

Board of Education

REGULAR MEETING

Thursday, September 21, 2023 – 5:30 p.m.

Waterbury Arts Magnet School, 16 South Elm Street, Waterbury, CT

This meeting will be broadcasted live on the City of Waterbury's Government Access Channel (Comcast 96, Frontier 6096) and streamed live on YouTube at <https://youtu.be/9grfeGmMg3c>.

A G E N D A

1. Silent Prayer

2. Pledge of Allegiance to the Flag

3. Roll Call

4. Communications

- a) Copy of communication from Civil Service dated August 15, 2023 to Dwayne Thompson regarding offer of temporary and at will employment for the position of Temporary Maintainer I.
- b) Copy of communications dated August 15, 2023 from Civil Service certifying Stephanie Johnson for the position of Paraprofessional II and Julia Johnson, Rebecca Guluzzy, and Stefanie McKenna for the position of Paraprofessional I.
- c) Copy of communication dated August 15, 2023 to Fernanda Vitinio-Villarreal regarding offer of employment for the position of Food Service Worker.
- d) Copy of communication dated August 16, 2023 from Civil Service certifying Vicky Halle for the position of School Secretary.
- e) Copy of communication dated August 17, 2023 from Civil Service certifying Kimberly Dunn for the position of School Secretary.
- f) Copy of communication dated August 17, 2023 from Civil Service certifying Lurbin Cacho-Zuniga for the position of Paraprofessional II.
- g) Copy of communication dated August 17, 2023 to Alings Andre regarding offer of temporary and at will employment for the position of Temporary Maintainer I.
- h) Copy of communications dated August 17, 2023 from Civil Service certifying Bryan Collins and Hector Gomes for the position of Maintainer I.
- i) Copy of communications dated August 17, 2023 to Heidyness Alvarez, Fallon Yulfo, and Carmen Pabon regarding offer of employment for the position of Food Service Worker.
- j) Email communication from CAFE dated August 31, 2023 regarding Policy Highlights.
- k) Copy of communication from Civil Service dated August 25, 2023 certifying George Walters for the position of Carpenter.
- l) Copy of communication from Civil Service dated August 25, 2023 to Dean Campbell regarding offer of employment for the position of Food Service Worker.
- m) Copy of communication dated August 28, 2023 from Civil Service certifying Yvonne Santa Maria for the position of Paraprofessional I.
- n) Copy of communication from Civil Service dated August 28, 2023 to Verlen Barnes regarding offer of employment for the position of Food Service Worker.
- o) Copy of communication dated August 28, 2023 from Civil Service certifying Jose Ruiz Jr. for the position of Maintainer I.
- p) Copy of communication from Civil Service dated August 29, 2023 to Fausto Cruz regarding offer of temporary and at will employment for the position of Temporary Maintainer I.
- q) Copy of communications dated August 29, 2023 from Civil Service certifying Kendra Brown, Jasmine Johns, Donna Thomas, Athena Williams, and Bianey Gomez for the position of Paraprofessional I.
- r) Copy of communication dated August 29, 2023 from Civil Service certifying Caslyn Lustal for the position of Paraprofessional II.

- s) Copy of communications from Civil Service dated August 29, 2023 to Jenna Seeley regarding offer of employment for the position of Office Aide and to Sharon Pais regarding offer of employment for the position of Food Service Worker.
- t) Copy of communication dated August 30, 2023 from Civil Service certifying Brittany Gilliams for the position of Paraprofessional II.
- u) Copy of communication from Civil Service dated August 30, 2023 to Lilliam Rosario regarding offer of employment for the position of Food Service Worker.
- v) Copy of communication dated August 31, 2023 from Civil Service certifying Amanda Wilcox for the position of Paraprofessional II.
- w) Copy of communication dated August 31, 2023 certifying Latoya Maia for the position of Paraprofessional II.
- x) Copy of communications dated August 31, 2023 from Civil Service certifying Diana Whitlock, Leeana Rodriguez, and Chastity Hernandez for the position of Cook.
- y) Copy of communication from Civil Service dated September 5, 2023 to Michelle Hunter regarding offer of employment for the position of Food Service Worker.
- z) Copy of communication dated September 5, 2023 from Civil Service certifying Laura Capellan for the position of Paraprofessional I.

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. *Student Representative Comments*

9. *Consent Calendar*

- 9.1 *Committee on Finance:* Request approval of Amendment One (1) to the Professional Services Agreement with Waterbury Bridge to Success for Before and After School Care/Boost Community School Site Coordinators.
- 9.2 *Committee on Finance:* Request approval of a Professional Services Agreement with Partners for Education Leadership Inc. to provide Educational Leadership Coaching.
- 9.3 *Committee on Finance:* Request approval of an Agreement (template) with various agencies for Sub-Grantee Services under the School Readiness Program.
- 9.4 *Committee on Finance:* Request approval of College Board's College Readiness and Success Agreement (CB-00034829) to provide PSAT and SAT assessments.
- 9.5 *Committee on Finance:* Request approval of the 2023-2025 Consolidated Two-year Federal Grant Application.
- 9.6 *Committee on Finance:* Request approval of Amendment One (1) to the Professional Services Agreement with Seven Angels Theatre, Inc. to provide Seven Angels Theater Classes.

- 9.7 *Committee on Finance:* Request approval of Amendment two (2) to the Partner Agreement with Relay Graduate School of Education for Relay Teaching Residency Alternate Route to Certification Program.
- 9.8 *Committee on Finance:* Request approval of a Professional Services Agreement with Robert Davis d/b/a Summit Support Services for Board Certified Behavior Analyst Services.
- 9.9 *Committee on Finance:* Request approval of a Professional Services Agreement with Valley Communications Systems, Inc. for Lightspeed Audio Classroom Solution.
- 9.10 *Committee on Finance:* Request approval of Amendment One (1) to the Professional Services Agreement with Automated Logic Contracting Services, Inc. for temperature control and ventilation project upgrade.
- 9.11 *Committee on Building & School Facilities:* Use of school facilities by school organizations and/or City departments.
- 9.12 *Committee on Building & School Facilities:* Use of school facilities by outside organizations and/or waiver requests.

10. Items removed from Consent Calendar

11. Committee of the Whole – Vice President Hernandez

- 11.1 Request approval of the application for the Connecticut Association of Boards of Education's (CABE) 2023 Board Recognition Award/Board of Distinction Award.

12. Committee on Finance – Commissioner Orso

- 12.1 Request approval of FY 2024 Alliance and Priority Schools grant.

13. Committee on Grievances – Commissioner Serrano-Adorno

- 13.1 SAW Grievance 2022-2023-05.

14. Superintendent's Notification to the Board

14.1 Athletic appointments:

<u>Name</u>	<u>School</u>	<u>Position</u>	<u>Effective</u>
Shippee, Kieran	KHS	Assistant Volley Ball Coach	08/28/23
Morrison, Terrance	KHS	Head Volleyball Coach	09/13/23
Williams, Dajee	WHS	Assistant Softball Coach	05/19/23

14.2 Grant funded appointments:

<u>Name</u>	<u>Position/Location</u>	<u>FT/PT</u>	<u>Rate</u>	<u>Union</u>	<u>Funding</u>	<u>Effective</u>
Aidoo, Syreeta (transfer)	Behavior Counselor Duggan	FT	\$28.77/hr	F UPSEU 69	Title I/A 23-25	09/07/23

Banaj, Alketa	Classroom Assistant Wilson (correction)	FT	\$15.41/hr	UPSEU 68	Title I/A 22-24	08/24/23
Brooks, Randolph (promotion)	Behavior Counselor Enlightenment	FT	\$25/hr	F UPSEU 69	Alliance 23-24	08/21/23
Caisaguano, Elizabeth	Classroom Assistant Maloney	FT	\$15.41/hr	UPSEU 68	MMS Magn. 22-23	08/24/23
Gaston, Jordan	Prev. Specialist Enlightenment	FT	\$18.14/hr	F UPSEU 69	Priority 22-23	09/07/23
Gonzalez, Amari	Parent Liaison Generali	FT	\$15.88/hr	UPSEU 69	Title I/DW 22-24	09/07/23
James, Zakai	Communications Assistant	FT	\$20/hr	F UPSEU 69	Alliance 23-24	09/07/23

14.3. Maloney Magnet School's Before and After School Program appointments:

<u>Teachers</u>		
Barbieri, Katie S.	Fusco, Sara	Orsini, Taylor
Beltran, Erin	Grazhdani Eneida	Perrucci, Daria (sub)
Bussey, Jennifer	Grendzinski, Katie (sub)	Smith, Holly
Cancro, Dana	Hibbs, Jennifer	Strachan, Andrea (sub)
Colangelo, Esther	Irizarry, Dana	.
Couture, Cheryl	Lund, Kelly	<u>Administration</u>
Dunn, Andrew	Maloney, Susan	Dombrowski, Jason
Egan, Alzira	Mecca, Kylie (sub)	Gittings, Stacey
Fiore, Patience	Miller, Jennifer	Yamashita-Iverson, Kazumi

14.4 Walsh School's Before/After Program appointments:

Danzinger, Byron – Teacher (replacing Ken Yaffe)

14.5 Extended School Hours (ESH) appointments:

<u>School</u>	<u>Last name</u>	<u>First Name</u>	<u>Assignment</u>
Chase	Arroyo	Ivet	Sub for para
	Commendatore	Joe	Sub for teacher
	DelMoral	Denise	Para Grade 1
	DiGiovancarlo	Krista	Secretary
	Eldridge	Lori	Administrator
	Lopez	Marlene	Sub for para
	Mancinone	Taylor	Grade 1 teacher
	Marchetti	Savannah	Sub for teacher
	O'Donnell	Caitlin	Grade 2 teacher
	Pitcaim-Broughton	Dorothea	Art Teacher
	Santiago	Jennifer	Sub for para
	Turner	Gina	Para Grade 2
	Besemer	Katie	Teacher
Duggan	DeFeo	Dawn	Sub-Teacher
	DiGiovanni	Melissa	Administrator
	Fidanza	Carla	Administrator
	Fields	Susan	Teacher
	Gaudiosi	Karen	Teacher

