

Board of Education

RESCHEDULED REGULAR MEETING

Wednesday, November 16, 2016 – 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. *Approval of Minutes:*** June 9, 2016 Workshop, June 16, 2016 Regular Meeting, October 27, 2016 Workshop, and November 3, 2016 Regular Meeting.
- 6. *Public Addresses the Board:*** All speakers are encouraged to submit prepared written statements to the Commissioners. Comments shall be limited to a maximum of five minutes. There will be no responses this evening to any questions or concerns raised; they will be referred to the Administration for review and response.
- 7. *Superintendent's Announcements***
- 8. *President's Comments***
- 9. *Consent Calendar***
 - 9.1 *Committee of the Whole:* Request approval for the Waterbury Public Schools to participate in Durham School Services "Bus Tracker" app.
 - 9.2 *Committee of the Whole:* Request approval of a Memorandum of Understanding with United Way of Greater Waterbury for the Born Learning Academy Program.
 - 9.3 *Committee on Finance:* Request approval of an Agreement with Waterbury Youth Service System, Inc. as required by the Youth Service Bureau Grant for truancy prevention services.
 - 9.4 *Committee on Finance:* Request approval of a License and Purchase Agreement with Edgenuity to provide student online products and services.
 - 9.5 *Committee on School Personnel:* Request approval of the revised job specifications for the position of Talent and Professional Development Supervisor.
 - 9.6 *Committee on Policy:* Request approval of new policy "Business and Non-Instructional Operations – Student Data Privacy" (#3520.13).

- 9.7 *Committee on Policy*: Request approval of new policy "Students - Alcohol Use, Drugs, and Tobacco" (#5131.6).
- 9.8 *Committee on Policy*: Request approval of new policy "Personnel-Marijuana Medical Standards" (#4118.235).
- 9.9 *Committee on Curriculum*: Request permission be granted to Heidi Doolan, WHS, and five chaperones to take 40 students to New York, NY on November 30, 2016 to attend a performance of "The Color Purple".
- 9.10 *Committee on Curriculum*: Request permission be granted to Michael Sullivan, CHS, and three chaperones to take 25 students to Salem, MA on November 17, 2016 to visit historical sites.
- 9.11 *Committee on School Facilities & Grounds*: Use of school facilities by school organizations and/or City departments.
- 9.12 *Committee on School Facilities & Grounds*: Use of school facilities by outside organizations and/or waiver requests.

10. Items Removed from Consent Calendar

11. Committee on Policy – Commissioner Sweeney

- 11.1 Request approval of revisions to the Bylaws of the Board of Education.

12. Committee on Grievances – Vice President Rodriguez

- 12.1 WTA Grievance 15-16-18.
- 12.2 WTA Grievance 16-17-01.
- 12.3 WTA Grievance 16-17-12.

13. Superintendent's Notification to the Board

- 13.1 Athletic appointments effective immediately:
 - Conte, Joseph – WHS Assistant Track Coach.
 - Flammia, Peter – WCA Winter and Spring Strength and Conditioning Coach
 - Mauro, Jennifer – WHS Assistant Cheerleading Coach.
 - O'Toole, John – WCA Fall Strength and Conditioning Coach.
 - Parks, Eric – Carrington Intramural Boys Basketball Coach.
 - Rosa, Jennifer – NEMS Softball Coach.
 - Soucey, David – Carrington Intramural Girls Basketball Coach.
 - Tattersall, Samuel – NEMS Soccer Coach.

13.2 Grant funded appointments effective immediately:

Beierle, Karen – Instructional Tutor – English Language Arts, maximum of 19 hours p/week @ \$25.00 p/hour, school year only, non-union and without benefits, funded by Title I.

Blaschke, Jennifer – Physical Education Teacher, State Department of Education and 21st Century After-school Program Grants, maximum of 10 hours p/week, salary according to WTA contract, non-union and without benefits.

Gomes, William – Instructional Tutor – English Language Arts, maximum of 19 hours p/week @ \$25.00 p/hour, school year only, non-union and without benefits, funded by Title I.

Ortiz, Hector – Substitute Recreation Specialist, State Department of Education and 21st Century After-school Program Grants, maximum of 10 hours p/week @ \$12.00 p/hour, non-union and without benefits.

