

Board of Education

REGULAR MEETING

Thursday, May 4, 2017 – 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. *Superintendent's Announcements***
- 7. *President's Comments***
- 8. *Consent Calendar***
 - 8.1 *Committee on Curriculum:* Request permission be granted to Donna Cullen, MMS, and eight chaperones to take 80 students to New York, NY on May 3, 2017 to attend a performance of On Your Feet.
 - 8.2 *Committee on Curriculum:* Request permission be granted to Dennis Baca, CHS, and two chaperones to take 25 students to Princeton, NJ on May 22, 2017 to visit Princeton University.
 - 8.3 *Committee on Curriculum:* Request permission be granted to LTC Jeffrey Adams, CHS, and five chaperones to take 23 students to Devens, MA from June 19 through June 23, 2017 to attend JROTC Summer Camp.
 - 8.4 *Committee on Curriculum:* Request permission be granted to Luanne Rosin-Capolupo, KHS, and nine chaperones to take 100 students to Agawam, MA on May 12, 2017 to visit Six Flags.
 - 8.5 *Committee on Curriculum:* Request permission be granted to Dino Pantoni, KHS, and eight chaperones to take 80 students to Agawam, MA on May 27, 2017 to visit Six Flags.

- 8.6 *Committee on Curriculum:* Request permission be granted to Laura Borges, KHS, and four chaperones to take 50 students to New York, NY on May 23, 2017 to visit American Museum of Natural History.
- 8.7 *Committee on Curriculum:* Request permission be granted to Emily Griffin, KHS, and four chaperones to take 50 students to New York, NY on June 7, 2017 to visit Museum of Jewish Heritage.
- 8.8 *Committee on Curriculum:* Request permission be granted to Jeanne Sasso, KHS, and four chaperones to take 49 students to Jackson, NJ on May 24, 2017 to visit Six Flags.
- 8.9 *Committee on Curriculum:* Request permission be granted to Krislyn Petti, WHS, and three chaperones to take 35 students to Newport, RI on May 19, 2017 to visit The Breakers, 10 Mile Ocean Drive, and Bowen Wharf.
- 8.10 *Committee on Curriculum:* Request permission be granted to Zulma Santana, WHS, and three chaperones to take 30 students to New York, NY on May 19, 2017 to visit various sites.
- 8.11 *Committee on Curriculum:* Request permission be granted to Marnie Valletta, WHS, and nine chaperones to take 100 students to Agawam, MA on May 30, 2017 to visit Six Flags.
- 8.12 *Committee on Curriculum:* Request permission be granted to Anthony Mango, WHS, and four chaperones to take 50 students to Hyde Park, NY on June 2, 2017 to visit The Culinary Institute of America and FDR Museum.
- 8.13 *Committee on Curriculum:* Request permission be granted to Patricia Theriault, WAMS, and nine chaperones to take 100 students to Agawam, MA on June 5, 2017 to visit Six Flags.
- 8.14 *Committee on Curriculum:* Request permission be granted to Sara Paradis, WCA, and 19 chaperones to take 200 students to Agawam, MA on May 12, 2017 to visit Six Flags.
- 8.15 *Committee on Curriculum:* Request permission be granted to Maribeth Doubleday, WCA, and five chaperones to take 40 students to Boston, MA to visit Franklin Park Zoo and Quincy Market Place.
- 8.16 *Committee on Curriculum:* Request permission be granted to Vincent Balsamo, CHS, and three chaperones to take 30 students to Stratford, CT from May 5 through 6, 2017 to visit the Sikorsky Innovation-Commerce-Engineering-Design Program.

- 8.17 *Committee on Curriculum*: Request permission be granted to Major Michael Simon, WHS, and eight chaperones to take 72 students to Pleasant Valley, CT from June 1 through 3, 2017 for camping at American Legion/Peoples State Forest.
- 8.18 *Committee on Curriculum*: Request permission be granted to Anita Watkins, WHS, and two chaperones to take 20 students to New York, NY from May 26 – 28, 2017 to visit the Fashion Institute of Technology and Metropolitan Museum.
- 8.19 *Committee on School Facilities & Grounds*: Use of school facilities by school organizations and/or City departments.
- 8.20 *Committee on School Facilities & Grounds*: Use of school facilities by outside organizations and/or waiver requests.
- 8.21 *Committee of the Whole*: Approval to authorize the Superintendent of Schools to notify teachers of the non-renewal of their employment contracts in accordance with CGS 10-151.