	McCasland	Maureen	Teacher
	Mullen-Gillyard	Vickie	Educational Aide
	Pelletier	Allison	Teacher
	Scirica	Erin	Teacher
	Tzepos	Julie	Teacher
Generali	Alfredson	Sarah	Administrative Assistant
	Hart	Rebecca	3 rd grade teacher
	Lyons	Jean	Admin Sub
	Moscariello	Beth	Para Sub
	Mulvehill	Michelle	Teacher Sub
	Neibel	Amy	4 th grade teacher
	Piccochi-Frank	Christina	Admin
	Poulter	Dennis	5 th grade teacher
	Walker-Templeton	Donna	Para
	Walling	Maggie	Para
Tinker	Bemer	Maura	Teacher
	Biello	Claudia	Administrator
	Brown	Edie	Teacher
	Defeo	Sharon	Teacher
	Desanto	Tina	Teacher
	Diaz	Mildred	Paraprofessional
	Eldredge	Sandy	Paraprofessional
	Guerrera	Maria	Teacher
	Sagendorf	Jan	Admin Sub/Teacher
	Teel	Mackenzie	Teacher
	Wehry	Nina	Secretary

14.6 Retirements:

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
Tolman, James	NEMS/Vice Principal (date correction)	01/02/24

14.7 Resignations:

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
Barbieri, Angela	RMS/MMS Social Worker	10/11/23
Beierle, Karen	WSMS/Family Consumer Science	06/15/23
Bhatnager, Sonali	Reed/Library Media	new hire
Bickley, Robert	W. Cross/Grade 6 Science	05/15/23
Carrano, Amber	Gilmartin/Grade 6 Math/Science	06/15/23
Coty, Heidi	Reed/Grade 3	08/16/23
Dombrowski, Andrew	NEMS/Grade 8 SS	08/15/23
Guerrera, Olivia	Bucks Hill/Grade 1	09/08/23
Johannes, Christopher	Reed/Grade 7-8 Science	09/01/23
Kaponis, Rachael	State Street/Special Education	09/29/23
Leggitt, Karen	WMS/Special Education	09/15/23
Minton, Anna	Academy @ WMS/Grade 5 ELA/SS	08/16/23
Morales, Elizabeth	Duggan/Social Worker	09/22/23
Moriarty, Shea	Duggan/Grade 6-8 Social Studies; Walsh/Interim VP	08/17/23

Moquete, Narciso	WCA/Info Tech	08/31/23
Philliips, Emily	NEMS/Science	09/08/23
Riston, Cariane	WMS/Special Education	08/16/23
Styles, Alex	Walsh/Grade 4	new hire
Walsh, Conor	Wilson	09/01/23
Wilde, Elizabeth	NEMS/Numeracy	08/16/23

- 15. Continued Discussion ~** School Safety and Security Task Force Report.
- 16. Executive Session** for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee. the Freedom of Information Act.
- 17. Adjournment**

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON FINANCE

Item #9.1

September 21, 2023

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Finance moves that the Waterbury Board of Education approve Amendment One (1) to the Professional Services Agreement with Waterbury Bridge to Success for Before and After School Care/Boost Community Site Coordinators, subject to any non-substantive changes approved by the Corporation Counsel's office.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON FINANCE

Item #9.2

September 21, 2023

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Finance moves that the Waterbury Board of Education approve of a Professional Services Agreement with Partners for Educational Leadership, Inc. (RFP #7320), through June 30, 2028, to provide Educational Leadership Coaching, subject to any non-substantive changes approved by the Corporation Counsel's office.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON FINANCE

Item #9.3

September 21, 2023

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Finance moves that the Waterbury Board of Education approve of an Agreement (template attached), with the following agencies, for Sub-Grantee Services under the School Readiness Program, subject to any non-substantive changes approved by the Corporation Counsel's office:

	<u>Priority Grant</u>	<u>Enrollment Grant</u>	<u>COLA</u>	<u>Total</u>
The Ark	\$704,996	\$75,840	\$61,567	\$842,403
Catholic Charities	\$356,960	\$38,400	\$31,173	\$426,533
Children's Community	\$321,264	\$34,560	\$28,056	\$383,880
Children's Village	\$196,328	\$21,120	\$17,145	\$234,593
Easter Seals	\$2,355,936	\$253,440	\$205,744	\$2,815,120
New Opp. (MM)	\$740,692	\$79,680	\$64,685	\$885,057
Greater Wtby. YMCA	\$2,418,404	\$260,160	\$211,199	\$2,889,763
NVCC	\$187,480	\$20,352		\$207,832
TEAM- Slocum School	\$354,816	\$139,776	\$30,986	\$525,578
	\$7,636,876	\$923,328	\$650,555	\$9,210,759

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON FINANCE

Item #9.4

September 21, 2023

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Finance moves that the Waterbury Board of Education approve of a College Readiness and Success Agreement (#CB-00034829) with College Board to provide PSAT and SAT student assessments, subject to any non-substantive changes approved by the Corporation Counsel's office.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON FINANCE

Item #9.5

September 21, 2023

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Finance moves that the Waterbury Board of Education approve of the 2023-2025 Consolidated Two-year Federal Grant Application.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON FINANCE

Item #9.6

September 21, 2023

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Finance moves that the Waterbury Board of Education approve Amendment One (2) to the Professional Services Agreement with Seven Angels Theatre, Inc. to provide Seven Angels Theater Classes at 21 elementary schools, subject to any non-substantive changes approved by the Corporation Counsel's office.

.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON FINANCE

Item #9.7

September 21, 2023

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Finance moves that the Waterbury Board of Education approve Amendment two (2) to the Partner Agreement with Relay Graduate School of Education for Relay Teaching Residency Alternate Route to Certification Program, subject to any non-substantive changes approved by the Corporation Counsel's office.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON FINANCE

Item #9.8

September 21, 2023

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Finance moves that the Waterbury Board of Education approve of a Professional Services Agreement with Robert Davis d/b/a Summit Support Services, from October 1, 2023 through June 30, 2026, to provide Board Certified Behavior Analyst Services, subject to any non-substantive changes approved by the Corporation Counsel's office.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON FINANCE

Item #9.9

September 21, 2023

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Finance moves that the Waterbury Board of Education approve of a Professional Services Agreement with Valley Communications Systems (RFP #7710), through July 31, 2024, to provide Lightspeed Audio Solutions replacement and new installation services, subject to any non-substantive changes approved by the Corporation Counsel's office.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON FINANCE

Item #9.10

September 21, 2023

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Finance moves that the Waterbury Board of Education approve of Amendment One (1) to the Professional Services Agreement with Automated Logic Contracting Services, Inc. to provide Temperature Control and Ventilation Project Upgrades, subject to any non-substantive changes approved by the Corporation Counsel's office.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON BUILDING & SCHOOL FACILITIES

Item #9.11

September 21, 2023

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

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

Group	Facilities and Dates/Times
Registrar of Voters T. Begnal	General Election November 7, 2023, 5:00am – 9:00pm (see attached for list of school sites)
M. Bergin	International School Gym: Wednesday, September 6, 2023, 1:00pm-2:30pm (Preschool Professional Development) Rotella auditorium & computer room.: Wednesday, November 1, 2023, 8am-3pm (Preschool Professional Development) Sprague gym: Wednesday, October 11, 2023, 5:00pm-7:00pm (Family Night event/Apples & Cider) Sprague gym: Thursday, November 2, 2023, 5:00pm-7:00pm (Family Night event/Turkey Time)
C. Carpentieri M. Waters	Kennedy classroom: Mondays, September 11- December 11, 2023 4:00pm – 9:05pm (SCSU & WPS Cohort)
J. Frenis	West Side media center: September 19, October 24, November 28, December 19, 2023 January 23 and February 27, 2024 3:00-4:30pm (Instruction Committee meetings)
H. Maxson	WAMS specific performing arts areas as specified: Wednesday, October 4, 2023, 8am-3pm, Professional Development Wednesday, November 1, 2023, 8am-3pm, Professional Development
Silas Bronson Library M. Tierney	Kennedy-Torrington Football game: Saturday, October 7, 2023, 9am-1pm (set-up display next to field to promote library)
Dept. of Transportation J. Burns	Maloney café: Wednesday, October 25, 2023, 5:30pm-8:00pm (public information meeting by New Mixmaster Project Team)
Park& Rec. Department J. Stock	Kennedy gym: Saturday, September 23, 2023, 8:30am-6:00pm (basketball tournament – Project Longevity/Skills Academy)
V. Boatright	Wallace media center: Thursday, October 25, 2023, 5:30-6:30 pm (parents meet & greet re: college & career readiness)
K. Nizzardo	WSMS media center & 6 rooms.: Wednesdays, October 24 and November 1, 2023 8am-3pm (Science Prof. Dev. days)
D. Bakewell	Maloney café: Friday, September 22, 2023, 5:00pm-8:00 pm (Family Night) Maloney café & gym: Friday, October 20, 2023, 4pm-9 pm (Costume event)
A. Jorge	Wallace media center.: Bilingual/ESOL, prof. dev. staff meetings: September 18, October 23, November 20, December 24, 2023, May 20, 2024
*Dr. White	WAMS media ctr.: Monday, Oct. 2 nd 3:30pm – 5:30pm (meeting for Social justice educators)
*V. Harris	Crosby media ctr.: Wed., Oct. 4 th 8:00am – 3:00pm (Prof. Dev. meeting)
*N. Toucet	W. Cross gym: Tues., Oct. 17 th 5:30pm – 6:30pm (School Choice Fair)
*A. Jorge	Wallace media ctr.: Mon., March 18 th 3:00 pm – 6:00 pm (Bilingual/ESOL staff meeting – Prof. Dev.)

Hook

SCHOOL PERSONNEL USE ONLY

DATE: 9/13/23

TO: SCHOOL BUSINESS OFFICE

FROM: Veda Harris

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

NAME OF SCHOOL REQUESTED: Crosby Highschool

☐ Auditorium

☐ Gymnasium

☐ Swimming Pool

☐ Café/Rooms

☒ Media Center

DATES REQUESTED: 10/4/23

FROM: 8:00 am/pm

TO: 3:00 am/pm

FOR THE FOLLOWING PURPOSES:

Professional Development Learning


APPLICANT

Please note the following provisions:

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

Book

SCHOOL PERSONNEL USE ONLY

DATE: 9.12.23

TO: SCHOOL BUSINESS OFFICE

FROM: Nyree Toucet

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

NAME OF SCHOOL REQUESTED: Wendell Cross

☐ Auditorium ☒ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: October 17, 2023

FROM: 5:30 am/pm TO: 6:30 am/pm

FOR THE FOLLOWING PURPOSES:

School Choice Fair

Nyree Toucet
APPLICANT

.....
Please note the following provisions:

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

Book

SCHOOL PERSONNEL USE ONLY

DATE: 9/11/2023

TO: SCHOOL BUSINESS OFFICE

FROM: Adela Jorge, Supervisor of Bilingual/ESOL Education

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

NAME OF SCHOOL REQUESTED: Wallace Middle School Media Center

☐ Auditorium ☐ Gymnasium ☐ Swimming Pool ☐ Café/Rooms

DATES REQUESTED: Monday, March 18, 2024

FROM: 3:00 am/pm TO: 6:00 am/pm

FOR THE FOLLOWING PURPOSES:

Bilingual/ESOL Education Department staff meeting/ Professional Development.