Patterson, Daniella – Substitute Recreation Specialist, State Department of Education and 21st Century After-school Program Grants, maximum of 10 hours p/week @ \$12.00 p/hour, non-union and without benefits.

Paulson, Veronica – Instructional Tutor – English Language Arts, maximum of 19 hours p/week @ \$25.00 p/hour, school year only, non-union and without benefits, funded by Alliance Grant.

Rollins, Ti'Shai – Substitute Recreation Specialist, State Department of Education and 21st Century After-school Program Grants, maximum of 10 hours p/week @ \$12.00 p/hour, non-union and without benefits.

Vilchez, Anthony – Substitute Recreation Specialist, State Department of Education and 21st Century After-school Program Grants, maximum of 10 hours p/week @ \$12.00 p/hour, non-union and without benefits.

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

School	Last name	First Name	Assignment
Wilson	Orsini	Marie	Teacher

13.4 Teacher new hires:

Name		Assignment		Step		Effective
Bloemker	Daniel	WCA	Tech Ed-Manuf.	BA+15	4	9/9/2016
Brocksmith	Jennifer	WMS	Guidance	6th+15	5	11/21/2016
Dodge	Melissa	NEMS	Special Ed.	BA	2	10/1/2016
Guanca	Ruth	WCA	World Lang/Spanish	BA	1	9/21/2016
Knecht	Kimya	WSMS	Special Ed.	6th	3	9/28/2016
Magurne	Amanda	Carrington	School Psych.	6th	2	11/17/2016
Nordby	Lindsay	Walsh	Special Ed.	MA	2	8/29/2016
Poulter	Dennis	Generali	Gr. 5	MA	2	9/16/2016
Schmidt	Rachel	Duggan	Special Ed.	MA	1	10/3/2016
Schuck	Yechezkel	Bunker Hill	School Psych.	6th+15	6	8/29/2016
Shungu	Alex	WCA	Chemistry	6+15	6	8/25/2016
Wolff	Nicole	Kingsbury	Kindergarten	MA	3	8/25/2016

13.5 Teacher transfers:

Name		From	To	Effective
Franceskino	Jennifer	WCA Math	WCA Math Dept. Head	Nov-16
Harrison	Rebecca	Regan Reading	WMS Literacy Teacher /Interventionist	Nov-16
Larson	Jamie	Tinker SPED	WAMS SPED	Nov-16
Lawson	Doreen	Bucks Hill Title 1 Literacy	WHY Literacy Teacher /Interventionist	Nov-16
Lindley	Carly	WCA English	WCA English Dept. Head	Nov-16
Linehan	Megan	Tinker Gr 3	Districtwide - Math Facilitator/Coach	Dec-16
Nizzardo	Kari	WCA Science	WCA Science Dept. Head	Nov-16
O'Donnell	Patricia	Chase Gr	Chase Title I Literacy	Nov-16
Sylvester	David	WCA Social Studies	WCA Soc. Studies Dept. Head	Nov-16

13.6 Adult Education appointments effective immediately:

Zabbara, Ian – Part time Security/Custodial Aide, 25 hours p/week @ \$11.00 p/hour, non-union and without benefits.

13.7 Resignations

Jeon, Sunghye – WHS Math, effective 10/14/16.

O'Halloran, Kathryn – Duggan Tech Ed/Computer, effective 10/31/16.

Wilkesman, Carrie – WHS Special Ed, effective 10/31/16.

14. Unfinished Business of Preceding Meeting Only

15. Other Unfinished, New, and Miscellaneous Business

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

17. Adjournment

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE OF THE WHOLE

Item #9.1

November 16, 2016

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval for Waterbury Public Schools to participate in Durham School Services "Bus Tracker" app.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Felix M. Rodriguez

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE OF THE WHOLE

Item #9.2

November 16, 2016

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of a Memorandum of Understanding with United Way of Greater Waterbury for the Born Learning Academy Program.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Felix M. Rodriguez

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON FINANCE

Item #9.3

November 16, 2016

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of an Agreement with Waterbury Youth Service System, Inc. as required by the Youth Service Bureau Grant for truancy prevention services.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Charles E. Pagano

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON FINANCE

Item #9.4

November 16, 2016

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of a License and Purchase Agreement with Edgenuity to provide student online products and services.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Charles E. Pagano

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON SCHOOL PERSONNEL

Item #9.5

November 16, 2016

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on School Personnel, the Superintendent of Schools recommends approval of the revised job specifications for the position of Talent and Professional Development Supervisor.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Charles L. Stango

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON POLICY

Item #9.6

November 16, 2016

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Policy, the Superintendent of Schools recommends approval of the new policy "Business and Non-Instructional Operations – Student Data Privacy" (#3520.13).