9. *Items Removed from Consent Calendar*

10. *Superintendent's Notification to the Board*

- 10.1 Athletic appointments effective immediately:
 Elsemore, Lisa – Softball Coach (split position), WSMS.
 Palladino, Erica – Softball Coach (split position), WSMS.
 McIntosh, Charles – Unified Sports Associate Coach, WSMS.
- 10.2 Grant funded appointments effective immediately:
 Acevedo-Usuga, Jennie – Parent Liaison, Chase FRC Books & Basketball Before School Program, maximum of 4 hours p/week, salary according to contract.
 Alvarado, Danelis – Recreation Specialist, 21st Century Afterschool Grant, 10 hours p/week @ \$12.00 p/hour, non-union and without benefits.
 Fisher, Tawana – Paraprofessional Reed Dance Team/Spirit Team After-school Program appointments, effective 05/01/17.
 Fitzgerald, Linda – Instructional Tutor, Chase FRC Books & Basketball Before School Program, maximum of 4 hours p/week, salary according to contract.
 Luchina, Andrew – Teacher, Chase FRC Books & Basketball Before School Program, maximum of 4 hours p/week, salary according to contract.
 Maturo, Joanna – Teacher Reed Dance Team/Spirit Team After-school Program appointments, effective 05/01/17.
 Racine, Ernest – Coordinator, Reed Dance Team/Spirit Team After-school Program appointments, effective 05/01/17.
 Rinaldi, Heather – Teacher Reed Dance Team/Spirit Team After-school Program appointments, effective 05/01/17.
 Wright-Dillard, Shaniqua – Recreation Specialist, 21st Century Afterschool Grant, 10 hours p/week @ \$12.00 p/hour, non-union and without benefits.

10.3 Academic achievements effective 03/01/17:

Name	From	To	Univ/College
Ferrazzi, Carly	BA+15/6	MA/6	SCSU/U. of St. Josephs

10.4 Leave of absence requests:

Barbeau, Kathryn – Literacy Coach, requesting an unpaid leave of absence from March 7, 2017 through the end of the 2016/17 school year.

Bartoletti, Heather – Driggs Grade 1, requesting an extension of her unpaid childrearing leave of absence through the end of the 16/17 school year.

Federico, Lindsey – Bunker Hill, requesting a special medical leave (non-FMLA) from April 8 to May 16, 2017 (correction).

Trentacosta, Krista – Driggs, requesting an unpaid childrearing leave of absence from March 27, 2017 through the end of the 16/17 school year.

10.5 Resignations

Angelini, Susan – WHS Special Ed, effective June 30, 2017.

Dussault, Kathryn – Carrington grade 2, effective June 30, 2017.

Gerber, Douglas – Carrington, effective June 30, 2017.

Gizzie, Danna – WHS English, effective June 30, 2017.

Hastings, Elliot Jr. – Enlightenment Social Studies, effective April 14, 2017.

Kacani, Eljon – WHS History, effective March 31, 2017.

Lieberman, Debra – WHS Special Ed, effective June 21, 2017.

Maguire, Brian – Wilson grade 4, effective June 30, 2017.

Manjani, Halil – WHS Math, effective June 30, 2017.

SanAngelo, Ryan – Bucks Hill grade 2, effective June 30, 2017.

Williams, Sloan – Kingsbury Music, effective August 1, 2017.

11. Unfinished Business of Preceding Meeting Only

12. Other Unfinished, New, and Miscellaneous Business

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

14. Adjournment

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON CURRICULUM

Item #8.1

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Donna Cullen, MMS, and eight chaperones to take 80 students to New York, NY on May 3, 2017 to attend a performance of On Your Feet.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Thomas Van Stone, Sr.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON CURRICULUM

Item #8.2

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Dennis Baca, CHS, and two chaperones to take 25 students to Princeton, NJ on May 22, 2017 to visit Princeton University.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Thomas Van Stone, Sr.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON CURRICULUM

Item #8.3

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to LTC Jeffrey Adams, CHS, and five chaperones to take 23 students to Devens, MA from June 19 through June 23, 2017 to attend JROTC Summer Camp.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Thomas Van Stone, Sr.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON CURRICULUM

Item #8.4

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Luanne Rosin-Capolupo, KHS, and nine chaperones to take 100 students to Agawam, MA on May 12, 2017 to visit Six Flags.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Thomas Van Stone, Sr.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON CURRICULUM