Adela Jorge

APPLICANT

.....
Please note the following provisions:

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

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON BUILDING & SCHOOL FACILITIES

Item #9.12

September 21, 2023

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Building & School Facilities moves that the Waterbury Board of Education approve the use of school facilities and/or waiver requests by groups and organizations subject to fees and insurance as required:

GROUP	FACILITIES AND DATES/TIMES
Westover School	West Side pool: weekdays November 27, 2023 thru March 1, 2024, 4:30pm-5:45 pm
D. MacNutt, A.D.	Kennedy pool: Saturdays, December 2, 2023 – February 24, 2024, 2:00pm-4:00 pm (swim program)

REQUESTING WAIVERS:

Wtby. Links, Inc.	WAMS media ctr.: September 2023 – June, 2024, 8:30am-12:00pm	
C. Hilton-Campbell	3 rd Saturday each month for meetings	(\$1,890.)
Wtby. Knights	Career Academy gym: September 9, 2023 thru Feb. 17, 2024, Saturdays	
Cheerleading	1:00-5:00 pm (Cheerleading practice)	(\$3,990.)
S. Clements	Crosby gym: Saturday, October. 7 and Saturday, November 11, 2023, 8:00am-2:00pm (cheerleading events)	(\$1,176.)
Mary, Mother of the Church	International School rooms: October 2023 – April 2024, 9:00am-11:00:am	
Atty. D. Buckley	two Sundays each month (Religious Instruction)	(\$1,764.)

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

Wtby Knights	Driggs gym: September 1, 2023-February 23, 2024, Monday-Friday, 5:45pm-8:15 pm
S. Clements	Kingsbury gym: September 1, 2023-February 23, 2014, Monday-Friday, 5:45-8:15 pm (cheerleading practice)
Wtby. Youth Football	Generali gym: September 6 to November 8, 2023, Monday thru Friday.
M. Ricci	5:3-08:30 pm (cheerleading practice)
Hoops 4 Life	West Side gym: September 11-November 17, 2023, weekdays, 5:00-9:00 pm
D. Fryer	(basketball program)
Bouley Manor	Chase café: January 2024 - December 2024, 2 nd Thursday each month
Neighborhood Assoc.	(except July & August) 6:00-8:00 pm for meetings
PAL	Maloney gym: September to December, 2023, Tuesday & Thursday, 6:00pm-9:00pm
M. Macary	(basketball program)
Wtby. Ballers	Carrington gym: Monday thru Thursday, September 11to October 26, 2023, 6pm-9 pm,
T. Lott	Sprague gym: Monday thru Thursday, September 11 – October 26, 2023, 6pm-8:30 pm
*Lithuanian Club	Gilmartin gym: Wednesdays Sept. 27, 2023 – May 22, 2024
A. Gelazauskas	7:00-9:00 pm (basketball practice)
*PAL	Reed field: Sept.-Nov. Mon. thru Fri. 5:00-7:30pm and Sat. 9am-4pm
M. Macary	(soccer practice)
*Wtby. Youth Football	Crosby field: Sat., Sept. 24 th 10am – 2pm
M. Ricci	(football game)

Book

DEPARTMENT OF EDUCATION - WATERBURY, CONNECTICUT
SCHOOL BUSINESS OFFICE
236 GRAND ST., WATERBURY, CT 06702
USE OF BUILDING PERMIT
TYPE OR USE PEN AND PRESS FIRMLY

SEP 18 2023

CONTRACT#

APPLICANT Algirdas Gelazauskas NAME OF ORGANIZATION Conn. Lith. Sports Club

ADDRESS 63 Yale Ave, Apt. 4, Meriden, CT 06450 TELEPHONE # 203-809-3736
(street) (city) (state) (zip code)

SCHOOL REQUESTED Gilmartin Elem. school DATES Wednesdays ROOM(S) Gymnasium

OPENING TIME 7:00 PM CLOSING TIME 9:00 PM PURPOSE Basketball practices/Sports

ADMISSION (if any) Club membership CHARGE TO BE DEVOTED TO Club insurance/Expences

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS 15 Max CHILDREN 6-8 Approx

SIGNATURE OF APPLICANT Algirdas Gelazauskas DATE 09/15/2023

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION: ph. # 203-671-6641

Pres. Vaiva Baltonis, 59 Glen Dale Ave, Middletown, CT 06457

In the event that the Board of Education should need to resort to legal proceedings to collect any outstanding balances, the lessee is responsible for any and all attorney's fees, sheriff's fees and court costs associated with said proceedings. A. G. (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: _____

RENTAL FEES: _____

MISCELLANEOUS FEES: _____

SECURITY DEPOSIT \$ _____ INSURANCE COVERAGE YES _____ NO _____

PLEASE READ THE FOLLOWING CAREFULLY

APPLICATION MUST BE RECEIVED AT LEAST THREE (3) WEEKS PRIOR TO THE ACTIVITY.

A COPY OF YOUR INSURANCE MUST ACCOMPANY YOUR APPLICATION (IF APPLICABLE)

IF SCHOOL IS CANCELLED FOR SNOW OR ANY OTHER REASON - ALL ACTIVITIES ARE CANCELLED ALSO.

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

CANCELLATIONS MUST BE MADE AT LEAST 48 HOURS IN ADVANCE OR YOU WILL BE CHARGED.

POLICE AND FIRE PROTECTION MUST BE ARRANGED AND/OR CANCELLED BY THE RENTER. PLEASE CALL EACH DEPARTMENT FOR INFORMATION. POLICE DEPT. 574-6963 FIRE DEPT. 597-3452

CALL THE SCHOOL CUSTODIAN AT LEAST ONE WEEK PRIOR TO YOUR ACTIVITY FOR ANY ARRANGEMENTS RE: PA SYSTEM, LIGHTING, ETC. (FOR WHICH THERE WILL BE AN EXTRA CHARGE).

KITCHEN FACILITIES CAN NOT BE USED BY GROUPS WITHOUT SUPERVISION - PLEASE CALL THE FOOD SERVICE DEPT. AT 574-8210 TO ARRANGE FOR A FOOD SERVICE PERSON (FOR WHICH THERE WILL BE AN EXTRA CHARGE)

PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

IT IS AGREED THAT REGULATIONS ADOPTED BY THE BOARD OF EDUCATION FOR USE OF SCHOOL BUILDINGS WILL BE RIGIDLY ENFORCED.

APPROVAL DATE _____ SCHOOL BUSINESS OFFICE

CHECKS OR MONEY ORDERS FOR FEES SHOULD BE MADE OUT TO THE BOARD OF EDUCATION AND MAILED TO THE SCHOOL BUSINESS OFFICE. NO CASH WILL BE ACCEPTED.

White-Permittee Goldenrod-School Business Office Pink-Principal Blue-Custodian

No. 0237 1 P. 1

9-27-23 TO 5-22-24

SEP 18 2023 9:22AM

DEPARTMENT OF EDUCATION - WATERBURY, CONNECTICUT
SCHOOL BUSINESS OFFICE
236 GRAND ST., WATERBURY, CT 06702
USE OF BUILDING PERMIT
TYPE OR USE PEN AND PRESS FIRMLY

CONTRACT#

APPLICANT Michael Macary NAME OF ORGANIZATION Waterbury PAL
ADDRESS 64 Divisien St Waterbury CT TELEPHONE # (203) 585-3583
(street) (city) (state) (zip code)
SCHOOL REQUESTED Reed DATES Sept - Nov ROOM(S) Soccer Field
OPENING TIME 5 pm CLOSING TIME 7:30 pm PURPOSE Soccer Practice
ADMISSION (if any) _____ CHARGE TO BE DEVOTED TO _____

APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS _____ CHILDREN _____
SIGNATURE OF APPLICANT Michael Macary DATE 10/26/88

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION: *

Michael Macary
In the event that the Board of Education should need to resort to legal proceedings to collect any outstanding balances, the lessee is responsible for any and all attorney's fees, sheriff's fees and court costs associated with said proceedings. MM (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: _____

RENTAL FEES: _____

MISCELLANEOUS FEES: _____

SECURITY DEPOSIT \$ _____ INSURANCE COVERAGE _____ YES _____ NO _____

PLEASE READ THE FOLLOWING CAREFULLY

APPLICATION MUST BE RECEIVED AT LEAST THREE (3) WEEKS PRIOR TO THE ACTIVITY.

A COPY OF YOUR INSURANCE MUST ACCOMPANY YOUR APPLICATION (IF APPLICABLE).

IF SCHOOL IS CANCELLED FOR SNOW OR ANY OTHER REASON - ALL ACTIVITIES ARE CANCELLED ALSO.

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

CANCELLATIONS MUST BE MADE AT LEAST 48 HOURS IN ADVANCE OR YOU WILL BE CHARGED.

POLICE AND FIRE PROTECTION MUST BE ARRANGED AND/OR CANCELLED BY THE RENTER. PLEASE CALL EACH DEPARTMENT FOR INFORMATION. POLICE DEPT. 574-6963 FIRE DEPT. 597-3452

CALL THE SCHOOL CUSTODIAN AT LEAST ONE WEEK PRIOR TO YOUR ACTIVITY FOR ANY ARRANGEMENTS RE: PA SYSTEM, LIGHTING, ETC. (FOR WHICH THERE WILL BE AN EXTRA CHARGE).

KITCHEN FACILITIES CAN NOT BE USED BY GROUPS WITHOUT SUPERVISION - PLEASE CALL THE FOOD SERVICE DEPT. AT 574-8210 TO ARRANGE FOR A FOOD SERVICE PERSON (FOR WHICH THERE WILL BE AN EXTRA CHARGE)

PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

IT IS AGREED THAT REGULATIONS ADOPTED BY THE BOARD OF EDUCATION FOR USE OF SCHOOL BUILDINGS WILL BE RIGIDLY ENFORCED.