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Ann M. Sweeney

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON POLICY

Item #9.7

November 16, 2016

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Policy, the Superintendent of Schools recommends approval of the new policy "Students – Alcohol, Drugs, and Tobacco (including performance Enhancing Substances)" (5131.6).

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Ann M. Sweeney

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON POLICY

Item #9.8

November 16, 2016

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Policy, the Superintendent of Schools recommends approval of the new policy "Personnel-Certified/Non-Certified – Medical Marijuana Standards" (4118.235).

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Ann M. Sweeney

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON CURRICULUM

Item #9.9

November 16, 2016

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 Heidi Doolan, WHS, and five chaperones to take 40 students to New York, NY on November 30, 2016 to attend a performance of "The Color Purple".

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Juanita P. Hernandez

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON CURRICULUM

Item #9.10

November 16, 2016

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 Michael Sullivan, CHS, and three chaperones to take 25 students to Salem, MA on November 17, 2016 to visit historical sites.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Juanita P. Hernandez

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON SCHOOL FACILITIES & GROUNDS

Item #9.11

November 16, 2016

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
E. Racine, Jr.	Reed café/gym: Fri., Nov. 18, 4:30-6:00 pm (school dance)
L. Lombardi	Rotella café: Thurs., Dec. 1, 5:00-9:00 pm (sch. Vendor sale)
M. Perz	Tinker café: Mon., Nov. 14, 6:00-7:00 pm (PTA meeting)
C. Imperato	Wilby café: Sat., Dec. 3. Noon-5:00 pm (video game tournament)
M. Rocco	Career Academy: Nov. - May, (5 Tuesdays) 4:15-7:30 pm (Project Love)
M. Ocasio	Bucks Hill gym: Mon, Tues, Thurs, Fri., 3:00-5:00 pm, 11/4/16-12/23/16 (NEMS boys basketball team practices)
C. Harris	Wilby media ctr.: Wed., Dec. 7, 6:00-7:00 pm (presentation to students)
J. Silva	WSMS café: Fri., Nov. 18, 2:30 - 7:30 pm (Captivating Kids meeting)
T. Gradowski	Maloney café: Tues., Nov. 29, 4:00-8:00 pm (family math night)
V. Demirali	Sprague gym: Thurs., Nov. 17, 5:00-7:00 pm (family bingo night)
R. Arroyo	Enlightenment café/gym: Mon, Wed, Thurs., 1/9/17-6/9/17, 1:30-5:30 pm (partnership with New Opportunities/Palace Theater after school program)
D. Currier	Chase gym: Wed., Nov. 30, 5:30-7:30 pm (reading family night)

Approved:

Respectfully submitted,

John E. Theriault

Dr. Kathleen M. Ouellette
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON SCHOOL FACILITIES & GROUNDS

Item #9.12

November 16, 2016

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
Taft Pointe Condo Assoc. Karina Smith	WSMS café: Mon., Nov. 28, 6:00-8:30 pm (condo members meeting)

REQUESTING WAIVERS:

Town Plot Sports F. Forino	Tinker gym: 11/18/16-4/8/17, Sat. 5-9 pm and Sun. 12-8 pm (\$9,828.) Maloney gym: 11/26/16-4/8/17, Sat. 1:30-8 pm and Sun. 1-6 pm (\$7,875.) WSMS gym: 12/3/16-4/8/17, Sat. 5-8 pm and Sun. 4-8 pm (\$5,838.) Duggan gym: 11/19/16-4/9/17, Sat. 9-5 pm and Sun. 12-8 pm (\$12,852.)
Congresswoman Esty Sherri Vogt	Crosby lobby, café, 6 classrooms: Sat., Nov. 19, 7:30 am-2:00 pm (service academy interviews) (\$765.)
Our Lady of Mt. Carmel Sch. J. Egan	Tinker gym: 11/12/16-3/11/17, Saturdays, 8 am - 4 pm (\$6,048.) (basketball program)