Item #8.5

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Dino Pantoni, KHS, and eight chaperones to take 80 students to Agawam, MA on May 27, 2017 to visit Six Flags.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Thomas Van Stone, Sr.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON CURRICULUM

Item #8.6

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Laura Borges, KHS, and four chaperones to take 50 students to New York, NY on May 23, 2017 to visit American Museum of Natural History.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Thomas Van Stone, Sr.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON CURRICULUM

Item #8.7

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Emily Griffin, KHS, and four chaperones to take 50 students to New York, NY on June 7, 2017 to visit Museum of Jewish Heritage.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Thomas Van Stone, Sr.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON CURRICULUM

Item #8.8

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Jeanne Sasso, KHS, and four chaperones to take 49 students to Jackson, NJ on May 24, 2017 to visit Six Flags.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Thomas Van Stone, Sr.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON CURRICULUM

Item #8.9

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Krislyn Petti, WHS, and three chaperones to take 35 students to Newport, RI on May 19, 2017 to visit The Breakers, 10 Mile Ocean Drive, and Bowen Wharf.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Thomas Van Stone, Sr.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON CURRICULUM

Item #8.10

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Zulma Santana, WHS, and three chaperones to take 30 students to New York, NY on May 19, 2017 to visit various sites.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Thomas Van Stone, Sr.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON CURRICULUM

Item #8.11

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Marnie Valletta, WHS, and nine chaperones to take 100 students to Agawam, MA on May 30, 2017 to visit Six Flags.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Thomas Van Stone, Sr.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON CURRICULUM

Item #8.12

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Anthony Mango, WHS, and four chaperones to take 50 students to Hyde Park, NY on June 2, 2017 to visit The Culinary Institute of America and FDR Museum.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Thomas Van Stone, Sr.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON CURRICULUM

Item #8.13

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Patricia Theriault, WAMS, and nine chaperones to take 100 students to Agawam, MA on June 5, 2017 to visit Six Flags.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Thomas Van Stone, Sr.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON CURRICULUM

Item #8.14

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Sara Paradis, WCA, and 19 chaperones to take 200 students to Agawam, MA on May 12, 2017 to visit Six Flags.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Thomas Van Stone, Sr.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON CURRICULUM

Item #8.15

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Maribeth Doubleday, WCA, and five chaperones to take 40 students to Boston, MA to visit Franklin Park Zoo and Quincy Market Place.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Thomas Van Stone, Sr.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON CURRICULUM

Item #8.16

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Vincent Balsamo, CHS, and three chaperones to take 30 students to Stratford, CT from May 5 through 6, 2017 to visit the Sikorsky Innovation-Commerce-Engineering-Design Program.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Thomas Van Stone, Sr.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON CURRICULUM

Item #8.17

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Major Michael Simon, WHS, and eight chaperones to take 72 students to Pleasant Valley, CT from June 1 through 3, 2017 for camping at American Legion/Peoples State Forest.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Thomas Van Stone, Sr.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON CURRICULUM

Item #8.18

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Curriculum, the Superintendent of Schools recommends permission be granted to Anita Watkins, WHS, and two chaperones to take 20 students to New York, NY from May 26 – 28, 2017 to visit the Fashion Institute of Technology and Metropolitan Museum.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Thomas Van Stone, Sr.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON SCHOOL FACILITIES & GROUNDS