APPROVAL DATE _____ SCHOOL BUSINESS OFFICE

CHECKS OR MONEY ORDERS FOR FEES SHOULD BE MADE OUT TO THE BOARD OF EDUCATION AND MAILED TO THE SCHOOL BUSINESS OFFICE. NO CASH WILL BE ACCEPTED.

DEPARTMENT OF EDUCATION - WATERBURY, CONNECTICUT
SCHOOL BUSINESS OFFICE
236 GRAND ST., WATERBURY, CT 06702
USE OF BUILDING PERMIT
TYPE OR USE PEN AND PRESS FIRMLY

CONTRACT#

Waterbury Youth Football & Cheerleading

APPLICANT Meagan Ricci NAME OF ORGANIZATION _____
ADDRESS 29 Arch Street Waterbury CT 06710 TELEPHONE # 203.802.8612
(street) (city) (state) (zip code)
SCHOOL REQUESTED Crosby High DATES 9.24.23 to ROOM(S) Crosby's Football field
OPENING TIME 10 am CLOSING TIME 2 pm PURPOSE Organization's home Football games for the Fall season
ADMISSION (if any) Desired donation CHARGE TO BE DEVOTED TO Organizations game cost, IE. Ref's, Medical
APPROXIMATE NUMBER OF PEOPLE TO BE PRESENT: ADULTS Apprx. 70 CHILDREN Apprx. 30
SIGNATURE OF APPLICANT Meagan Ricci DATE 8.30.2023

PERSON(S) NAME, ADDRESS & PHONE NUMBER RESPONSIBLE FOR SUPERVISION:

Terry Inabinett 203.982.6442; Marlese Perez 203.7076530; Meagan Ricci 203.802.8612

In the event that the Board of Education should need to resort to legal proceedings to collect any outstanding balances, the lessee is responsible for any and all attorney's fees, sheriff's fees and court costs associated with said proceedings. MR (PLEASE INITIAL)

SCHEDULE OF RATES: CUSTODIAL FEES: _____

RENTAL FEES: _____

MISCELLANEOUS FEES: _____

SECURITY DEPOSIT \$ ✓ INSURANCE COVERAGE ✓ YES _____ NO _____

PLEASE READ THE FOLLOWING CAREFULLY

APPLICATION MUST BE RECEIVED AT LEAST THREE (3) WEEKS PRIOR TO THE ACTIVITY.

A COPY OF YOUR INSURANCE MUST ACCOMPANY YOUR APPLICATION (IF APPLICABLE)

IF SCHOOL IS CANCELLED FOR SNOW OR ANY OTHER REASON - ALL ACTIVITIES ARE CANCELLED ALSO.

THERE WILL BE NO ACTIVITIES DURING SCHOOL OPEN HOUSE.

CANCELLATIONS MUST BE MADE AT LEAST 48 HOURS IN ADVANCE OR YOU WILL BE CHARGED.

POLICE AND FIRE PROTECTION MUST BE ARRANGED AND/OR CANCELLED BY THE RENTER. PLEASE CALL EACH DEPARTMENT FOR INFORMATION. POLICE DEPT. 574-6963 FIRE DEPT. 597-3452

CALL THE SCHOOL CUSTODIAN AT LEAST ONE WEEK PRIOR TO YOUR ACTIVITY FOR ANY ARRANGEMENTS RE: PA SYSTEM, LIGHTING, ETC. (FOR WHICH THERE WILL BE AN EXTRA CHARGE).

KITCHEN FACILITIES CAN NOT BE USED BY GROUPS WITHOUT SUPERVISION - PLEASE CALL THE FOOD SERVICE DEPT. AT 574-8210 TO ARRANGE FOR A FOOD SERVICE PERSON (FOR WHICH THERE WILL BE AN EXTRA CHARGE)

PLEASE SEE REVERSE FOR ADDITIONAL RULES AND REGULATIONS.

IT IS AGREED THAT REGULATIONS ADOPTED BY THE BOARD OF EDUCATION FOR USE OF SCHOOL BUILDINGS WILL BE RIGIDLY ENFORCED.

APPROVAL DATE _____ SCHOOL BUSINESS OFFICE _____

CHECKS OR MONEY ORDERS FOR FEES SHOULD BE MADE OUT TO THE BOARD OF EDUCATION AND MAILED TO THE SCHOOL BUSINESS OFFICE. NO CASH WILL BE ACCEPTED.

White-Permittee

Goldenrod-School Business Office

Pink-Principal

Blue-Custodian

APPLICANT/ORGANIZATION Waterbury Patriots Football & Cheer
(Rep Warner)

Please check below specific item(s):

Building Usage Fees

Custodial Fees

SCHOOL/ROOMS REQUESTED: Crosby Football Field / Porter Polly's

DATE(S) ~~September 1st~~

DATE(S) ~~September 10th~~

DATE(S) ~~September 11th~~

DATE(S) September 24th 10A-2P

Sunday

Morgan
Signature

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE OF THE WHOLE

Item #11.1

September 21, 2023

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee of the Whole moves that the Waterbury Board of Education approve the Connecticut Association of Boards of Education (CABE) 2023 Board Recognition Award/Board Distinction Award application.



CABA Board Recognition Awards

Board Leadership Award and Board of Distinction Award

CABA believes that Boards of Education and Superintendents which exhibit the most effective leadership are characterized by their ability to work together as “teams.” The **CABA Board Recognition Awards** are designed to recognize Boards which work effectively in this manner. Boards which fulfill 22 of the following 34 Level One criteria, including a minimum of three in each area, will earn the Level One **CABA Board Leadership Award**.

In order to appropriately recognize those Boards which are truly exemplary, CABA has now established a second level of awards, the **Board of Distinction Award**. Only Boards which have achieved Level One distinction at least twice in the prior four years are eligible to receive the **Board of Distinction Award**.

Please respond to the criteria requested on this form and send your information, with supporting data, to CABA when you believe your Board has earned a Leadership Award or a Board of Distinction Award. If you have any questions, need further information, or require help in satisfying any of the criteria, please contact us for assistance.

Deadline for submission is: **Friday, October 6, 2023**

REQUIRED CRITERIA

1. Board Leadership/Student Achievement

Level One (minimum of three)

- | | |
|--|---|
| <input type="checkbox"/> A. The Board has developed district goals for this year. <i>(provide copy of goals)</i> | <input checked="" type="checkbox"/> C. The Board supports the appropriate use of technology in educational programming. <i>(provide examples)</i> |
| <input type="checkbox"/> B. The Board has conducted a self-evaluation and developed a plan for improvement in the past 12 months. <i>(provide copy of plan or descriptive narrative)</i> | <input checked="" type="checkbox"/> D. The Board uses data to make informed decisions regarding student achievement. <i>(provide examples)</i> |
| <input type="checkbox"/> C. The Board has conducted a superintendent evaluation in past 12 months. | <input checked="" type="checkbox"/> E. The Board addresses issues of diversity, equity, and inclusion. <i>(provide examples)</i> |
| <input type="checkbox"/> D. The Board monitors its performance against a Board of Education code of conduct. <i>(provide copy of code)</i> | |
| <input type="checkbox"/> E. The Board has conducted meetings pursuant to Board policy. | |
| <input type="checkbox"/> F. The Board has established a calendar to ensure all responsibilities are conducted in timely manner. <i>(provide copy of meeting calendar)</i> | |
| <input type="checkbox"/> G. The Board ensures that student voice is part of its decision-making process. <i>(provide bylaws that allow for student voice)</i> | |
| <input type="checkbox"/> H. The Board models civil discourse while conducting Board business. <i>(provide examples)</i> | |
| <input type="checkbox"/> I. The Board conducts orientation for new Board members. <i>(provide agenda or bylaws)</i> | |

Level Two (minimum of three)

- | | |
|--|---|
| <input type="checkbox"/> A. The Board of Education works to improve student achievement. <i>(provide description)</i> | |
| <input type="checkbox"/> B. The Board relates the mission statement and goals to agenda items. <i>(provide examples)</i> | |
| | <input type="checkbox"/> 2. Board Member Professional Development |
| | Level One (minimum of three) |
| | <input type="checkbox"/> A. A majority of Board members have taken part in workshops or other in-service training during the last year. <i>(provide list of workshops and/or in-service training)</i> |
| | <input type="checkbox"/> B. The Board provides adequate funds to permit Board members to take part in training. <i>(provide budget or listing for Board professional development)</i> |
| | <input type="checkbox"/> C. A majority of the Board attended the CABA/CAPSS Convention in the last 12 months. <i>(provide list of Convention participants)</i> |
| | <input type="checkbox"/> D. A majority of the Board participated in the CABA Board Member Academy in the last 12 months. <i>(provide list of programs and board members who attended)</i> |
| | <input type="checkbox"/> E. The Board has used a CABA facilitator or other outside group for Board workshop/retreat in last 12 months. <i>(provide agenda)</i> |
| | <input type="checkbox"/> F. New Board members are provided orientation, including attending CABA New Board Member Orientation. <i>(provide list of 2022-2023 participants)</i> |



CABE Board Recognition Awards

Board Leadership Award and Board of Distinction Award

- ☐ G. At least one Board member has participated in the CABE Leadership Institute (*provide names of participants*)
- ☐ H. The Board has participated in professional development about issues of diversity, equity and inclusion. (*provide a list of workshops and provider*)

Level Two (minimum of two)

- ☒ A. The Board has developed district goals and reviews them on a regular basis. (*provide examples*)
- ☐ B. At least 2 members of the Board have participated in the CABE Leadership Institute. (*provide names of participants*)
- ☒ C. The Board has incorporated Board professional development into policy. (*provide examples*)
- ☒ D. The Board holds a retreat outside of a regular meeting with a component offering professional development. (*provide copy of agendas*)

3. Policy

Level One (minimum of three)

- ☐ A. The Board has developed and adhered to procedure for policy review. (*provide procedure*)
- ☐ B. The Board has a regular process for reviewing policies every three years.
- ☐ C. The Board uses CABE or a similar policy update service to ensure that policies remain current.
- ☐ D. The Board has adopted all required policies.
- ☐ E. The Board has reviewed appropriate policies as law and regulations have changed.
- ☐ F. The Board relies on policies as "living documents," by referring to them at Board meetings or in Board agendas.
- ☐ G. The Board provides the district policy manual in a searchable online version. (*provide URL*)
- ☐ H. The Board has a Code of Ethics. (*provide Code of Ethics*)

