub.
	Matrianna	Catherine	Sub.
	Violette	Danielle	Sub.
	Parks	Michelle	Sub.
	Ouellette	Francene	Teacher
	Cote	Susan	Clerical
	Lerz	Darlene	Admin.
Walsh	Ocasio	Jessica	Administrator
	Paolino	Ellen	Administrator Sub
	Maldonado	Joanne	Teacher
	Bilbrough	Allyson	Teacher
	Nadonly	Karen	Teacher
	Natoli	Jane	Sub
	Salvatore	Janelle	Sub
Washington	Langan	Colleen	Grade 2
	Montagno	Nikita	Grade 1`
	Sullivan	Marianinna	Substitute
	Rua	Sullivan	Substitute
Wilson	Deeley	Jennifer	Math Teacher
	Dublin	Larry	Science Teacher
	Orsatti	Donna	Paraprofessional
	Reho	Jessica	Substitute

	Rosser	Jennifer	Administrator
	Shaffer	Andrea	ELA Teacher
	Pinho	Kelly	Substitute Admin

13.6 Teacher hires:

Name		Assignment		Effective
Cruz	Mayra	Bucks Hill	Bilingual Gr. 5	08/28/17
Moreno Lopez	Ruben	WMS	Bilingual Math	10/16/17

13.7 Teacher transfers:

NAME		FROM	TO	EFF.
Zachary	Nina	Bunker Hill Art Temp	Bunker Hill Art Perm	Aug-18
Comer	Sheryl	Bunker Hill Gr 2 Temp	Bunker Hill Gr 2 Perm	Aug-18
Butterworth	Jessica	Bunker Hill Gr 4 Temp	Bunker Hill Gr 4 Perm	Aug-18
Flaherty	Brianna	Bunker Hill Gr 5 Temp	Bunker Hill Gr 5 Perm	Aug-18
O'Toole	Haleigh	Bunker Hill Gr 5	Bunker Hill Gr K	Aug-18
Toma	Brenda	Bunker Hill Gr 4	Carrington Gr 6	Aug-18
Scivoletto	Nicole	Chase Gr 1 Temp	Chase Gr 1 Perm	Aug-18
Commendatore	Joseph	Chase Gr 5 Temp	Chase Gr 5 Perm	Aug-18
Digiorgi	Deanna	Chase/Brass City Social Worker Temp	Chase/Brass City Social Worker Perm	Aug-18
Pepe	Thomas	Crosby General Science Gr 9 Temp	Crosby General Science Gr 9 Perm	Aug-18
Oiver Miccio	Audra	Crosby Special Ed Temp	Crosby Special Ed Perm	Aug-18
Spence	Kris	Crosby Special Ed Gr 9 Temp	Crosby Special Ed Gr 9 Perm	Aug-18
Diorio	Jill	Duggan Gr Pre-K Sped	Duggan Gr 3	Aug-18
Cook	Nicole	Generali Special Ed ABA Program Temp	Generali Special Ed ABA Program Perm	Aug-18
Whipple	Jennifer	Gilmartin Gr 3 Temp	Gilmartin Gr 3 Perm	Aug-18
Bramble	Nicole	Hopeville Bilingual Gr 4 Temp	Hopeville Bilingual Gr 4 Perm	Aug-18
Eagan	Laurie	Hopeville/Wendell Psychologist Temp	Hopeville/Wendell Psychologist Perm	Aug-18
Bernabe	Allan	Kennedy Science/Physics Temp	Kennedy Science/Physics Perm	Aug-18
Larkin	Brian	Kingsbury PE Elem Temp	Kingsbury PE Elem Perm	Aug-18
LaFrance	Andrea	Driggs Art	Maloney Art	Aug-18
Schreiber	Yehudis	Reed Music Temp	Reed Music Perm	Aug-18
Tona	Jerina	Reed Science Gr 7 & 8 Temp	Reed Science Gr 7 & 8 Perm	Aug-18
Stevens	Jamie	Regan Gr 4 Temp	Regan Gr 4 Perm	Aug-18
DeRienzo	Laura	Regan Gr 1 Temp	Regan Gr 1 Perm	Aug-18
Welch	Alexander	Regan Gr 5 Temp	Regan Gr 5 Perm	Aug-18