Item #8.19

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

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

GROUP	FACILITIES AND DATES/TIMES
V. Balsamo	Crosby café: Sun., Apr. 23, 7 am - noon (annual track & field breakfast)
J. Mauro	Wilby aud., café: Wed., May 17, 4 - 8 pm (sports banquet)
M. Rocco	W. Cross gym & café: Wed., June 7, 5:30 - 9:30 pm (Family Appreciation Dinner)
S. Petteway	Bucks Hill gym: Thurs., Apr. 20, 5:30 - 7:00 pm (Family Zumba night)
H. Pytel	Wilby aud.: Fri., May 5, noon - 11 pm (NEMS musical production)
D. Currier	Chase gym: Thurs., Apr. 20, 5-7 pm (Family Reading Night)
R. Moffo	Generali café: Thurs., Apr. 27 th 3:30-7:30 pm (Family Math Night)
P. Sterling	WAMS Apron Stage/Recital Hall: Tues., May 23, 9 am - 2 pm and Wed., May 24, noon - 9:00 pm (band & orchestra Spring Concert)
L. Franks-Blanchard	Wilby gym: Fri., Apr. 28, 6:45 am - 1:30 pm (Blood Drive)
D. Foster	Enlightenment café: Mon., May 15, 5 - 7 pm (Fatherhood Initiative program)
K. Effes	WAMS lib. & atrium: Tues., May 23, 5:30 - 8:30 pm (Book Club)
A. Light	Wilby lib.: Tues. Apr. 25, 6 - 8 pm (Wilby Alumni Assoc. meeting)
E. Racine	Reed café & computer rm.: 5/1 - 6/15/17, 3:00-4:30 pm (after school program)
B. Post	WAMS drama rm.: 5/17, 18, 19, 2:30 - 9:00 pm (students one act plays)
M. Spescha	WAMS apron stage: Wed., June 7, 7:00 - 8:00 pm (Honor Society Ceremony)
M. Rocco	W. Cross gym: Wed., May 10, 6:00 - 8:30 pm (Family Math Night)
J. D'Angelo	WAMS atrium: Wed., May 24, 5 - 9 pm (visual art exhibit)
V. Vincenzi	Rotella café: Tues., May 23, 6 - 8 pm (grant union mtg.)
E. McCann	Kennedy pool: Mon.-Fri., 5/30 to 6/9/17, 2:30 - 5:00 pm (Lifeguard classes)
Park Dept.	Kennedy aud.: Thurs., June 22, 8:30 am - 3:00 pm (summer staff training)
	Kennedy pool: Mon.-Fri., 6/26 to 8/4/17, 1:00 - 3:00 pm (open swim)
	West Side pool: Mon.-Fri., 6/26 to 8/4/17, 8:30 am - 3:00 pm (swim lessons)
	Sprague gym: Mon. - Fri., 6/22 - 8/0/17, 8:30 am - 3:00 pm (summer camp program)
M. Perez	Tinker café: Fri., May 19, 6:30 - 8:00 pm (Kids Bingo Night)
	Tinker gym: Fri., April 28, 5:00 - 8:00 pm (4 th & 5 th grades dance)
	Tinker cafe: Wed., June 21, 6:30 - 7:30 pm (PTA meeting)
J. Christolini	Duggan café: Thurs., May 18, 3 - 7 pm (PBIS school dance)
C. Swain	WAMS atrium: Mon., May 1, 5:30 - 8:00 pm (joint meeting of Board of Education & Board of Aldermen)

Approved:

Respectfully submitted,

John E. Theriault

Dr. Kathleen M. Ouellette
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON SCHOOL FACILITIES & GROUNDS

Item #8.20

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

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

GROUP	FACILITIES AND DATES/TIMES
-------	----------------------------

REQUESTING WAIVERS:

Hoops for Heart Health Peter Galullo	Crosby gym: Fri., July 28, 4 - 11 pm Sat., July 29, 9 am - 9 pm and Sun., July 30, 10 am - 7 pm (basketball tournament for HHH donations) (\$2,604.)
P.A.L. Ofc. C. Amatruda	Crosby gym: Fri., June 9, 2:00 - 11:00 pm (wrestling event) (\$1,680.)

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

Wtby. Ballers Basketball Terrence Lott	Bucks Hill gym: 4/24-6/29/17, 6 - 9 pm, Mon. thru Thurs. Carrington gym: 4/25-6/28/17, 6 - 9 pm, Tues. & Wed. Gilmartin gym: 4/24-6/28/17, 6 - 9 pm, Mon. & Wed. (basketball program)
Wtby. Knights Cheerleaders S. Clements	Kingsbury gym: Mon.-Thurs. 4/24-7/6/17 5:45-8:00 pm (cheerleading practice)

Approved:

Respectfully submitted,

John E. Theriault

Dr. Kathleen M. Ouellette
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE OF THE WHOLE

Item #8.21

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee Whole authorizes the Superintendent of Schools to notify teachers of the non-renewal of their employment contracts in accordance with Connecticut General Statute's Section 10-151.

Approved:

Felix M. Rodriguez

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #10.1

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

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

Elsemore, Lisa – Softball Coach (split position), WSMS.

Palladino, Erica – Softball Coach (split position), WSMS.

McIntosh, Charles – Unified Sports Associate Coach, WSMS.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #10.2

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

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

Acevedo-Usuga, Jennie – Parent Liaison, Chase FRC Books & Basketball Before School Program, maximum of 4 hours p/week, salary according to contract.