Level Two (minimum of three)

- ☒ A. The Board relates applicable agenda items to appropriate policies. (*provide sample agendas that show this practice*)
- ☒ B. Policy discussions are a regular part of Board meetings. (*provide agendas where this takes place*)
- ☒ C. The Board has adopted a policy addressing diversity equity, and inclusion. (*provide policy*)
- ☐ D. The Board has adopted a policy on civility. (*provide policy*)

4. Community Relations

Level One (minimum of three)

- ☐ A. The Board has clear, written policies on Community-Board Relations. (*provide copy*)

- ☐ B. The Board provides opportunities for appropriate participation at meetings by members of the community. (*provide copies of two recent agendas*)
- ☐ C. The Board seeks active community involvement with the schools. (*provide examples*)
- ☐ D. The Board demonstrates cooperation with news media. (*describe*)
- ☐ E. The Board promotes the school system to the public. (*provide copies of information disseminated*)
- ☐ F. The Board disseminates information to the public on its decisions in a unified, timely manner. (*provide copy of information provided*)

Level Two (minimum of two)

- ☐ A. The Board sponsored a community-wide discussion of issues (courageous conversations, community conversations, CABE Equity Toolkit, etc.) during the past year. (*provide agenda and report the end results of the program*)
- ☒ B. The Board has successfully worked with other community leaders. (*provide description and/or supporting documentation*)
- ☒ C. The Board works with the community's local cable access channel. (*provide description*)
- ☐ D. The Board works with other Boards of Education. (*provide description*)

5. Related Organizational Leadership

Level One (minimum of three)

- ☐ A. A Board member serves on the CABE Board of Directors. (*provide name*)
- ☐ B. One or more Board members are active participants in the Convention Committee, CABE Government Relations Committee, Resolutions Committee or Federal Relations Network. (*provide name(s)*)
- ☐ C. One or more Board members actively serve on a RESC Board. (*provide name(s) and RESC*)
- ☐ D. One or more Board members participated in the NSBA Convention, CUBE or other NSBA-sponsored activity in the last 12 months. (*provide name(s)*)
- ☐ E. One or more Board members have participated in the CABE Delegate Assembly or Day-on-the-Hill in last 12 months. (*provide name(s)*)
- ☐ F. The Board has submitted a resolution to CABE for consideration by the CABE Delegate Assembly in last two years. (*provide resolution(s)*)
- ☐ G. The Board ensures that all collective bargaining agreements and the superintendent's contract are sent in a timely manner to CABE's Negotiations Service. (*provide date information sent*)



CABE Board Recognition Awards

Board Leadership Award and Board of Distinction Award

Level Two (minimum of two)

- ☐ A. Representatives of the Board presented a workshop related to a district initiative at the annual CABE/CAPSS Convention or NSBA Convention. *(provide a copy of any handouts and presentation materials)*
- ☒ B. The Board has sponsored a Legislative Breakfast or some other legislative event. *(provide invitation or agenda)*
- ☒ C. The Board works closely with its local legislative delegation to improve the schools. *(provide description)*
- ☐ D. The Board sponsors an annual area meeting. *(provide agenda)*

Optional Question:

Level One

Please tell us what, in your opinion, makes your Board's leadership especially effective.
Feel free to provide any information that other Boards would find beneficial in learning about your Board's leadership.

Level Two

Please tell us what, in your opinion, makes your Board's leadership especially effective in improving student achievement.

The open, honest and respectful atmosphere practiced by our Board fosters a commitment to student centered leadership. Board members feel their role deeply. They are open to truly deep discussions around student need and explore new and innovative ways to support learning, while closely monitoring and assessing the success and value of current programming. Agendas feature scheduled reports from all segments of our education department, providing analysis of where we were, where we are, and where we are going, all backed by data. In particular, the Board is focused on opportunities for all students to expand their horizons and reach beyond expectations. The Board has committed to renewed support for all staff at all levels, recognizing our students' success is dependent on the success of the staff who lead them. An honest and open yearly self-evaluation, with goal setting for the Board, is critical to our Board success.



CABC Board Recognition Awards

Board of Distinction Award (Level Two)

To be eligible for the Board of Distinction Award, a motion must be made at a board meeting to approve the application. If the majority votes in favor, the Board Chair and Superintendent should sign below (*please attach minutes*).

_____	_____
Board Chair	Date
_____	_____
Superintendent	Date



Connecticut Association of Boards of Education
81 Wolcott Hill Road • Wethersfield, CT 06109
860-571-7446 • 860-571-7452 (fax) • www.cabe.org

1. Board Leadership/Student Achievement

Level Two

Item C

C. *The Board supports the appropriate use of technology in educational programming (provide examples)*

- Google Workspace for Education
- Nearpod
- Flocabulary
- Kami
- Atlas Curriculum Management
- Instructional and school management online platforms including:
 - Amplify Reading
 - Buss Agilix E-Dynamic Learning
 - Code.org
 - College Board Online
 - Common Sense Education
 - Destiny Discover
 - Discovery Education
 - E-hallpass
 - Edgenuity
 - eHallPass
 - EverFi
 - Hill for Literacy
 - Houghton Mifflin Harcourt Math
 - Houghton Mifflin Harcourt Science
 - i-Ready
 - Imagine Edgenuity
 - Khan Academy
 - Kickboard
 - Legends of Learning
 - Lexia
 - McGraw Hill StudySync
 - McGraw Hill Wonders
 - McGraw Hill Maravillas
 - McGraw Hill Social Studies
 - Naviance
 - Pathful Explore
 - Pearson NNAT3
 - Pivot Interactives
 - PS Professional Learning
 - Quill.org
 - Scholastic Literacy Pro
 - Springboard online
 - Unified Talent Perform
 - Varsity Tutors
 - Vista Higher Learning
 - You Science
- Chrome Lenovo Tablets
- Document Cameras
- SWIVL Technology
- SMARTBoards and Viewsonic Boards
- Chromebooks
- iPads
- Video Editing Software
- Computer Assisted Drafting (CAD)
- Robotics in grades 6-12

1. Board Leadership/Student Achievement

Level Two

Item D

D. The Board uses data to make informed decisions regarding student achievement (provide examples):

PK-5	<ul style="list-style-type: none"> • ELA Performance Index • ELA Performance Index High Needs • Math Performance Index • Math Performance Index High Needs • Science Performance Index • Science Performance Index High Needs • ELA Academic Growth • ELA Academic Growth High Needs • Math Academic Growth • Math Academic Growth High Needs • Science Academic Growth • Science Academic Growth High Needs • Progress Toward English Proficiency-Literacy • Progress Toward English Proficiency-Oral • Chronic Absenteeism- All students • Chronic Absenteeism- High Needs Students • Physical Fitness • Speed DIAL 4 Pre and Post Test Summary • Teaching Strategies Gold aligned to Early Learning Development Standards (ELDS) • Kindergarten Inventory • Dynamic Indicators of Basic Early Literacy Skills (DIBELS) 8 • Foundations-Reading Foundational Skills • Wonders • Dimensions Assessment • Language Assessment Survey (LAS) Links • iReady • Interim Assessment Blocks (IABs) • Behavioral Data • Teacher Evaluation
6-8	<ul style="list-style-type: none"> • ELA Performance Index • ELA Performance Index High Needs • Math Performance Index • Math Performance Index High Needs • Science Performance Index • Science Performance Index High Needs • ELA Academic Growth • ELA Academic Growth High Needs • Math Academic Growth • Math Academic Growth High Needs • Science Academic Growth • Science Academic Growth High Needs • Progress Toward English Proficiency-Literacy • Progress Toward English Proficiency-Oral • Chronic Absenteeism- All students • Chronic Absenteeism- High Needs Students • Physical Fitness • StudySync Reading Units • CREC Science Unit Assessments

	<ul style="list-style-type: none"> • Social Studies Unit Assessments • Language Assessment Survey (LAS) Links • iReady • PSAT • Interim Assessment Blocks (IABs) • Behavioral Data • Teacher Evaluation • Quill usage • Dibels Maze 8 • Performance Matters – Benchmarks • Studysync usage • Literacy Pro • Intervention Program Data (varies per school) • Varsity Tutor usage
9-12	<ul style="list-style-type: none"> • ELA Performance Index • ELA Performance Index High Needs • Math Performance Index • Math Performance Index High Needs • Science Performance Index • Science Performance Index High Needs • ELA Academic Growth • ELA Academic Growth High Needs • Math Academic Growth • Math Academic Growth High Needs • Science Academic Growth • Science Academic Growth High Needs • Progress Toward English Proficiency-Literacy • Progress Toward English Proficiency-Oral • Chronic Absenteeism- All students • Chronic Absenteeism- High Needs Students • Physical Fitness • Seal of Biliteracy • Post-Secondary Entrance and Persistence • On-track to Graduate (Credits Earned) • Graduation Rate (4 and 6 years) • SpringBoard Unit Assessments • SpringBoard Benchmarks • Preparation for College and Career Readiness-% Taking Courses • Preparation for College and Career Readiness-% Passing Exams • Arts enrollment • PSAT/SAT • Behavioral Data • Teacher Evaluation • Drop-out Rate • CollegeBoard - SAT, PSAT (9-12) • HMH Growth Measure (6-8) • Performance Matters (9-12) • Virtual Job Shadow Usage Report • Precision Exams Proficiency Data Report Pre/Post • Cognos - Number of students earning college credit • Cognos - Number of students earning work based learning credit • Number of students earning industry recognized credentials • NCCER, ASE, Comptia Fundamentals/A+/Security, CYIA, CNA, EMT, ParaPro, ServSafe, ProStart, OSHA10, EdRising, Drone Pilot Part107, NIMS • Cognos - Number of student concentrators per career pathway • LAS Links

1. Board Leadership/Student Achievement

Level Two

Item E

E. *The Board addresses issues of diversity, equity, and inclusion (provide examples)*

In November of 2022, the district hosted the Waterbury premier of the educational documentary, "Defining Us." The event was open to the stakeholders and partners of the Waterbury School district an evening of constructive and positive conversations around meeting the needs of our children. The filmmaker and participants from the film provided a panel discussion after the viewing.