Sideravage	Elizabeth	Sprague Gr 3 Temp	Sprague Gr 3 Perm	Aug-18
Perlini	Jocelyn	Sprague Gr 5 Temp	Sprague Gr 5 Perm	Aug-18
Abraham	Mckenzie	Tinker Gr K Temp	Tinker Gr K Perm	Aug-18
Farrell	Kelly	Tinker Music Temp	Tinker Music Perm	Aug-18
Moreno Lopez	Ruben	Wallace Bilingual Math Temp	Wallace Bilingual Math Perm	Aug-18
LaChance Jr.	George	Wallace Math Gr 7 Temp	Wallace Math Gr 7 Perm	Aug-18
Camilleri	Lisa	Wallace Math Gr 8 Temp	Wallace Math Gr 8 Perm	Aug-18
Vecca	Lisa	Wallace Social Worker Temp	Wallace Social Worker Perm	Aug-18
Pelegrino	Nicole	Wallace Social Worker Temp	Wallace Social Worker Perm	Aug-18
Anderson	Kate	Wallace Special Ed Gr 7 Temp	Wallace Special Ed Gr 7 Perm	Aug-18
Osterhout	Alexa	Wallace Special Ed Gr 8 Temp	Wallace Special Ed Gr 8 Perm	Aug-18
O'Neill	Patrick	WAMS PE/Health MS/HS Temp	WAMS PE/Health MS/HS Perm	Aug-18
Rotatori	Kayla	WAMS PE/Health MS/HS Temp	WAMS PE/Health MS/HS Perm	Aug-18
Cheatham	Major	WAMS SLP Temp	WAMS SLP Perm	Aug-18
Milo	Jonathan	Washington /Bucks Hill Annex Art Temp	Washington /Bucks Hill Annex Art Perm	Aug-18
Chambers	Robert	Wilby Math Gr 9-10 Temp	Wilby Math Gr 9-10 Perm	Aug-18
Arroyo	Alyssa	Wilby Science/Biology Gr 11-12 Temp	Wilby Science/Biology Gr 11-12 Perm	Aug-18
LaPointe	Michael	Wilby Science/Physics Temp	Wilby Science/Physics Perm	Aug-18
Lago	Lori	Wilby Special Ed Temp	Wilby Special Ed Perm	Aug-18
Lespier	Bonnie	Wilby Special Ed Essential Skills Temp	Wilby Special Ed Essential Skills Perm	Aug-18
Skinner	Karyn	Wilson Art Temp	Wilson Art Perm	Aug-18
Osagie	Nancy	Wilson Gr 3 Temp	Wilson Gr 3 Perm	Aug-18
Stewart	Dina	Duggan Gr 3	Wilson Gr 3	Aug-18
Shwartz	Amelia	Wilson Gr 5 Temp	Wilson Gr 5 Perm	Aug-18
Beierle	Karen	WSMS FCS Temp	WSMS FCS Perm	Aug-18
Margosian	Tammon	WSMS Music Temp	WSMS Music Perm	Aug-18

13.8 Resignations:

Pontecorvo, Louis – Music Teacher, WCA, effective 12/22/17.

14. Unfinished Business of Preceding Meeting Only

15. Other Unfinished, New, and Miscellaneous Business

16. Executive Session

17. Adjournment

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE OF THE WHOLE

Item #8.1

January 18, 2018

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee of the Whole, the Deputy Superintendent of Schools recommends approval of an Agreement with Naugatuck Valley Community College for the Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR-UP).

Respectfully submitted,

Robert Henry
Deputy Superintendent

Approved:

_____
Karen E. Harvey

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE OF THE WHOLE

Item #8.2

January 18, 2018

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee of the Whole, the Deputy Superintendent of Schools recommends approval of a Student Intern Affiliation Agreement, at no cost, with Quinnipiac University for School Psychologist Student Internships.

Respectfully submitted,

Robert Henry
Deputy Superintendent

Approved:

_____
Karen E. Harvey

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON SCHOOL FACILITIES & GROUNDS

Item #8.3

January 18, 2018

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

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

GROUP	FACILITIES AND DATES/TIMES
S. Hall	WAMS atrium: Tues., Jan. 23, 5-7 pm (Zumba Night/fundraiser)
M. Rocco	W. Cross gym: Fri., Feb. 9, 5 – 9 pm (PTA-Valentine Social)
D. Foster	Reed café: Wed., Jan. 24, 5:30 - 7:30 pm (Community Forum)
PTSO	WAMS café: Fri., April 13, 5:00 - 8:30 pm (M/S Red Carpet Dance)
C. Damore	Wilson café: Thurs., Jan. 18, 5:30 - 7:30 pm (Parents Workshop)
M. Andeyoit	Duggan gym & café: Jan. 25 to Mar. 29, Thursdays, 2:30 - 4:30 pm (after-school program)
J. Reed	WSMS café & music rm.: Saturday, Feb 24, 8 am – 2 pm (middle school robotics competition)
S. Hall	WAMS apron stage: 2/21 & 2/22, 2 – 4 pm (rehearsal) and 2/23, 4 – 8 pm (Teacher Talent Show/fundraiser)
L. Richard	Career Academy/2 classrooms: Sat., Feb. 3, 8:30 am - noon (HOSA State Officer Interviews) (snow date: Feb. 10)
K. Yamashita-Iverson	Maloney café: Fri., Jan. 19, 6 – 8 pm (New Year's event for the Grade 5 students and their families)
Police Dept. Sgt. Ryan Bessett	Kennedy aud.: Wed., Feb. 7, 6 – 8 pm (Safety Presentation) (snow date: Mon., Feb. 12th)

Approved:

Respectfully submitted,

John E. Theriault

Robert Henry
Deputy Superintendent

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON SCHOOL FACILITIES & GROUNDS