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

Town Plot Sports F. Forino	WSMS gym: 12/1/16-4/7/17, Thurs. & Fri., 6-9 pm Driggs gym: 12/13/16-3/28/17, Tues. & Thurs., 6-9 pm Tinker gym: 11/21/16-4/7/17, Mon. thru Fri., 7-9 pm Duggan gym: 11/22/16-4/13/17, Tues. & Thurs., 6-9 pm
Our Lady of Mt. Carmel Sch.	Tinker gym: 11/14/16-3/10/17, Mon. thru Fri., 4-7 pm
Ct. Girl Scouts Allison Manglas	WSMS parking lot only: Sat., March 4-6 am - noon (delivery of cookies)
Ct. Girl Scouts S. Ardo	Sprague classroom: Nov. to May, every 1 st & 3 rd Tuesday, 5:30-7:30 pm (scout meetings)
Yeshiva K'Tana Y. Brecher	Kingsbury gym: 12/13/16-4/13/17, Tues. & Thurs., 6:00-8:00 pm (middle school gym league)

Approved:

Respectfully submitted,

John E. Theriault

Dr. Kathleen M. Ouellette
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON POLICY

Item #11.1

November 16, 2016

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

With the approval of the Committee on Policy, the Superintendent of Schools recommends approval of the revisions to the Bylaws of the Board as attached.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Approved:

Ann M. Sweeney

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 and Vice-President.
- 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 and Vice President.

Public Meetings

- a) All meetings of the Board of Education shall be open to the public with the exception of executive sessions (cf. 9320 – Meetings)
- b) All meetings of the Board shall be held at its office or at any other place designated by a majority vote of the Board.
- c) ~~The Board shall hold its regular meetings on the first and third Thursday of each month, except in July and August, when meetings shall be held only on the first Thursday. The President of the Board shall have the discretion to reschedule meetings which under the above formula would otherwise fall on a holiday.~~
- c) The Board shall hold its regular meetings on the third Thursday of each month. The President of the Board shall have the discretion to reschedule meetings which under the above formula would otherwise fall on a holiday.
- d) All meetings shall be held at 6:30 p.m. or at any other time designated by the majority vote of the Board. Committee meetings shall be held at 5:30 p.m., unless otherwise designated by the Chairman.
- e) Special meetings may be called and held whenever requested in writing by any three members. The written request shall contain a description of the matters to be considered, and shall be sent to the President of the Board with a copy to the Clerk of the Board. No business shall be transacted at such special meeting other than that specified in the call.
- f) Citizens are encouraged to submit prepared written statements to the Commissioners. Comments by an individual shall be limited to a maximum of five (5) minutes. Commissioners believe that this will permit wider participation while also expediting the business of the meeting.
- g) Commissioners may respond to the concerns and/or comments of public speakers only with the permission of the Chair and **without debate**.
- h) Smoking will not be permitted in any room in which a meeting of the Board of Education is being conducted (cf. 1331 – Smoking in School Facilities).
- i) During meetings of the Board of Education, all cellphones or other electronic communication devices shall be turned off or changed to a silence mode.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON GRIEVANCES

Item #12.1

November 16, 2016

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Grievances recommends WTA Grievance 15-16-18, heard by
the Committee on November 15, 2016, be _____

Approved:

Felix M. Rodriguez

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON GRIEVANCES

Item #12.2

November 16, 2016

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Grievances recommends WTA Grievance 16-17-01, heard by
the Committee on November 15, 2016, be _____

Approved:

Felix M. Rodriguez

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON GRIEVANCES

Item #12.3

November 16, 2016

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Grievances recommends WTA Grievance 16-17-12, heard by
the Committee on November 15, 2016, be _____

Approved:

Felix M. Rodriguez

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.1

November 16, 2016

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:

Conte, Joseph – WHS Assistant Track Coach.
Flammia, Peter – WCA Winter and Spring Strength and Conditioning Coach
Mauro, Jennifer – WHS Assistant Cheerleading Coach.
O'Toole, John – WCA Fall Strength and Conditioning Coach.
Parks, Eric – Carrington Intramural Boys Basketball Coach.
Rosa, Jennifer – NEMS Softball Coach.
Soucey, David – Carrington Intramural Girls Basketball Coach.
Tattersall, Samuel – NEMS Soccer Coach.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.2

November 16, 2016

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:

Beierle, Karen – Instructional Tutor – English Language Arts, maximum of 19 hours p/week @ \$25.00 p/hour, school year only, non-union and without benefits, funded by Title I.