Several BOE commissioners joined the District's Equity Leadership Team to provide valuable support and feedback on drafting an updated District Equity Strategic Plan. Another commissioner, joined the RRAICEs Joint Committee. This pilot program was created in partnership between Waterbury Public Schools and the Hispanic Coalition of Greater Waterbury, supported by a Community School Partnership grant from the Nellie Mae Foundation. The partnership focuses on researching, identifying, and making recommendations for barriers and bridge for Latinx and Hispanic students and young adults to create pathways to local job in educations. In addition, as part of the campaign to create family and community focus groups, RRAICEs sponsor a "block party" and invited 15 different community partners to attend and provide information and supports for WPS families that included raffles and backpack giveaways for all families of students who attended. Over 570 folx participated in this community outreach event.

The BOE have been a vital supporter of ongoing programs and efforts that implement the BOE Equity Policy since 2019.

2. Board Member Professional Development Level Two Item A

- A. *The Board has developed district goals and review them on a regular basis. (provide examples)*



Superintendent's Performance Goals

Dr. Verna D. Ruffin
2022-2023 Evaluation Year

Goals should include at least one goal for each category: professional practice, student learning, and district improvement. This section was not quantitatively measured but was qualitatively derived from conversations amongst the entire Board of Education Commissioners.

Goal(s)	Description	Did Not Meet	Some Progress	Significant Progress	Met	Exceeded
Professional Practice						
1	To lead a highly effective school district through governance and by building a collaborative relationship with the Waterbury Public Schools Board and the City of Waterbury.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Student Learning						
2	Lead the organizational efforts and resource allocation to ensure all students have access to: quality curriculum and instruction materials and resources aligned to CT standards, highly effective teaching and learning, rigorous academics, fine arts, physical education in an environment that is safe and orderly. Implement structure of supports for student success: <ul style="list-style-type: none"> Returning staff and students fully in person for the 2021-22 school year Safety and healthy schools SEL Academics Clubs, organizations, camps, museums, cultural events Superintendent's access to students and student voice Improving attendance (in school and out of school arrests) Continuous student growth (student achievement-improvement in Smarter Balanced test scores) 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
District Improvement						
3	Strategically lead the capacity of district resources and staff by providing support and opportunities for professional development. <ul style="list-style-type: none"> SEL Staffing options Staff incentives 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4	Lead public trust and confidence through open, honest communication and positive relationships.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	<ul style="list-style-type: none"> Seek resources to improve chronically lower performing secondary schools. Execute a plan with Board of Education, Finance and Operations to fund annual facilities repairs and maintenance projects to provide for a healthy and safe educational environment for all educational community members 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Goals (if any)						
6	<p>The Superintendent will embed cultural competency through ongoing professional learning to engage teachers, students, parents, and community members in addressing racial inequalities, equity, and systemic racism</p> <ul style="list-style-type: none"> Director of College and Career Readiness Director of Equity and Inclusion Equity Conference 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	Lead the development of a proposed balanced 2022-2023 budget that supports a quality educational experience for all students (efficient use of resources)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	<p>Family and Community Engagement</p> <ul style="list-style-type: none"> Family and Community Engagement Manager Structuring of Welcome Center 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Superintendent's Performance Rating for **STANDARD I: INSTRUCTIONAL LEADERSHIP**

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
<i>Board scoring is quantified in the columns</i>				
I-A. Curriculum: Ensures that all instructional staff design effective and rigorous standards-based units of instruction consisting of well-structured lessons with measurable outcomes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-B. Instruction: Ensures that practices in all settings reflect high expectations regarding content and quality of effort and work, engage all students, and are personalized to accommodate diverse learning styles, needs, interests, and levels of readiness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-C. Assessment: Ensures that all principals and administrators facilitate practices that propel personnel to use a variety of formal and informal methods and assessments to measure student learning, growth, and understanding and make necessary adjustments to their practice when students are not learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-D. Evaluation: Ensures effective and timely supervision and evaluation of all staff in alignment with state regulations and contract provisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-E. Data-Informed Decision Making: Uses multiple sources of evidence related to student learning—including state, district, and school assessment results and growth data—to inform school and district goals and improve organizational performance, educator effectiveness, and student learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall Rating for Standard I (Circle one.)	The education leader promotes the learning and growth of all students and the success of all staff by cultivating a shared vision that makes powerful teaching and learning the central focus of schooling.			

Unsatisfactory

Needs Improvement

Proficient

Exemplary

Comments and analysis (recommended for any overall rating; required for overall rating of *Exemplary*, *Needs Improvement* or *Unsatisfactory*):

Examples of evidence superintendent might provide:

☐ Goals progress report

☐ Analysis of classroom walk-through data

☐ Analysis of district assessment data

2022/23 Evaluation Year



Page 3 of 8

☐ Sample of district and school improvement plans and progress reports
☐ Student achievement data
☐ Relevant school committee meeting agendas/materials
☐ Other: _____

☐ Analysis of staff evaluation data
☐ Analysis of student feedback
☐ Analysis of leadership team(s) agendas and/or feedback

☐ Report on educator practice and student learning goals
☐ Analysis of staff feedback
☐ Protocol for school visits

Superintendent's Performance Rating for **STANDARD II: MANAGEMENT AND OPERATIONS**

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
<i>Board scoring is quantified in the columns</i>				
II-A. Environment: Develops and executes effective plans, procedures, routines, and operational systems to address a full range of safety, health, emotional, and social needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
II-B. Human Resources Management and Development: Implements a cohesive approach to recruiting, hiring, induction, development, and career growth that promotes high-quality and effective practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
II-C. Scheduling and Management Information Systems: Uses systems to ensure optimal use of data and time for teaching, learning, and collaboration, minimizing disruptions and distractions for school-level staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
II-D. Law, Ethics, and Policies: Understands and complies with state and federal laws and mandates, school committee policies, collective bargaining agreements, and ethical guidelines	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
II-E. Fiscal Systems: Develops a budget that supports the district's vision, mission, and goals; allocates and manages expenditures consistent with district and school-level goals and available resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall Rating for Standard II (Circle one.)	The education leader promotes the learning and growth of all students and the success of all staff by ensuring a safe, efficient, and effective learning environment, using resources to implement appropriate curriculum, staffing, and scheduling.			

Unsatisfactory

Needs Improvement

Proficient

Exemplary

Comments and analysis (recommended for any overall rating; required for overall rating of *Exemplary*, *Needs Improvement* or *Unsatisfactory*):

Examples of evidence superintendent might provide:

☐ Goals progress report
☐ External reviews and audits
☐ Analysis of staff feedback

☐ Budget analyses and monitoring reports
☐ Staff attendance, hiring, retention, and other HR data
☐ Analysis of safety and crisis plan elements and/or incidence reports
☐ Other: _____

☐ Budget presentations and related materials
☐ Analysis of student feedback
☐ Relevant school committee meeting agendas/minutes/materials

☐ Analysis and/or samples of leadership team(s) schedule/agendas/materials

2022/23 Evaluation Year



Page 4 of 8

Superintendent's Performance Rating for **STANDARD III: FAMILY AND COMMUNITY ENGAGEMENT**

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
<i>Board scoring is quantified in the columns</i>				
III-A. Engagement: Actively ensures that all families are welcome members of the classroom and school community and can contribute to the effectiveness of the classroom, school, district, and community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
III-B. Sharing Responsibility: Continuously collaborates with families and community stakeholders to support student learning and development at home, school, and in the community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
III-C. Communication: Engages in regular, two-way, culturally proficient communication with families and community stakeholders about student learning and performance.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
III-D. Family Concerns: Addresses family and community concerns in an equitable, effective, and efficient manner.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall Rating for Standard III (Circle one.)	The education leader promotes the learning and growth of all students and the success of all staff through effective partnerships with families, community organizations, and other stakeholders that support the mission of the district and its schools.			

Unsatisfactory

Needs Improvement

Proficient

Exemplary

Comments and analysis (recommended for any overall rating; required for overall rating of *Exemplary*, *Needs Improvement* or *Unsatisfactory*):

Examples of evidence superintendent might provide:

- | | | |
|---|--|--|
| <input type="checkbox"/> Goals progress report | <input type="checkbox"/> Participation rates and other data about school and district family engagement activities | <input type="checkbox"/> Evidence of community support and/or engagement |
| <input type="checkbox"/> Sample district and school newsletters and/or other communications | <input type="checkbox"/> Analysis of school improvement goals/reports | <input type="checkbox"/> Community organization membership/participation/contributions |
| <input type="checkbox"/> Analysis of survey results from parent and/or community stakeholders | <input type="checkbox"/> Relevant school committee presentations and minutes | <input type="checkbox"/> Other: _____ |

2022/23 Evaluation Year



Page 5 of 8

Superintendent's Performance Rating for **STANDARD IV: PROFESSIONAL CULTURE**

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
<i>Board scoring is quantified in the columns</i>				
IV-A. Commitment to High Standards: Fosters a shared commitment to high standards of service, teaching, and learning with high expectations for achievement for all.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
IV-B. Cultural Proficiency: Ensures that policies and practices enable staff members and students to interact effectively in a culturally diverse environment in which students' backgrounds, identities, strengths, and challenges are respected.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
IV-C. Communication: Demonstrates strong interpersonal, written, and verbal communication skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
IV-D. Continuous Learning: Develops and nurtures a culture in which staff members are reflective about their practice and use student data, current research, best practices, and theory to continuously adapt practice and achieve improved results. Models these behaviors in his or her own practice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
IV-E. Shared Vision: Successfully and continuously engages all stakeholders in the creation of a shared educational vision in which every student is prepared to succeed in postsecondary education and become a responsible citizen and global contributor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
IV-F. Managing Conflict: Employs strategies for responding to disagreement and dissent, constructively resolving conflict, and building consensus throughout a district or school community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall Rating for Standard IV (Tied score both circled)	The education leader promotes the learning and growth of all students and the success of all staff by nurturing and sustaining a districtwide culture of reflective practice, high expectations, and continuous learning for staff.			