Item #8.4

January 18, 2018

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

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

GROUP	FACILITIES AND DATES/TIMES
Bais Yaakov of Waterbury Ita Selengut	Rotella aud.: Feb. 5, 6, and 7, 6 – 9 pm for rehearsals and Sun., Feb. 11, for performance with snow date of Feb. 12, 6 – 9 pm
FreeThem, Inc. Malisa Blasini	**(CANCELLED)**Reed café: Sat., Jan. 20, 1:00 - 5:00 pm (community celebration collaboration)
University of St. Joseph Casey Scriven	WAMS classrooms: March 2018 thru February 2020, 4:30 - 8:45 pm (off-campus Masters' classes)
Dance Expressions Phyllis Boucher	Rotella aud.: Fri., Jan. 12, 5:00 - 8:30 pm for rehearsal and Sat., Jan. 13, 2:00 - 6:00 pm for performance

REQUESTING WAIVERS:

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

Approved:

Respectfully submitted,

John E. Theriault

Robert Henry
Deputy Superintendent

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON POLICY

Item #10.1

January 18, 2018

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Policy, the Deputy Superintendent of Schools recommends approval of the following revisions to the Bylaws of the Board/#9010 – Organization:

Organization

a) The Board of Education shall consist of the Mayor and ten elected members. Six members shall constitute a quorum. The Mayor is the Chairman Ex-Officio of the Board. The members of the Board shall elect, by majority vote, a President, Vice-President, ***and Secretary.***

b) The organizational meeting of the Board shall be held at such time as the Mayor may direct or on December 1st of each odd numbered year. The meeting shall be called to order by the Chairman. Before acting, the members shall be duly sworn to the faithful performance of the duties of their office as prescribed by law. The Board shall proceed to elect by roll call by a majority of its members, present and absent, a President, Vice President, ***and Secretary.***

Respectfully submitted,

Robert Henry
Deputy Superintendent

Approved:

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Ann M. Sweeney

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON POLICY

Item #10.2

January 18, 2018

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Policy, the Deputy Superintendent of Schools recommends approval of the following revisions to the Bylaws of the Board/#9010 – Duties of Secretary.

Duties of the President

a) In the absence of the Chairman, the Board President shall preside at all Board meetings.
b) The President shall appoint liaison positions as appropriate.
c) The President shall appoint ad-hoc committees as needed.

Duties of the Vice President

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

Duties of the Secretary

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

Respectfully submitted,

Robert Henry
Deputy Superintendent

Approved:

_____
Ann M. Sweeney

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON SCHOOL PERSONNEL

Item #11.1

January 18, 2018

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on School Personnel, the Deputy Superintendent of Schools recommends approval of the lateral transfer request of Jessica Ocasio from Supervising Vice Principal, Tinker School to Supervising Vice Principal, Walsh School, effective December 11, 2017.

Respectfully submitted,

Robert Henry
Deputy Superintendent

Approved:

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Charles L. Stango

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE OF THE WHOLE

Item #12.1

January 18, 2018

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.1

January 18, 2018

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

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

Arroyo, Alyssa – Assistant Indoor Track Coach, WHS.
Hinton, Marci – Assistant Cheerleading Coach, WHS.
Johnson, Eric – Freshmen Boys Basketball Coach, WCA.
Osterhout, Alexa – Cheerleading Coach, WMS.

Respectfully submitted,

Robert Henry
Deputy Superintendent

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.2

January 18, 2018

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

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

Maldonado, Joyce – Hall Duty Monitor, WSMS, $90 p/day, part-time, non-union and without benefits.
McDonald, Brian – Certified Instructor, Adult Education, $32 p/hour, part time, non-union and without benefits.
Spitz, Joshua – Math Instructor, WAMS, $24 p/hour, part time, non-union and without benefits, funded by WAMS Operating Grant.
Wasilewski, Diane – Guidance Office Clerk, Adult Education, $14 p/hour, part time, non-union and without benefits.

Respectfully submitted,

Robert Henry
Deputy Superintendent

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.3

January 18, 2018

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Deputy Superintendent of Schools notifies the Board of Education of the following Rotella After School Programs (Enrichment and Academics) – Session 2, January 8 - March 22, 2018, M – Th, funded by RMS Operating Grant:

Administrator:	Robin Henry, Principal
	Dana Wallace, Sub
A/V Tech:	Brian Michaud
Grants Facilitator/Clerical:	Jean Zastaury

Teachers:	Substitute Teachers:
Altieri, Christina	Barrett, Ellen
Argenta, Lauren	Heidgerd, Angela
Ciuffo, Stephanie	Ouellette, Bernadette
D'Aniello, Kara	Santovasi, Monica
Ledbetter, Brenda	
Lee, Ellen	
Matthews, Julia	
McLaren, Ashley	
Miller, Terri	
Monroe, Mary	
Porcaro, Stephanie	
Rinaldi, Heather	

Aides/Paras	Substitute Aides/Paras:
Begin, Debra	Brookins, Valerie
Cicchiello, Ersilia	Meehan, Lisa
Leach, Darice	
Walters, Kimberly	

Respectfully submitted,

Robert Henry
Deputy Superintendent

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.4

January 18, 2018

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Deputy Superintendent of Schools notifies the Board of Education of the following appointments:

Santana, Zuma – World Language Department Head, WHS, eff. 12/20/17.
Ursino, Antonio – Mathematics Department Head, WHS, eff. 12/20/17.