Alvarado, Danelis – Recreation Specialist, 21st Century Afterschool Grant, 10 hours p/week @ \$12.00 p/hour, non-union and without benefits.

Fisher, Tawana – Paraprofessional Reed Dance Team/Spirit Team After-school Program appointments, effective 05/01/17.

Fitzgerald, Linda – Instructional Tutor, Chase FRC Books & Basketball Before School Program, maximum of 4 hours p/week, salary according to contract.

Luchina, Andrew – Teacher, Chase FRC Books & Basketball Before School Program, maximum of 4 hours p/week, salary according to contract.

Maturo, Joanna – Teacher Reed Dance Team/Spirit Team After-school Program appointments, effective 05/01/17.

Racine, Ernest – Coordinator, Reed Dance Team/Spirit Team After-school Program appointments, effective 05/01/17.

Rinaldi, Heather – Teacher Reed Dance Team/Spirit Team After-school Program appointments, effective 05/01/17.

Wright-Dillard, Shaniqua – Recreation Specialist, 21st Century Afterschool Grant, 10 hours p/week @ \$12.00 p/hour, non-union and without benefits.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #10.3

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following academic achievements effective 03/01/17:

Name	From	To	Univ/College
Ferrazzi, Carly	BA+15/6	MA/6	SCSU/U. of St. Josephs

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #10.4

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

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

Barbeau, Kathryn – Literacy Coach, requesting an unpaid leave of absence from March 7, 2017 through the end of the 2016/17 school year.

Bartoletti, Heather – Driggs Grade 1, requesting an extension of her unpaid childrearing leave of absence through the end of the 16/17 school year.

Federico, Lindsey – Bunker Hill, requesting a special medical leave (non-FMLA) from April 8 to May 16, 2017 (correction).

Trentacosta, Krista – Driggs, requesting an unpaid childrearing leave of absence from March 27, 2017 through the end of the 16/17 school year.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #10.5

May 4, 2017

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

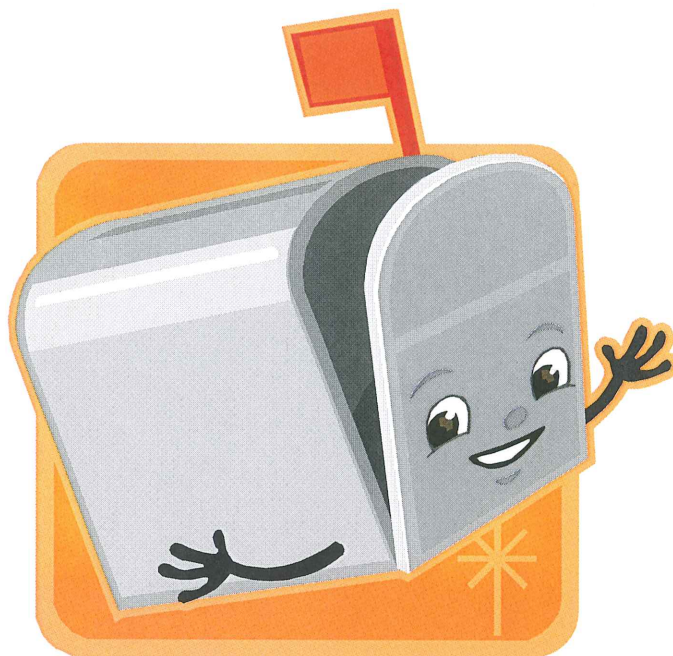
The Superintendent of Schools notifies the Board of Education of the following resignations

Angelini, Susan – WHS Special Ed, effective June 30, 2017.
Dussault, Kathryn – Carrington grade 2, effective June 30, 2017.
Gerber, Douglas – Carrington, effective June 30, 2017.
Gizzie, Danna – WHS English, effective June 30, 2017.
Hastings, Elliot Jr. – Enlightenment Social Studies, effective April 14, 2017.
Kacani, Eljon – WHS History, effective March 31, 2017.
Lieberman, Debra – WHS Special Ed, effective June 21, 2017.
Maguire, Brian – Wilson grade 4, effective June 30, 2017.
Manjani, Halil – WHS Math, effective June 30, 2017.
SanAngelo, Ryan – Bucks Hill grade 2, effective June 30, 2017.
Williams, Sloan – Kingsbury Music, effective August 1, 2017.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Communications



Packet week ending: 5/2/17

Carrie Swain

From: Theresa DeMars <CABE@embrams-mail.com>
Sent: Friday, April 28, 2017 7:03 AM
To: Carrie Swain
Subject: CABE Policy Highlights 4-28-2017
Attachments: April 28 2017.pdf



Hello,

Attached you will find CABE's Policy Highlights Publication for April 28, 2017. Policy Highlights are designed to contain informative topics of interest for your district.