Unsatisfactory

Needs Improvement

Proficient

Exemplary

Comments and analysis (recommended for any overall rating; required for overall rating of *Exemplary*, *Needs Improvement* or *Unsatisfactory*):

Examples of evidence superintendent might provide:

- | | | |
|--|--|---|
| <input type="checkbox"/> Goals progress report | <input type="checkbox"/> School visit protocol and sample follow-up reports | <input type="checkbox"/> School committee meeting agendas/materials |
| <input type="checkbox"/> District and school improvement plans and reports | <input type="checkbox"/> Presentations/materials for community/parent meetings | <input type="checkbox"/> Sample of leadership team(s) agendas and materials |
| <input type="checkbox"/> Staff attendance and other data | <input type="checkbox"/> Analysis of staff feedback | <input type="checkbox"/> Analysis of staff feedback |
| <input type="checkbox"/> Memos/newsletters to staff and other stakeholders | <input type="checkbox"/> Samples of principal/administrator practice goals | <input type="checkbox"/> Other: _____ |

2022/23 Evaluation Year



Page 6 of 8

Superintendent's Evaluation:

Superintendent: _____

Evaluator: _____

Name

Signature

Date

Step 1: Assess Progress Toward Goals (Board scoring is quantified in the columns)

Professional Practice Goal(s)	Did Not Meet	Some Progress	Significant Progress	Met	Exceeded
Student Learning Goal(s)	Did Not Meet	Some Progress	Significant Progress	Met	Exceeded
District Improvement Goal(s)	Did Not Meet	Some Progress	Significant Progress	Met	Exceeded

Step 2: Assess Performance on Standards (Board scoring is quantified in the columns)

Indicators

Unsatisfactory = Performance on a standard or overall has not significantly improved following a rating of *Needs Improvement*, or performance is consistently below the requirements of a standard or overall and is considered inadequate, or both.

Needs Improvement/Developing = Performance on a standard or overall is below the requirements of a standard or overall but is not considered to be *Unsatisfactory* at the time. Improvement is necessary and expected. For new superintendents, performance is on track to achieve proficiency within three years.

Proficient = Proficient practice is understood to be fully satisfactory. This is the rigorous expected level of performance.

Exemplary = A rating of *Exemplary* indicates that practice significantly exceeds *Proficient* and could serve as a model of practice regionally or statewide.

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
Standard I: Instructional Leadership	—	—	—	—
Standard II: Management and Operations	—	—	—	—
Standard III: Family and Community Engagement	—	—	—	—
Standard IV: Professional Culture	—	—	—	—

End-of-Cycle Summative Evaluation Report: Superintendent

Step 3: Rate Overall Summative Performance (Based on Step 1 and Step 2 ratings; circle one.)

Unsatisfactory

Needs Improvement

Proficient

Exemplary

Step 4: Rate Impact on Student Learning (circle only one)

Low <input type="checkbox"/>	Moderate <input type="checkbox"/>	High <input type="checkbox"/>
---------------------------------	--------------------------------------	----------------------------------

Step 5: Add Evaluator Comments

Comments and analysis are recommended for any rating but are required for an overall summative rating of *Exemplary*, *Needs Improvement* or *Unsatisfactory* or Impact on Student Learning rating of *high* or *low*.

Comments:

2. Board Member Professional Development

Level Two

Items C & D

- C. *The Board has incorporated Board professional development into policy. (provide examples)***

- D. *The Board holds a retreat outside of a regular meeting with a component offering professional development. (provide copy of agendas)***

(SEE FOLLOWING THREE PAGES)

Organization and Methods of Operation, continued**Duties of the President**

- a) → In the absence of the Chair, the Board President shall preside at all Board meetings.
- b) → The President shall appoint liaison positions as appropriate.
- c) → The President shall appoint ad-hoc committees as needed.
- d) → The President or his/her designee will conduct orientation/training for all new Board members within 30 days of taking office.
- e) → Conduct a Board self-evaluation yearly and make provisions for Board member professional development.

Duties of the Vice-President

In the absence of Chair 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 Chair, President, and Vice-President, the Secretary shall preside at the Board meeting.

Order of Business

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

Standing Committees

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

WATERBURY BOARD OF EDUCATION¶

Special Meeting¶

Saturday, April 22, 2023 – 9:00 a.m.¶

Wilby High School, Media Center¶

568 Bucks Hill Road, Waterbury, CT¶

¶

¶

¶ • AGENDA¶

¶

¶

¶

SILENT PRAYER¶

¶

¶

PLEDGE ALLEGIANCE TO THE FLAG¶

¶

¶

EXECUTIVE SESSION for discussion concerning self-evaluation as referenced in Section 1-200(6)(A) of the Freedom of Information Act.¶

¶

¶

¶

¶

ADJOURNMENT·¶

¶

¶

Meeting Outline
April 22, 2023

9:00 a.m. – 9:15 a.m. → Expectations of meeting (President Sweeney)

9:15 a.m. – 10:45 a.m. → State of the District/Future Plans (Dr. Ruffin)

10:45 a.m. – 11:30 a.m. → BOE Responsibilities and Role of the Superintendent including review of Policy 2000.1 – Board of Education/Superintendent's Classification of Duties

11:30 a.m. – 12:00 p.m. → Lunch with Superintendent

12:10 p.m. – 1:00 p.m. → BOE Self-evaluation

- C. *The Board has adopted a policy addressing diversity, equity, and inclusion.
(provide policy)***

(SEE FOLLOWING FOUR PAGES)

Equity Policy**Purpose**

The purpose of this policy is to establish a framework for educational equity for all students to ensure the elimination of bias, particularly institutionalized racism - and cultural bias, as factors affecting student achievement and learning experiences, and to promote teaching and learning and work environments that welcome, respect, and value strength in diversity.

Equity in education is about inclusiveness and social justice and not to be used interchangeably with the principles of equality. The principle of educational equity goes beyond formal equality where students are treated the same. Instead, educational equity fosters a barrier-free environment in which all students have the opportunity to benefit equally. Equity is achieved when there is sufficient evidence that each child has a high- quality educational experience, and outcomes and successes are not predicated by a student's subgroup.

Definitions

For the purposes of this policy the following terms shall have these meanings:

- A. "Educational equity" means raising the achievement of all students while (1) narrowing the gaps between the lowest and highest performing students, and (2) eliminating the racial or cultural predictability and disproportionality of which student groups occupy the highest and lowest achievement categories including rates of graduation.
- B. "Institutional racism" means the collective failure of a public or private organization, implicitly or explicitly, to provide an appropriate and professional service to people because of their race/, color, language, culture or ethnic origin which can be seen or detected in practices, processes, systems, attitudes and behavior. It looks beyond individual acts of prejudice to the systemic biases that may be built into institutions. These systemic biases discriminate against and disadvantage people of color through unwitting prejudice, ignorance, thoughtlessness, or racial stereotyping while maintaining the privilege of others.
- C. "Diversity" includes characteristics of persons including, but not limited to race/color, culture, language, color, creed or religion, national origin, gender, mental and physical ability, age, marital status, family structure, citizenship status, sexual orientation, sexual expression or identity, economic status, veteran's status, and any other protected class in conformance with federal, state, and local laws.
- D. "District staff" includes all faculty and staff, consultants, and contractors of the Waterbury Public Schools.

Policy

The inclusion of all students and families supports District goals to increase student engagement and academic performance.

Each child and member of the learning community deserves a respectful learning environment in which their cultural, racial, ethnic, and linguistic background is valued and contributes to successful academic outcomes. The responsibility for student success is shared by the Board of Education, District staff, students, families and the community. The Waterbury Public Schools

Equity Policy, continued

is committed to identifying and correcting practices and policies that perpetuate racial disparities and institutional racism in all forms in order to provide all of its students with the opportunity to succeed. Learning and work environments are enriched and improved by the contributions, perspectives, and very presence of diverse participants.

The Waterbury Public Schools is committed to the success of every student in each of our schools and to our mission and vision statements. Persistent achievement and opportunity gaps are unacceptable if we are to meet the goals of these statements and our moral obligations to our students, their families, and our community as a whole. These gaps are contrary to our belief that all children can learn and succeed. Adult actions must not contribute to the perpetuation of inequities that create barriers to student success. Furthermore, adult actions must concentrate on the elimination of gaps, particularly those that are predicated on a student's race, ethnicity, home language, personal characteristics, or culture, and on the assurance of educational equity between students.

The Board is committed to hiring the most qualified employees who will bring their unique talents and skills into the school system. The District shall employ staffing processes that support and promote cultural, racial, ethnic, and linguistic diversity in its staff through recruitment, employment, training and retention of highly qualified employees that reflect the diversity of our students and community. It is important that all students see themselves as part of the education system. As such, the District is committed to increasing the recruitment and retention of highly qualified diverse staff.

The District shall offer opportunities for all staff to improve culturally responsive instructional practices, curriculum, and assessments in order to increase our individual and collective capacity to effectively teach our student population. Practices, procedures and programs that result in over or under representation of any group of students, compared to peers, shall be subject to close review to assure that such results are due to legitimate educational, social or emotional needs. Practices that do not meet this close review shall be modified or eliminated. Teachers, administrators and district staff shall collaborate to establish and implement researched based culturally responsive instructional practices, curriculum and assessments.

The District shall offer opportunities for all staff to improve its cultural competencies in serving a diverse student body and community. The District staff shall work together to increase their individual and collective capacity to effectively teach a culturally, racially and ethnically diverse student population and serve culturally, racially and ethnically diverse families and communities. The District shall provide professional development to staff specifically designed to strengthen employee's knowledge and skills for eliminating opportunity and achievement gaps between groups of students. The District shall seek partnerships with outside agencies, organizations and persons who have demonstrated culturally specific expertise to assist the District in meeting its equitable education and business goals, including, but not limited to: (1) government agencies, (2) non-profit organizations, (3) businesses, and (4) other community groups that support educational equity and cultural competencies.

Equity Policy, continued

The District is committed to promoting and providing equitable distribution of resources, opportunities, facilities and supports, even when this means differentiating resource allocations on the basis of student needs. Resource allocation shall support the definition of educational equity adopted in this policy while complying with state and federal funding mandates.

The District shall promote the diversification of its vendor and supplier corps in accordance with law and district policy.

The Board, Superintendent, and staff commit to using an equity verification protocol to ensure all future policies have a significant impact on the equitable advancement of learning and resource allocation for the success of every child. This commitment also includes conducting assessments on policies that are periodically reviewed and updated through the policy development process.

Responsibility

- A. The Board shall consider the values stated in this policy in conducting its business and in exercising its responsibilities to the people of this community.
- B. The Superintendent shall establish in accordance with this policy such plans and procedures as may be necessary and appropriate to accomplish its purpose and intent. Plans and procedures established shall include clear accountability for actions and oversight.
- C. The Superintendent shall promulgate regulations for the implementation of this policy as deemed necessary.
- D. The Board and Superintendent shall establish specific goals to implement this policy as permitted by law and deemed necessary.
- E. The Superintendent shall annually report to the Board and the community regarding District performance goals on academic achievement and progress toward meeting these goals and closing the achievement gap.
- F. Families are partners with the District in a collaborative effort to address achievement and opportunity gaps.
- G. Students are partners in their academic achievement. School attendance and engagement are essential to reduce achievement and opportunity gaps that exist.
- H. The Board, Superintendent and employees will work with students and families to identify barriers to achievement and opportunities for academic success.