Respectfully submitted,

Robert Henry
Deputy Superintendent

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.5

January 18, 2018

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

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

School	Last name	First Name	Assignment
Bucks Hill	Bello	Delia	Administrator
	Hudobenko	Filomena	Administrator
	Sanzone	Ashley	Teacher
	Corbo	Cherie	Teacher
	O'Donnell	Jennifer	Teacher
	Comeau	Elizabeth	Teacher
	Santiago	Koula	Teacher
	Krier	Ben	Teacher
	Robalino	Alexandra	Teacher
	Martinez	Gisela	Teacher
	Arroyo	Maria	Teacher
	Cacho-Zuniga	Lurbin	Teacher
	Brunelli	Teri	Secretary
	Fortuna	Anne Marie	Substitute
	Gibson	Alyse	Substitute
	Dematteis	Jennifer	Substitute
	Drewry	Megan	Substitute
	O'Connor	Jessica	Teacher
Bunker Hill	Cruess	Steven	Lead Teacher
	Axvhiu	Bjanka	Teacher
	Gwiazdoski	Andrew	PE Teacher
	Guerrera	Maureen	Secretary
	Justin	Froese	Substitute
	Groppi	Susan	Substitute
	Rochon	Howard	Substitute

	Colangelo	Tina	Substitute
Carrington	Thompson	Melissa	Lead Teacher
	Carosella	Stephen	Teacher
	Hernandez	Ivan	Teacher
	Cancellaro	Carolyn	Teacher
	Madera	Marlene	Substitute
	Hanley	Jessica	Substitute
	Iacovone-Boivin	Rachel	Substitute
	Conway	Jaimie	Clerical/Secretary
	Renna	Karen	Principal
	Gwiazdoski	Kristen	Vice-Principal
Chase	Stokes	Laura	Teacher
	Cavallo	Angelica	Teacher
	Matthews	Steve	Teacher
	Caldarella	Lorri	Teacher
	Velodota	Danielle	Teacher – Sub.
	Cianfagna	Traci	Teacher – Sub.
	Turner	Gina	Paraprofessional
	Calabrese	Matthew	Admin.
	Evans-Foster	Shernett	Admin. – Sub.
	Zillo	Maria	Admin. – Sub.
	Salvia	Carol	Clerical
	Melendez	Doreen	Coord./Parent Liaison
Driggs	Theriault	Michael	Admin
	Misset	Aimee	Admin
	Argenta	Taryn	Admin
	Feigenblat	Maryssa	Teacher
	Angelo	Eileen	Teacher
	Owens	Theresa	Teacher
Duggan	Finkenzeller	Frances	Lead Teacher
	McCasland	Maureen	Teacher
	Hart	Richard	Teacher
	Scirica	Erin	Teacher
	Miller	Christine	Substitute
	Christolini	Janine	Substitute
	Brittingham	Michelle	Substitute
Generali	Rock	Stefanie	Facilitator/Teacher
	Coughlin	Timothy	Teacher
	Mendoza	Tania	Secretary
	Verrier	Marie	Paraprofessional
	Barbieri	Nikki	Teacher – Sub
	DellaCamera	Ashley	Teacher – Sub
	Neibel	Amy	Teacher – Sub
	Pelletier	Rosann	Teacher – Sub
	Rhinesmith	Wendy	Teacher – Sub

	Simoes	Odet	Teacher – Sub
	Walling	Maggie	Para - Sub
Gilmartin	Bulls	Tanya	Lead Teacher/Admin
	Petruzzi	Pia	Sub administrator
	Falcone	Brenda	Teacher
	Sconziano	Jessica	Teacher
	Rose	Mary	Clerical
	Sconziano	Jessica	Sub/teacher
	Dwyer	Catherine	Sub/teacher
	Summa	Emily	Sub/teacher
	Braxton	Christine	Sub/teacher
Kingsbury	Bisaillon	Bret	Lead Teacher/Gr 5
	Marques	Lauren	Grade 4
	Abby	Radzimirski	Grade 3 (T & W)
	Angela	Shea	Grade 3 (Thursday – Reading Specialist)
	Sean	Morrissey	Substitute
	Sue	Meaney	Substitute
	Lisa	Rizzo	Substitute
	Christine	Capaldo	Substitute
	Norma	Guedelha	Secretary/Clerical
Reed	Tomasella	Diurca	Administrator
	Mendoza	Juan	Sub Admin.
	Steffero	Melissa	Teacher
	Boratko	Jessica	Teacher
	Griffin	Denise	Teacher
	Zukowski	Diane	Substitute
	McKirryher	Jonna	Substitute
	Kataja	Ashley	Substitute
	Grant	Nataine	Substitute
	DeCarlo	Michael	Substitute
	Serifin	Stephanie	Substitute
	York	Judith	Substitute
Regan	Defazio	Alana	Teacher
	Welch	Alexander	Teacher
	Williams	Kimberly	Teacher (bus)
Tinker	Desanto	Christine	Teacher
	Sagendorf	Janet	Teacher
	Alfano	Chelsea	Sub.
	Mete	Meleke	Sub.
	Matrianna	Catherine	Sub.
	Violette	Danielle	Sub.
	Parks	Michelle	Sub.
	Ouellette	Francene	Teacher