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

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

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

Connecticut Association of Boards of Education
81 Wolcott Hill Road
Wethersfield, CT 06109
Phone 860-571-7446 ~ Fax 860-571-7452



Connecticut Association of Boards of Education

Vincent A. Mustaro, Senior Staff Associate for Policy Services

PRESENTS POLICY HIGHLIGHTS

April 28, 2017

Volume 16 – Issue #22

Graduation Issues Reviewed: The graduation season is rapidly approaching. At this time school officials should review board policies, administrative regulations and local practices that govern graduation and commencement ceremonies. Several perennial questions arise yearly regarding student participation in graduation, the granting of a diploma; participation in a graduation exercise, student speeches and prayer at graduation exercises. It is recommended and necessary to implement clear school standards about graduation issues and inform students and their parents/guardians well in advance of them.

A diploma is a legal certificate indicating a student's successful completion of a prescribed course of study and requirements. Connecticut statutes establish the core requirements for a diploma. Local districts, with sufficient notice, may add additional requirements to those specified by law. Districts are required to adopt and disseminate policy language detailing graduation requirements. Samples are available from CABE's Policy Service, (Policy #6146).

Courts treat the receipt of a diploma as a constitutionally protected property interest. Court decisions generally hold that a school district cannot withhold a diploma from a student who has successfully completed the prescribed graduation requirements. The state has established a system of free public education and has made attendance mandatory; creating an expectation in students that successful fulfillment of the graduation requirements will result in the student being awarded a diploma. Therefore, once a student has fulfilled all of the graduation requirements, it is the student's right to receive the diploma. Be mindful that in the case of a special education student, a Planning and Placement Team (PPT) can waive some requirements. Further, students who are deaf or hearing impaired must be excused at parental request from any required world language instruction graduation requirement (C.G.S. 10-16b(b)).

Moreover, a school district cannot use the withholding of a student's diploma as a form of discipline. If a student has earned the diploma, it may not be withheld, even if the student has engaged in some misconduct justifying discipline. The district, however, is not obligated to issue a diploma to a student who has not fulfilled all of the state and local requirements necessary for graduation, as specified in the board's published policy (#6146- "Graduation Requirements").

Judicial decisions provide that just because a student is eligible to receive a diploma does not mean he/she has a right to participate in a graduation ceremony. Participating in the graduation ceremony is considered a privilege and does not rise to the level of a constitutionally protected property interest. School districts may set specific requirements for participation in a graduation ceremony and may limit participation to students eligible for graduation. The requirements for participation in the graduation ceremony may be independent from the “graduation requirements” related to the granting of a diploma by the district. The rules regarding student conduct and extracurricular requirements would apply here. School districts have the right to adopt reasonable rules within existing constitutional and statutory parameters.

Exclusion from participation in the graduation ceremony may be used for disciplinary purposes, but not on an ad-hoc basis. Students, publicized in advance, must be clearly advised of prohibited behaviors and potential disciplinary sanctions that could impact participation in the graduation ceremony. If exclusion from graduation exercises is a possible sanction, it should be included in the district’s discipline policy and/or student discipline code. This issue should also be addressed in reminders delivered to the entire senior class throughout the spring. A sample policy, #5123.3, “Graduation Ceremonies (Participation),” addresses this issue and is available upon request. It is essential that the policy clearly state what is expected of students.

Some seniors may refuse to wear the traditional cap and gown to the ceremony. The district may establish rules for conduct at the graduation ceremony, clearly outlined in the student handbook, in other written communications and on the district’s and/or high school’s website. A dress code requiring appropriate graduation attire may be enforced. A student who violates the dress code may be prohibited from participating in the graduation ceremony. Involve students in the establishment of the dress code. Keep in mind that transgender and gender non-conforming students have the right to dress in accordance with their gender identity or expression that is consistently asserted in school.

Refer to policy #5145.53, “Transgender and Gender Non-Conforming Youth,” and its accompanying administrative regulation, available from CAFE’s Policy Department, for additional guidance on such topics as official student records.