Blaschke, Jennifer – Physical Education Teacher, State Department of Education and 21st Century After-school Program Grants, maximum of 10 hours p/week, salary according to WTA contract, non-union and without benefits.

Gomes, William – Instructional Tutor – English Language Arts, maximum of 19 hours p/week @ \$25.00 p/hour, school year only, non-union and without benefits, funded by Title I.

Ortiz, Hector – Substitute Recreation Specialist, State Department of Education and 21st Century After-school Program Grants, maximum of 10 hours p/week @ \$12.00 p/hour, non-union and without benefits.

Patterson, Daniella – Substitute Recreation Specialist, State Department of Education and 21st Century After-school Program Grants, maximum of 10 hours p/week @ \$12.00 p/hour, non-union and without benefits.

Paulson, Veronica – Instructional Tutor – English Language Arts, maximum of 19 hours p/week @ \$25.00 p/hour, school year only, non-union and without benefits, funded by Alliance Grant.

Rollins, Ti'Shai – Substitute Recreation Specialist, State Department of Education and 21st Century After-school Program Grants, maximum of 10 hours p/week @ \$12.00 p/hour, non-union and without benefits.

Vilchez, Anthony – Substitute Recreation Specialist, State Department of Education and 21st Century After-school Program Grants, maximum of 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 #13.3

November 16, 2016

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

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

School	Last name	First Name	Assignment
Wilson	Orsini	Marie	Teacher

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.4

November 16, 2016

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

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

Name		Assignment		Step		Effective
Bloemker	Daniel	WCA	Tech Ed-Manuf.	BA+15	4	9/9/2016
Brocksmith	Jennifer	WMS	Guidance	6th+15	5	11/21/2016
Dodge	Melissa	NEMS	Special Ed.	BA	2	10/1/2016
Guancha	Ruth	WCA	World Lang/Spanish	BA	1	9/21/2016
Knecht	Kimya	WSMS	Special Ed.	6th	3	9/28/2016
Magurne	Amanda	Carrington	School Psych.	6th	2	11/17/2016
Nordby	Lindsay	Walsh	Special Ed.	MA	2	8/29/2016
Poulter	Dennis	Generali	Gr. 5	MA	2	9/16/2016
Schmidt	Rachel	Duggan	Special Ed.	MA	1	10/3/2016
Schuck	Yechezkel	Bunker Hill	School Psych.	6th+15	6	8/29/2016
Shungu	Alex	WCA	Chemistry	6+15	6	8/25/2016
Wolff	Nicole	Kingsbury	Kindergarten	MA	3	8/25/2016

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.5

November 16, 2016

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

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

Name		From	To	Effective
Franceskino	Jennifer	WCA Math	WCA Math Dept. Head	Nov-16
Harrison	Rebecca	Regan Reading	Wallace Literacy Teacher/Interventionist	Nov-16
Larson	Jamie	Tinker SPED	WAMS SPED	Nov-16
Lawson	Doreen	Bucks Hill Title 1 Literacy	Wilby Literacy Teacher/Interventionist	Nov-16
Lindley	Carly	WCA English	WCA English Dept. Head	Nov-16
Linehan	Megan	Tinker Gr 3	Districtwide - Math Facilitator/Coach	Dec-16
Nizzardo	Kari	WCA Science	WCA Science Dept. Head	Nov-16
O'Donnell	Patricia	Chase Gr	Chase Title I Literacy	Nov-16
Sylvester	David	WCA Social Studies	WCA Social Studies Dept. Head	Nov-16

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #13.6

November 16, 2016

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

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

Zabbara, Ian – Part time Security/Custodial Aide, 25 hours p/week @ \$11.00 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 #13.7

November 16, 2016

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

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

Jeon, Sunghee – WHS Math, effective 10/14/16.

O'Halloran, Kathryn – Duggan Tech Ed/Computer, effective 10/31/16.