	Cote	Susan	Clerical
	Lerz	Darlene	Admin.
Walsh	Ocasio	Jessica	Administrator
	Paolino	Ellen	Administrator Sub
	Maldonado	Joanne	Teacher
	Bilbrough	Allyson	Teacher
	Nadonly	Karen	Teacher
	Natoli	Jane	Sub
	Salvatore	Janelle	Sub
Washington	Langan	Colleen	Grade 2
	Montagno	Nikita	Grade 1`
	Sullivan	Marianinna	Substitute
	Rua	Sullivan	Substitute
Wilson	Deeley	Jennifer	Math Teacher
	Dublin	Larry	Science Teacher
	Orsatti	Donna	Paraprofessional
	Reho	Jessica	Substitute
	Rosser	Jennifer	Administrator
	Shaffer	Andrea	ELA Teacher
	Pinho	Kelly	Substitute Admin

Respectfully submitted,

Robert Henry
Deputy Superintendent

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.6

January 18, 2018

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

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

Name		**Assignment**		**Effective**
Cruz	Mayra	Bucks Hill	Bilingual Gr. 5	08/28/17
Moreno Lopez	Ruben	WMS	Bilingual Math	10/16/17

Respectfully submitted,

Robert Henry
Deputy Superintendent

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.7

January 18, 2018

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

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

NAME		FROM	TO	EFF.
Zachary	Nina	Bunker Hill Art Temp	Bunker Hill Art Perm	Aug-18
Comer	Sheryl	Bunker Hill Gr 2 Temp	Bunker Hill Gr 2 Perm	Aug-18
Butterworth	Jessica	Bunker Hill Gr 4 Temp	Bunker Hill Gr 4 Perm	Aug-18
Flaherty	Brianna	Bunker Hill Gr 5 Temp	Bunker Hill Gr 5 Perm	Aug-18
O'Toole	Haleigh	Bunker Hill Gr 5	Bunker Hill Gr K	Aug-18
Toma	Brenda	Bunker Hill Gr 4	Carrington Gr 6	Aug-18
Scivoletto	Nicole	Chase Gr 1 Temp	Chase Gr 1 Perm	Aug-18
Commendatore	Joseph	Chase Gr 5 Temp	Chase Gr 5 Perm	Aug-18
Digiorgi	Deanna	Chase/Brass City Social Worker Temp	Chase/Brass City Social Worker Perm	Aug-18
Pepe	Thomas	Crosby General Science Gr 9 Temp	Crosby General Science Gr 9 Perm	Aug-18
Oiver Miccio	Audra	Crosby Special Ed Temp	Crosby Special Ed Perm	Aug-18
Spence	Kris	Crosby Special Ed Gr 9 Temp	Crosby Special Ed Gr 9 Perm	Aug-18
Diorio	Jill	Duggan Gr Pre-K Sped	Duggan Gr 3	Aug-18
Cook	Nicole	Generali Special Ed ABA Program Temp	Generali Special Ed ABA Program Perm	Aug-18
Whipple	Jennifer	Gilmartin Gr 3 Temp	Gilmartin Gr 3 Perm	Aug-18
Bramble	Nicole	Hopeville Bilingual Gr 4 Temp	Hopeville Bilingual Gr 4 Perm	Aug-18
Eagan	Laurie	Hopeville/Wendell Psychologist Temp	Hopeville/Wendell Psychologist Perm	Aug-18
Bernabe	Allan	Kennedy Science/Physics Temp	Kennedy Science/Physics Perm	Aug-18
Larkin	Brian	Kingsbury PE Elem Temp	Kingsbury PE Elem Perm	Aug-18
LaFrance	Andrea	Driggs Art	Maloney Art	Aug-18
Schreiber	Yehudis	Reed Music Temp	Reed Music Perm	Aug-18
Tona	Jerina	Reed Science Gr 7 & 8 Temp	Reed Science Gr 7 & 8 Perm	Aug-18