In situations where a student may not have fulfilled all the requirements for receipt of a diploma, the district could still allow the student to participate in the graduation ceremony. This option may ease situations where a student has failed some graduation requirement and is scheduled to make up the requirement during the summer. In short, the student is not guaranteed, nor provided with a diploma, but may participate in the graduation ceremony. The district could issue a blank diploma and allow students to “walk” with their class. By contrast, some districts deny the opportunity to participate unless all graduation requirements are met. A clear school policy is recommended on this issue with early dissemination to parents and students.

Another timely question pertains to the withholding of a diploma or refusal to permit a student to participate in the graduation ceremony due to an outstanding obligation or fine. The diploma should not be withheld because, as previously indicated, when the student has fulfilled all graduation requirements. Moreover, official transcript requests should not be withheld. However, students could be denied participation in the graduation ceremony if they had been given adequate notification that a condition of participation in the graduation ceremony included no outstanding fines or other obligations owed to the school. The district may adopt policy language pertaining to participation in graduation exercises that simply states that payment of all financial obligations to the district must be made as a prerequisite to the student's participation in the graduation ceremony. However, the student must still be given his/her diploma and have transcript requests fulfilled.

Another issue is that of the appropriateness of prayers at graduations. The U.S. Supreme Court in *Lee v. Weisman*, 112 S. Ct. 2649 (1992) decided that it is unconstitutional for a public school district to include prayer by a member of the clergy in its graduation exercises. School-sponsored graduation prayer, including prayer that was nonsectarian, was ruled a violation of the Establishment Clause. The fact that a prayer is nondenominational or voluntary does not render it constitutional.

However, whether student-led prayer at graduation is constitutional is not clear. The U.S. Supreme Court, in *Santa Fe Independent School District v. Doe* (2000), addressed the use of student-initiated, student-delivered football pregame prayers, striking down such prayers. The important question is whether the Court's decision in this case means that student-led prayer at graduation is also unconstitutional. Lower federal courts are split on this issue. The Second Circuit, which covers Connecticut, recently ruled in *A.M. v. Taconic Hills Central Sch. Dist.*, (2013) that school officials were within their rights to ask a middle school student to remove a traditional prayer from her "moving-up" ceremony speech.

The lack of case law in Connecticut and conflicting court decisions around the country, indicates that school boards should act cautiously and upon the advice of counsel, when deciding to have prayer at graduation ceremonies. Give careful attention to those situations when a student, selected on a neutral basis to speak, such as valedictorian, chosen for having the highest grades, decides on his/her own to express religious views, with no pressure from school officials to do so. Consider placing a disclaimer on the graduation program brochure to protect the district. Sample policies #6115.11, "Graduation Exercises-Prayer," and 6115.111, "Graduation Exercises-Student Speeches/Student Participation," provide direction and are available upon request on this issue from the CABA Policy Service.

The CABA Policy Service supports the Third Circuit's decision in *American Civil Liberties Union of N.J. v. Black Horse Pike Regional Board of Education* (1996) which affirmed that student-led prayer at a public high school graduation ceremony violated the Establishment Clause. If a board could circumvent the Establishment Clause by delegating decisions to students, why not delegate decisions about daily classroom prayer or mandatory religious instruction to the students also?

School districts that want to preserve student speech that may be religious in content must establish a student choice process that has as its secular purpose the solemnizing of graduation by means of student expression. In addition, such student choice should be accompanied with a provision that any student speech must be nonsectarian and non-proselytizing and, as previously stated, with a disclaimer in the graduation program.

In determining whether to have student led/initiated prayer as part of a graduation exercise, keep in mind that school officials can have no involvement in selecting someone to offer a prayer. If students wish to engage in a prayer or some other form of religious activity such as a baccalaureate service, they must do so apart from the actual commencement ceremony. Moreover, attendance at such a service must be strictly voluntary. The further removed in time and place from the actual graduation ceremony, the greater the chance is that it will survive a legal challenge. Court decisions on this issue are firm. District employees cannot orchestrate or supervise prayers at a baccalaureate ceremony. Baccalaureate services, wholly distinct from official graduation ceremonies, privately sponsored, voluntarily attended and led voluntarily, may constitutionally include prayers and religious sermons. School endorsement of such baccalaureate services must be avoided. The school can announce the event but may not sponsor such an event. If the school board insists on some acknowledgment of religion at the graduation exercise, a genuinely neutral moment of silence might be considered. In short, proceed with caution and only upon the advice of legal counsel.

Source: "Graduation: Navigating a Legal Minefield," by Elizabeth Kirby and Lisa Swem, appearing in NASSP's "*A Legal Memorandum*," spring 2007.