Wilkesman, Carrie – WHS Special Ed, effective 10/31/16.

Respectfully submitted,

Dr. Kathleen M. Ouellette
Superintendent of Schools

Communications



Packet week ending: 11/15/16

Carrie Swain

From: Robert Goodrich <rgoodrich@racce.net>
Sent: Thursday, November 03, 2016 4:38 PM
To: ANN SWEENEY; Carrie Swain; CHARLES L. STANGO; CHARLES PAGANO; ELIZABETH BROWN; FELIX RODRIGUEZ; JUANITA HERNANDEZ; JOHN THERIAULT; JASON VAN STONE; KAREN HARVEY; Kathleen Ouellette; noleary@waterburyct.org; THOMAS VAN STONE SR.
Subject: Removal of Item from Consent Calendar

Superintendent Ouellette and Board of Education Commissioners

I respectfully request that item 9.2 be removed from the consent calendar. The public should have the benefit of being able to learn directly from Relay about its program. I am hopeful the board will table this item, and have a special meeting where further vetting can be done by district stakeholders.

Sincerely,

--

Robert M. Goodrich

R.A.C.C.E.

Radical Advocates for Cross-Cultural Education

(203) 597-7456

rgoodrich@racce.net

Like us on Facebook: www.facebook.com/RACCEWtby

Twitter: [@raccewtby](https://twitter.com/raccewtby)

Website: racce.net

“The obligation of anyone who thinks of himself as responsible is to examine society and try to change it and to fight it – at no matter what risk. This is the only hope society has. This is the only way societies change...”

~James Baldwin~



236 Grand Street
Waterbury, CT 06702

(203) 574-6761

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

November 7, 2016

Eileen Digsby
79 Dikeman
Waterbury, CT 06704

Dear Ms. Digsby:

We are pleased to receive your acceptance of our offer of employment for the position of Lunch Aide – Walsh Elementary School for the Department of Education – Food Service (Requisition #2017109) at \$9.71 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, November 10, 2016 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 November 14, 2016 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.

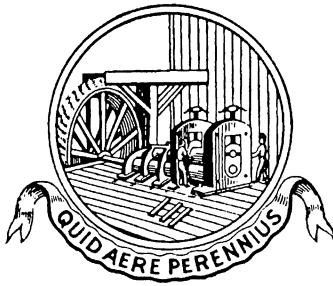
Again, welcome to the City of Waterbury.

Sincerely,


Carlyne St. Felix
Human Resources Generalist

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

November 7, 2016

Dale Simard
64 Laurel Lane
Wolcott, CT 06716

Dear Mr. Simard:

Your name is being certified to the Education Department for the position of Maintainer II (Req. #2016288) at \$16.24 per hour. Please call Shannon Sullivan, Acting School Inspector to discuss the details of the position. The telephone number is (203) 574-8013. Failure to call the above named individual by November 14, 2016 will result in your name being removed from the eligibility list.

We have scheduled your orientation for Thursday, November 10, 2016 at 11:30 a.m. at the Department of Human Resources, 236 Grand Street in Waterbury. You must attend the orientation session in order to be certified to this position. Your first day reporting to your new position is November 14, 2016 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. If you have not done so prior, you will 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. If you have any questions regarding these requirements, please call us prior to the orientation session.

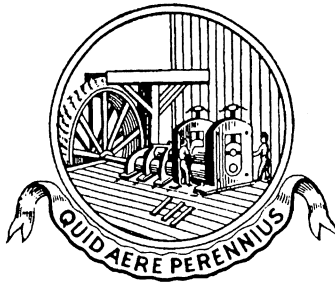
Your new probationary period in accordance with your applicable contract will be 6 months in duration. The department head will be responsible for executing your probationary evaluation no later than 6 months from your first day in your new position.

Sincerely,

Carlyne St. Felix
Human Resources Generalist

CSF/sd

cc: Board of Education
Shannon Sullivan, Acting Schl Insp.
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
November 7, 2016

Ana Coelho
107 Chambers St.
Waterbury, CT 06708

Dear Ms. Coelho:

Congratulations on your new position with the City of Waterbury. Your name is being certified to the Education Department - Food Service for the position of Food Service Helper (Req. #2017070) at \$12.71 per hour. Please contact Linda Franzese, Director of Food Service at (203) 574-8035 with any questions you may have in regards to this position.