Stevens	Jamie	Regan Gr 4 Temp	Regan Gr 4 Perm	Aug-18
DeRienzo	Laura	Regan Gr 1 Temp	Regan Gr 1 Perm	Aug-18
Welch	Alexander	Regan Gr 5 Temp	Regan Gr 5 Perm	Aug-18
Sideravage	Elizabeth	Sprague Gr 3 Temp	Sprague Gr 3 Perm	Aug-18
Perlini	Jocelyn	Sprague Gr 5 Temp	Sprague Gr 5 Perm	Aug-18
Abraham	Mckenzie	Tinker Gr K Temp	Tinker Gr K Perm	Aug-18
Farrell	Kelly	Tinker Music Temp	Tinker Music Perm	Aug-18
Moreno Lopez	Ruben	Wallace Bilingual Math Temp	Wallace Bilingual Math Perm	Aug-18
LaChance Jr.	George	Wallace Math Gr 7 Temp	Wallace Math Gr 7 Perm	Aug-18
Camilleri	Lisa	Wallace Math Gr 8 Temp	Wallace Math Gr 8 Perm	Aug-18
Vecca	Lisa	Wallace Social Worker Temp	Wallace Social Worker Perm	Aug-18
Pelegrino	Nicole	Wallace Social Worker Temp	Wallace Social Worker Perm	Aug-18
Anderson	Kate	Wallace Special Ed Gr 7 Temp	Wallace Special Ed Gr 7 Perm	Aug-18
Osterhout	Alexa	Wallace Special Ed Gr 8 Temp	Wallace Special Ed Gr 8 Perm	Aug-18
O'Neill	Patrick	WAMS PE/Health MS/HS Temp	WAMS PE/Health MS/HS Perm	Aug-18
Rotatori	Kayla	WAMS PE/Health MS/HS Temp	WAMS PE/Health MS/HS Perm	Aug-18
Cheatham	Major	WAMS SLP Temp	WAMS SLP Perm	Aug-18
Milo	Jonathan	Washington /Bucks Hill Annex Art Temp	Washington /Bucks Hill Annex Art Perm	Aug-18
Chambers	Robert	Wilby Math Gr 9-10 Temp	Wilby Math Gr 9-10 Perm	Aug-18
Arroyo	Alyssa	Wilby Science/Biology Gr 11-12 Temp	Wilby Science/Biology Gr 11-12 Perm	Aug-18
LaPointe	Michael	Wilby Science/Physics Temp	Wilby Science/Physics Perm	Aug-18
Lago	Lori	Wilby Special Ed Temp	Wilby Special Ed Perm	Aug-18
Lespier	Bonnie	Wilby Special Ed Essential Skills Temp	Wilby Special Ed Essential Skills Perm	Aug-18
Skinner	Karyn	Wilson Art Temp	Wilson Art Perm	Aug-18
Osagie	Nancy	Wilson Gr 3 Temp	Wilson Gr 3 Perm	Aug-18
Stewart	Dina	Duggan Gr 3	Wilson Gr 3	Aug-18
Shwartz	Amelia	Wilson Gr 5 Temp	Wilson Gr 5 Perm	Aug-18
Beierle	Karen	WSMS FCS Temp	WSMS FCS Perm	Aug-18
Margosian	Tammon	WSMS Music Temp	WSMS Music Perm	Aug-18

Respectfully submitted,

Robert Henry
Deputy Superintendent

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.8

January 18, 2018

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

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

Pontecorvo, Louis – Music Teacher, WCA, effective 12/22/17.

Respectfully submitted,

Robert Henry
Deputy Superintendent

Communications

Packet week ending: 1/16/18

Carrie Swain

From: Theresa DeMars <CABE@embrams-mail.com>
Sent: Friday, January 05, 2018 7:30 AM
To: Carrie Swain
Subject: CABE Policy Highlights 1-5-2018
Attachments: January 5 2018.pdf

Hello,

Attached you will find *CABE's Policy Highlights Publication* for **January 5, 2018**. Policy Highlights are designed to contain informative topics of interest for your district.

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

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

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

Connecticut **A**ssociation of **B**oards of **E**ducation
81 Wolcott Hill Road
Wethersfield, CT 06109
Phone 860-571-7446 ~ Fax 860-571-7452

Connecticut Association *of* Boards of Education

Vincent A. Mustaro, Senior Staff Associate for Policy Services

PRESENTS

POLICY HIGHLIGHTS

January 5, 2018 Volume 17 – Issue #14

Sexual Harassment Issues in Schools: We have seen many accounts lately regarding sexual harassment by many prominent individuals, including elected government officials, candidates for public office and members of the television and motion picture industry. Unfortunately, sexual harassment is also a problem in schools, especially at the middle, junior high and high school levels, which affects the education of many students.

Sexual harassment in schools is unwanted and unwelcome behavior of a sexual nature that interferes with the right to receive an equal educational opportunity. It is a form of sex discrimination that is prohibited by law. Under Title IX of the Education Amendments of 1972 and its implementing regulations, an institution that receives federal funds must ensure that no student suffers a deprivation of her or his access to educational opportunities on the basis of sex.

Building on her remarks from September 7, 2017, regarding the protection of students from discrimination, U.S. Secretary of Education Betsy DeVos released a new interim Q&A for schools on how to investigate and adjudicate allegations of campus sexual misconduct under federal law.