Source: "A Right or a Rite? Student's Limited Right to Attend Graduation Ceremonies," by Matt Minnick appearing in *Inquiry & Analysis*, NSBA, June 2012

Source: "*A Practical Guide to Connecticut School Law, Eighth Edition*," by Thomas B. Mooney, 2014, CABA

Deadline Approaching- Unpaid Meal Charges: Local Meal Charge "Policies": The U.S. Department of Agriculture (USDA) previously issued memorandum SP 46-2016 which addresses the need for local school districts participating in the National School Lunch Program (NSLP) and School Breakfast Program (SBP) to have a policy in place for children who are participating at the reduced-price or paid rate, but do not have money in their account or in hand to cover the cost of the meal at the time of service.

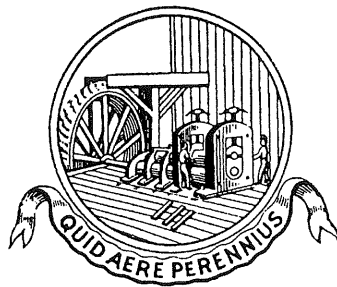
According to the USDA memorandum, no later than July 1, 2017, districts are required to have a written and clearly communicated meal charging policy that ensures a "transparent approach to the issue." This policy must include how the school district will collect unpaid meal charges. The district's charging policy must include the definition of "delinquent debt."

The district's policy will be reviewed by the Connecticut State Department of Education (CSDE) during Administrative Reviews. The CSDE, via Operational Memorandum No. 4-17, dated November 2, 2016, provided guidance on this topic.

Effective with the new school year, 2017-2018, the CSDE requires that the household pays all delinquent student debts no later than June 30 to ensure that students' accounts are closed. Any delinquent debts that have not been recovered by June 30 will be considered bad debt. These student meal accounts must be at a zero balance for the next school year.

There appears to be some confusion pertaining to whether or not the USDA requirement is for a "Board of Education Policy." The USDA's SP 46-2016 clearly requires that districts operating the Federal school meal program to have in place a written and clearly communicated system to address meal charges. The Food and Nutrition Service refers to this as a "policy." However, whether this is referred to as a "policy" or "standard practice" is a local determination. The CSDE is leaving to local school food authority (SFA) the responsibility to develop their own "Standard Practice" or "Policy" as they deem appropriate. The CSDE has indicated that it will not be looking for a board approved policy, but will be looking for the required written document, or standard practice, as to how each SFA has chosen to address this issue in their schools.

Policy Implications: CAFE's Policy Service has previously addressed this topic. It has updated policy #3542.43 and its accompanying administrative regulation pertaining to this issue. It is our recommendation that this be handled by a board approved policy. However, per the CSDE, it need not be, but can be a written "Standard Practice." At a minimum, consider the CAFE sample policy and administrative regulation.



236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

April 21, 2017

Mirkella Diaz
22 Farnham Ave.
Waterbury, CT 06708

Dear Ms. Diaz:

We are pleased to receive your acceptance of our offer of employment for the position of Food Service Worker for the Department of Education – Food Service (Requisition #2017448) at \$13.18 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, April 27, 2017 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 April 28, 2017 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.

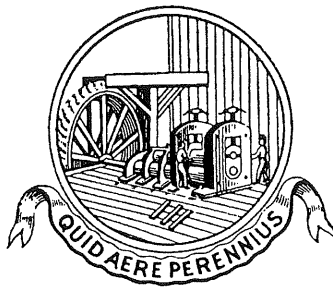
Again, welcome to the City of Waterbury.

Sincerely,

Carlyne St. Felix
Human Resources Genrealist

CSF/sd

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



236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

April 21, 2017

Nicole Santulli
369 Robinwood Dr.
Waterbury, CT 06708

Dear Ms. Santulli:

Welcome to employment with the City of Waterbury. Your name is being certified to the Education Department for the position of Paraprofessional (Req. #2017032) at \$16.36 per hour. Please contact Melissa Baldwin, Acting Director of Special Education at (203) 574-8017 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, April 27, 2017 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 April 28, 2017 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 6 months in duration. The department head will be responsible for executing your probationary evaluation no later than 6 months from your first day in your new position.

Again, welcome to the City of Waterbury.

Sincerely,

Carlyne St. Felix
Human Resources Generalist
CSF/sd

cc: Board of Education
Dr. Ouellette, Supt. of Schools
Melissa Baldwin, Acting Director of Spec Educ
file