We have scheduled your orientation for Thursday, November 10, 2016 at 9:30 a.m. at the Department of Human Resources located at 236 Grand Street in Waterbury. You must attend this orientation session in order to work for the City. Your first day reporting to your new department/supervisor will be November 14, 2016 at your regular scheduled time.

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

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

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

Again, welcome to the City of Waterbury.

Sincerely,

Carlyne St. Felix
Human Resources Generalist
CSF/sd

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

Carrie Swain

From: Theresa DeMars <noreply@embrams-mail.com>
Sent: Friday, November 11, 2016 8:05 AM
To: Carrie Swain
Subject: CAFE Policy Highlights 11-11-2016
Attachments: Policy Highlights 11-11-2016.pdf



Hello,

Attached you will find CAFE's Policy Highlights Publication for November 11, 2016. 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

November 11, 2016

Volume 16 – Issue #10

Increase Noted in Number of Home-Schooled Students: The estimated number of home-schooled children represents 3.4 percent of the U.S. student population between the ages of 5 and 17. The increase was fastest between 1999 and 2007, then slowed between 2007 and 2012, according to the estimates from the National Center for Education Statistics. The figures show that most home-schoolers were white and living above the poverty line in 2012.

Approximately 1.8 million U.S. children were home-schooled in 2012, more than double the number that were home-schooled in 1999, when the federal government began gathering data on national home-schooling trends, according to recently released estimates from the National Center for Education Statistics.

The figures show that most home-schoolers were white and living above the poverty line in 2012. An estimated 4 in 10 home-schoolers had parents who graduated from college, while about 1 in 10 had parents whose formal education ended before they graduated from high school.

About one-third live in rural areas, while slightly more than one-third live in the suburbs and slightly less than one-third live in cities.

Researchers conducted the home-schooling survey of a nationally representative sample of students via telephone from 1999 to 2007. In 2012, they instead asked questions via mail, introducing some methodological changes that make it more difficult to compare results over time.

It's particularly difficult to tell whether parents' reasons for home-schooling have changed. In 2007, for example, 36 percent of parents said that providing "religious or moral instruction" was the most important reason for home-schooling. It was the top-ranked "most important" reason for home-schooling that year.

In 2012, that share appeared to fall: Seventeen percent named religious instruction as most important and 5 percent said moral instruction was most important. However, the question was asked differently, with religious and moral instruction as two separate reasons instead of one combined reason, and so it was not immediately clear whether the numbers represented a real change in parents' motivations.

The share of parents who said their most important reason was concern about the environment at other schools, such as safety, drugs and peer pressure, rose from 21 percent in 2007 to 25 percent in 2012. That change was not considered statistically significant.

Source: "Number of Home-Schooled Students Has Doubled Since 1999, New Data Shows," by Emma Brown, *The Washington Post*, November 1, 2016.

Policy Implications: Policy #6172.3, "Home-Schooling," pertains to this issue. This is considered a recommended "good practice" policy for inclusion in a district's policy manual. Several versions of this sample policy are available.

The policy is a recognition that parents/guardians have an alternate to public school instruction. C.G.S. 10-184 states that a parent meets his/her duty regarding the education of their child if "the parent or person having control of such child is able to show that the child is elsewhere receiving equivalent instruction in the studies taught in the public schools." Therefore, parents/guardians may choose to exercise their right to educate their children at home.

The Connecticut statute does not explicitly permit home schooling. However, the State Board of Education (SBE) adopted a policy in 1990 stating that it was permitted. The SBE policy established guidelines for local school districts for receiving and reviewing requests regarding the education of children at home. The local district must be notified that the parent/guardian wants to homeschool their child, thereby taking the responsibility for their child's education. However, because the guidelines do not have the force of law, some parents refuse to cooperate with local school officials who want to exercise oversight over the home instructional program through such activities as an annual portfolio review.

ESSA Update – Armed Forces Recruiter Access to Students: The Every Child Succeeds Act (ESSA), section 8025, requires districts that receive ESEA funds, such as Title I funds for remedial assistance, to provide, upon request, military recruiters or an institution of higher education or to prospective employers of these students, access to the (1) name, (2) address and (3) telephone listing of each secondary school student unless the parent of such student has submitted a written request to the local school district that the information not be released without prior written parental consent.