"This interim guidance will help schools as they work to combat sexual misconduct and will treat all students fairly," said DeVos. "Schools must continue to confront these horrific crimes and behaviors head-on. There will be no more sweeping them under the rug. But the process also must be fair and impartial, giving everyone more confidence in its outcomes."

The interim guidance, the newly-released Q&A on Campus Sexual Misconduct, explains the federal Education Department's current expectations of schools. Further, the Department will continue to rely on its Revised Sexual Harassment Guidance, which was informed by a public comment process and issued in 2001, as well as the Dear Colleague Letter on Sexual Harassment issued on January 25, 2006.

"In the coming months, hearing from survivors, campus administrators, parents, students and experts on sexual misconduct will be vital as we work to create a thoughtful rule that will benefit students for years to come. We also will continue to work with schools and community leaders to better address preventing sexual misconduct through education and early intervention," DeVos added.

The Department of Education has withdrawn the Dear Colleague Letter on Sexual Violence dated April 4, 2011, and the Questions and Answers on Title IX Sexual Violence dated April 29, 2014, because the Education Secretary indicated they were issued without meeting notice and comment requirements by the previous administration. DeVos indicated that the Department of Education will craft a new Title IX regulation that better serves students and schools.

FAQs on Updated Campus Sexual Misconduct Guidance:

What is the purpose of the Q&A on Campus Sexual Misconduct?

- Describes a school's responsibility to address sexual misconduct complaints
- Discusses the relationship between Title IX and the Clery Act
- Provides examples of interim measures that may be appropriate under the circumstances
- Summarizes what procedures a school should follow to adjudicate a finding of responsibility for sexual misconduct
- Describes what constitutes an "equitable" investigation
- Explains a school's obligations concerning appeals
- Clarifies appropriate evidentiary standards
- Informs schools of their responsibilities concerning notifications to parties of the outcomes of disciplinary proceedings

What are a school's obligations under Title IX regarding sexual misconduct?

- Schools must address sexual misconduct that is severe, persistent or pervasive.
- Schools must conduct a fair and impartial investigation in a timely manner.
- Title IX investigations must be led by a person free of actual or reasonably perceived conflicts of interest and biases.
- Schools must designate a Title IX Coordinator.

Do schools have flexibility to establish fair procedures?

- Schools have the discretion to apply either the preponderance of the evidence standard or the clear and convincing evidence standard.
- Schools are not required to allow appeals; however, a school may choose to allow appeals solely by the responding party or by both parties.
- Schools may permit an informal resolution, such as mediation, if it is appropriate and if all parties voluntarily agree.
- Schools should provide written notice to the responding party of the allegations, including sufficient details and with adequate time to prepare a response before any initial interview.
- OCR recommends schools provide concurrent, written notice of the outcome of disciplinary proceedings to the reporting and responding parties.

A school must adopt and publish grievance procedures that provide for a prompt and equitable resolution of complaints of sex discrimination, including sexual misconduct. Moreover, whether or not a student files a complaint of alleged sexual misconduct or otherwise asks the school to take action, where the school knows or reasonably should know of an incident of sexual misconduct, the school must take steps to understand what occurred and to respond appropriately. In particular, when sexual misconduct is so severe, persistent or pervasive as to deny or limit a student's ability to participate in or benefit from the recipient's school's programs or activities, a hostile environment exists and the school must respond.

OCR offers technical assistance to help schools achieve voluntary compliance with the civil rights laws it enforces and works with schools to develop approaches to preventing and addressing discrimination. A school should contact the OCR enforcement office serving its jurisdiction for technical assistance. (Telephone: 800-421-3481; Email: OCR@ed.gov)

Policy Implications: As previously stated, Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in educational programs or activities operated by recipients of federal financial assistance. Sexual harassment, which includes acts of sexual violence, is a form of sex discrimination prohibited by Title IX. Boards of education must ensure compliance with Title IX, which includes training staff and students on sex discrimination and sexual harassment.

Districts are required to have a policy pertaining to Title IX as well as published grievance procedures. The new federal interim guidance reaffirms many of the components essential to Title IX policy compliance from previously promulgated guidance. They include;

1. When the district knows or reasonably should know of an incident of sexual misconduct, it must take steps to understand what occurred and respond appropriately. This is particularly true if the misconduct is severe, persistent or pervasive and creates a hostile environment.
2. The district must designate at least one employee as its Title IX coordinator responsible for Title IX compliance.
3. The district must adopt and publish grievance procedures that provide for "prompt and equitable" resolutions of complaints.
4. The district must provide notice of Title IX grievance procedures, including the process of filing a complaint.
5. The grievance procedures apply to complaints alleging sexual misconduct carried out by "employees, other students or third parties."
6. Investigations are to be "adequate, reliable and impartial" and should include the opportunity to present witnesses and evidence.
7. Notice of the outcomes is owed to both parties.
8. The district must take steps to prevent the recurrence of any sexual misconduct and remedy its discriminatory effects.
9. Interim measures are appropriate mechanisms to implement during an investigation. However, the district may not rely on fixed rules or operating assumptions that favor one party over another. The district may not make these measures available to only one party. Interim measures should be individualized.
10. Informal resolutions are allowable if the parties voluntarily agree and the district determines that his approach is appropriate.

There are some differences between the new interim guidance and the withdrawn guidance. They include the following:

1. The new guidance allows a school to use either a preponderance of the evidence standard or a clear and convincing standard in resolving Title IX matters. Whichever standard is used must be the same as the one used to resolve other kinds of student misconduct.

2. The new guidance removes the 60-day timeline for conducting investigations. The grievance procedures should "designate and follow a reasonably prompt time frame" for the major stages of the complaint process.

3. The new guidance now allows districts to limit the right to appeal to only the "responding party." However, if the district chooses to allow both parties to appeal, then any appeal procedure "must be equally available to both parties.

The description above pertaining to the similarities and differences between the new federal interim guidance and the withdrawn guidance is based upon material developed by Kyle E. Lathwell, policy consultant, published in ***School Management News,*** December 2017, by the Ohio School Boards Association.

A number of policies pertain to this issue. They include the following:

- #0521 – Equal Opportunity Plan/Nondiscrimination
- #0521.1 – Grievance Procedure-Title IX
- #4111.1/4211.1 – Affirmative Action: Equal Employment Opportunities
- #4118.11/4218.11 – Nondiscrimination
- #4118.111/4218.111 – Grievance Procedures Title IX
- #4118.112/4218.112 – Sexual Harassment
- #4118.113/4218.113 – Harassment
- #5131.911 – Bullying/Safe School Climate Plan
- #5145.4 – Nondiscrimination
- #5145.5 – Sexual Harassment
- #5145.51 – Peer Sexual Harassment
- #5145.511 – Sexual Abuse Prevention and Education Program
- #5145.57 – Harassment
- #6121 – Nondiscrimination
- #6121.1 – Equal Education Opportunities

It is not believed necessary at the present time to make changes to the district's Title IX policies. The Department of Education, after a rule-making process, plans to issue a new guidance. It is possible the new guidance may differ from that stated in the interim guidance. CABE's Policy Service will continue to monitor this issue.

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

January 9, 2018

Nicolau Moreno, Jr.
85 Rose St., 3rd Fl.
Waterbury, CT 06704

Dear Mr. Moreno, Jr.:

Welcome to employment with the City of Waterbury. Your name is being certified to the Department of Education for the position of Maintainer I (Req. #2017475) at $14.91 per hour. Please contact Shannon Sullivan, School Inspector at (203) 574-8013 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, January 18, 2018 at 9:15 a.m. at the Department of Human Resources located at 236 Grand Street in Waterbury. You must attend this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be January 19, 2018 at your regular scheduled time.

At the orientation, we will provide you with a brief overview of the City, review its employment practices and complete all required paperwork. In addition, if you are an employee eligible for benefits, it is useful to bring the social security numbers and birth dates of your spouse and children in order to complete the insurance enrollment forms.

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

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

Again, welcome to the City of Waterbury.

Sincerely,

Scott Morgan
Director of Human Resources

SM/sd
cc Board of Education
Shannon Sullivan, School Insp.
Robert Henry, Dept. Supt. of Schools
file

236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

January 9, 2018

Sharonda Saunders
1751 North Main St., Apt. D
Waterbury, CT 06704

Dear Ms. Saunders:

We are pleased to receive your acceptance of our offer of employment for the position of Lunch Aide @ Sprague Elementary School for the Department of Education – Food Service (Requisition #2018253) at $10.45 per hour.

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

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

We have scheduled your orientation for Thursday, January 18, 2018 at 11:15 a.m. at the Department of Human Resources located at 236 Grand Street in Waterbury. You must attend this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be January 11, 2018 at your regular scheduled time.

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

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

We look forward to working with you.

Again, welcome to the City of Waterbury.

Sincerely,

Scott Morgan
Director of Human Resources

SM/sd
cc: Board of Education
Robert Henry, Dep. Supt. of Schools
Linda Franzese, Food Serv. Director
File

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

236 Grand Street
Waterbury, CT 06702
203-574-6761 Phone
203-574-8087 Fax

January 16, 2018

Carrie Swain
Executive Administrative Associate
Board of Education
23 Grand Street
Waterbury CT 06702

SUBJECT: **Elementary School Supervising Vice Principal Selection**

Ms. Swain

Please be advised that, in accordance with Civil Service Rules and Regulations, applicants have been selected for the position of Elementary School Supervising Vice Principal, Open Competitive Exam #2152 as follows:

Name	School
Laura Curley-Colon	Gilmartin Elementary School
Maria Jimenez	Tinker Elementary School

A copy of the completed Certificate of Eligibles is attached.

Please notify the Board of Education as you deem appropriate.

Sincerely,

Scott P. Morgan
Director, Human Resources

Attachment

cc: Robert Henry, Deputy Superintendent of Schools
Robert Brenker, Director of Personnel
Lisa Dunn, Sr. HR Generalist
Pertinent File