The ESSA does not require disclosure of what might be considered directory information under FERPA beyond the three items listed above. The ESSA also requires that districts notify parents of their option to withhold consent to any disclosure.

Connecticut, through C.G.S. 10-221b, has provided that boards of education must adopt policies that provide for the same on-campus recruiting opportunities and access to directory information as are provided to nonmilitary recruiters or commercial concerns. "Directory information" is defined as information that would not normally be considered private; but boards of education, through policy language, must decide for themselves which precise categories of information to designate as "directory information." The federal Family Educational Rights and Privacy Act (FERPA) provides that student information must be kept confidential. FERPA permits, but does not require, school districts to designate certain information as directory information.

That which a board has specified as directory information, either in its student records policy or in a separate policy pertaining to directory information, may be disclosed without parental or student consent (18 years of age or older) provided that the board has annually notified parents and such students they may object to disclosure of directory information, and upon objection, such information may not be disclosed.

The “Every Child Succeeds Act” of 2015 mirrors the Connecticut law requiring equal access for military recruiters, with an important difference. Under FERPA, the decision regarding the release of directory information was left up to the board of education and such information had to be disclosed to military recruiters only if the board of education decided to release directory information to others. This new federal legislation requires boards of education to provide military recruiters with directory information limited to students’ names, addresses and telephone listings, **unless** parents specifically object, in writing.

The local school district is prohibited by ESSA from withholding the names, addresses, and telephone numbers of students from military recruiters by implementing an opt-out process or any other process that is contrary to the written consent request process provided for in the law. ESSA requires the information to be given upon the request of military recruiters unless the parent makes a written request that the information not be released. Upon receiving such request, the district may not release such information without the parent’s prior written consent.

In addition, the board of education cannot adopt a policy generally prohibiting access by military recruiters to the student information.

Districts are also required to notify the parents of the enrolled students of the option to make the written request described above concerning the opt-out process. If no written opt out is provided, the District must release the student’s name, address and telephone listing to military recruiters.

When a student has attained 18 years of age, the permission or consent required of and the right accorded to the student’s parents shall only be required of and accorded to the student. Therefore, schools should notify students of their rights under this law (ESSA) when they turn 18 years old. This will apply mostly to seniors. It is recommended that the required notice be provided to both senior students and their parents at the beginning of their senior year.

Policy Implications: Federal legislation requires that districts provide military recruiters the same access to high school students that is generally provided to post-secondary educational institutions or prospective employers. Parental consent for accessing students is not required. In response to the requirements of the National Defense Authorization Act and the Every Student Succeeds Act, CAFE amended policy #5145.14 “On-Campus Recruitment,” policy #5145.15 “Directory Information” and the form used to deny permission. They are available upon request.

New Teacher Preparation Regulations Issued: The long-awaited final regulations governing teacher preparation programs were recently released by U.S. Education Secretary John King, putting in place a new system of accountability and data collection to measure how well these programs prepare new teachers. Teacher prep programs will now be held responsible for their graduates’ performance in the classroom, and will provide potential candidates with information to help them select a school before they apply.

The new rules require states to annually rate all teacher prep programs as “effective,” “at-risk,” or “low-performing,” based on indicators such as length of time graduates stay in the teaching profession, the number of graduates hired in high-needs schools, and graduates’ effectiveness as teachers (according to classroom observations and students’ academic performance). Programs that receive the lowest rating must receive additional state support. In addition, in a move designed to steer candidates toward the top-rated programs, only those programs that achieve an “effective” rating will be eligible for federal TEACH grants (a total of \$11 million was awarded to candidates in FY 2016).

The final version of the regulations rejected a controversial proposal to link accountability with the test scores of students taught by program graduates, though states may still choose to make that connection. Instead, the final regulations allow states to use measures “relevant to student outcomes” to determine the effectiveness of a teacher prep program.

Under the new rules, states will create their reporting systems during the current 2016-2017 school year, pilot them in the 2017-2018 school year, and implement them in the 2018–2019 school year. TEACH grant eligibility can be rescinded based on program performance beginning in the 2021-2022 school year.

Source: “CAPITOL Connection,” ASCD, October 19, 2016