(cf. [0521](#) - Nondiscrimination)
(cf. [1110.1](#) - Parental Involvement)
(cf. [1110.3](#) - School Governance Council)
(cf. [1210](#) - Community Associations)
(cf. [1212](#) - Volunteers)
(cf. [1330](#) or [3515](#) - Use of School Facilities)
(cf. [1205](#) - Participation by the Public)
(cf. [4111](#) - Recruitment and Selection)
(cf. [4111.1/4211.1](#) - Affirmative Action)

Equity Policy, continued

(cf. [4118.11](#) - Nondiscrimination)
 (cf. [4118.113/4218.113](#) - Harassment)
 (cf. [4118.3](#) - District Minority Recruitment Plan)
 (cf. [4131](#) - Staff Development)
 (cf. [5118.1](#) - Homeless Students)
 (cf. [5131.911](#) - Bullying/Safe School Climate Plans)
 (cf. [5145.4](#) - Nondiscrimination)
 (cf. [5145.5](#) - Sexual Harassment)
 (cf. [5145.51](#) - Peer Sexual Harassment)
 (cf. [5145.52](#) - Harassment)
 (cf. [5145.53](#) - Transgender and Non-Conforming Youth)
 (cf. [5145.6](#) - Student Grievance Procedure)
 (cf. [6115](#) - Ceremonies and Observances)
 (cf. [6121](#) - Nondiscrimination)
 (cf. [6121.1](#) - Equal Educational Opportunity)
 (cf. [6141.21](#) - Religions in the Public Schools)
 (cf. [6141.22](#) - Religious Accommodations)
 (cf. [6141.311](#) - Limited English Proficiency Program (English Learners))
 (cf. [6171](#) - Special Education)
 (cf. [9133](#) - Board of Education Advisory Committees)

Legal Reference: Connecticut General Statutes

[46a 60](#) Discriminatory employment practices prohibited.
[10-15c](#) Discrimination in public schools prohibited. School attendance by five-year olds. (Amended by P.A. 97-247 to include "sexual orientation" and P.A. [11-55](#) to include "gender identity or expression")
[10-153](#) Discrimination on account of marital status.
[17a-101](#) Protection of children from abuse.
 Connecticut State Board of Education "Position Statement on Culturally Responsive Education," adopted May 4, 2011
 Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.
 29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.
 Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.
 34 CFR Section 106.8(b), OCR Guidelines for Title IX.
 Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62, #49, 29 CFR Sec. 1606.8 (a0 62 Fed Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512 (January 19, 2001)
 20 U.S.C. 7905 (Boy Scouts of America Equal Access Act contained in No Child Left Behind Act of 2001)
 Meritor Savings Bank. FSB v. Vinson, 477 U.S. 57 (1986)
 Faragher v. City of Boca Raton, No. 97-282 (U.S. Supreme Court, June 26, 1998)
 Gebbs v. Lago Vista Indiana School District, No. 99-1866, (U.S. Supreme Court, June 26, 1998)
 Davis v. Monro County Board of Education, No. 97-843, (U.S. Supreme Court, May 24, 1999.)
 The Vietnam Era Veterans' Readjustment Act of 1974, as amended, 38 U.S.C. §4212
 Title II of the Genetic Information Nondiscrimination Act of 2008
 The Americans with Disabilities Act as amended by the ADA Amendments Act of 2008
 Public Law 111-256
 Meacham v. Knolls Atomic Power Laboratory 128 S.Ct. 2395, 76 U.S.L.W. 4488 (2008)
 Federal Express Corporation v. Holowecki 128 S.Ct. 1147, 76 U.S.L.W. 4110 (2008)
 Kentucky Retirement Systems v. EEOC 128 S.Ct. 2361, 76 U.S.L.W. 4503 (2008)
 Sprint/United Management Co. v. Mendelsohn 128 S.Ct. 1140, 76 U.S.L.W. 4107 (2008)

Policy adopted by the Waterbury Board of Education on August 22, 2019

3. Policy Level Two Items A & B

- A. *The Board relates applicable agenda items to appropriate policies. (provide sample agendas that show this practice)***

- B. *Policy Discussions are a regular part of the Board meetings. (provide agendas where this takes place)***

(SEE FOLLOWING 73 PAGES)



MEMORANDUM

FROM: Carrie A. Swain, Clerk
Board of Education

DATE: October 11, 2022

TO: Michael J. Dalton, City Clerk

SUBJECT: Notice of Workshop/Committee Meetings, Thursday, October 13, 2022,
5:30 p.m., Wendell Cross School

The Committees of the Board of Education will meet on Thursday, October 13, 2022, 5:30 p.m., Wendell Cross School, 1255 Hamilton Avenue, Waterbury, Connecticut. This meeting will be broadcasted live on the City of Waterbury's Government Access Channel [Comcast 96, Frontier 6096] and streamed live on YouTube at <https://youtu.be/i3wzs4CJOgM>.

AGENDA

SILENT PRAYER

PLEDGE ALLEGIANCE TO THE FLAG

PUBLIC SPEAKING

PRINCIPAL'S REPORT – Donna Cullen

1. Committee of the Whole/20 minutes: School Safety and Security (no backup) – D. Barry, V. Ruffin, F. Spagnolo.
2. Committee of the Whole/30 minutes: Long Range Facility Planning Study Findings/Recommendations (no backup) – SLAM Collaborative.
3. Committee on Building & School Facilities/3 minutes ~ Request approval of the Review of Final Plans, SCG-042, for the Bunker Hill Elementary School Elevator Project, Sate Project #151-0305 CV – R. Maghfour, Friar Architects.
4. Committee on Building & School Facilities/3 minutes ~ Request approval of the Review of Final Plans, SCG-042, for the Washington Elementary School Elevator Project, Sate Project #151-0304 CV – R. Maghfour, Friar Architects.
5. Committee of the Whole/5 minutes ~ Maloney Magnet School's Operations Plan – J. Johnson.
6. Committee on Finance/5 minutes ~ Request approval of a Professional Services Agreement with Barclay Water Management, Inc. for chemical water treatment – M. Konopka, R. Maghfour.
7. Committee on Finance/5 minutes ~ Request approval of a Construction Contract with GMH Fence Co., Inc. for fence installation at Wendell Cross School – M. Konopka, R. Maghfour.
8. Committee on Finance/5 minutes ~ Request permission to apply for the CSDE 2022-23 Carl D. Perkins Grant – L. Allen Brown, M. Merati, D. Schwartz.
9. Committee on Finance/5 minutes ~ Request permission to apply for the CSDE School Mental Health Workers Grant – L. Allen Brown, D. Schwartz, N. Toucet.

10. Committee on Finance/5 minutes ~ Request approval of a Professional Services Agreement with PowerSchool Group, LLC for Naviance by PowerSchool – N. Toucet.
11. Committee on Finance/5 minutes ~ Request approval of a Data Sharing Agreement with Waterbury Promise Inc. for the purpose of students' scholarship eligibility – N. Toucet.
12. Committee of the Whole/5 minutes ~ Request approval of an Agreement with Naugatuck Valley Community College for the GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs) Program – N. Toucet.
- 12a. Committee on Finance/2 minutes ~ Request approval of Amendment One to the Contract with Delta-T Group Inc. – M. Pabon.
- 12b. Committee on Finance/2 minutes ~ Request approval of Amendment One to the Contract with The Nurse Network LLC. – M. Pabon.
13. Committee on Finance/5 minutes ~ Request approval of a Professional Services Agreement with Vista Higher Learning, Inc. for World Language Instructional Materials – D. Schwartz.
- 13a. Committee on Finance/5 minutes ~ Request approval of a Professional Services Agreement with Varsity Tutors for Schools LLC for virtual tutoring – D. Schwartz.
14. Committee on Finance/5 minutes ~ Request approval of a Professional Services Agreement with Waterbury Youth Services Inc. for Waterbury Youth Services' Reboot Pilot Program – L. White.
15. Committee on Finance/5 minutes ~ Request approval of a Professional Services Agreement with Waterbury Bridge to Success to provide Before and After School Care – J. Gopie.
16. Committee on Finance/5 minutes ~ Request approval of Amendment No. 1 to the Contract with Mutualink, Inc. for Multi-Media Interoperable Emergency Communications System – R. Maghfour, W. Zhuta.
17. Committee on Finance/5 minutes ~ Request approval of Amendment No. 1 to the Contract with Utility Communications, Inc. – R. Maghfour, W. Zhuta.
- 17a. Committee on Finance/5 minutes ~ Request approval of Amendment No. 2 to the Contract with Environmental Systems Corp. – R. Maghfour, W. Zhuta.
18. Committee of the Whole/5 minutes ~ Request approval to file a grant application for the following proposed projects (no backup) – R. Maghfour:
 - a) Kennedy High School Roof
 - b) Sprague School Roof
 - c) Tinker School Roof
19. Committee of the Whole ~ Request approval of the preparation of schematic drawings and outline specifications for the following proposed projects – R. Maghfour:
 - a) Kennedy High School Roof
 - b) Sprague School Roof
 - c) Tinker School Roof
20. Committee of the Whole ~ Request approval of the formation of a Building Committee for the following proposed projects – R. Maghfour:
 - a) Kennedy High School Roof
 - b) Sprague School Roof
 - c) Tinker School Roof

21. Committee of the Whole/10 minutes ~ Human Resources Staffing Report (no backup)
- J. Mendoza, et al.
22. Committee of the Whole ~ Request approval of the Board of Education's 2023 Meeting Schedule.
23. Committee on Finance/5 minutes:
 - a) ARP/ESSER Update – D. Biolo.
 - b) Transfers in the 2022/2023 General Fund Budget.
24. Committee on Policy & Legislation/5 minutes ~ Request approval a Resolution Proposal to CAFE regarding high quality pathways to the teaching profession
- E. Brown.
25. Superintendent's Update ~ Dr. Ruffin.
26. Committee on Building & School Facilities/3 minutes ~ Use of school facilities by school organizations and/or City departments – R. Maghfour.
27. Committee on Building & School Facilities/3 minutes ~ Use of school facilities by outside organizations and/or waiver requests – R. Maghfour.
28. Superintendent's Notification to the Board/5 minutes:

a. Miscellaneous appointments:

<u>Name</u>	<u>Position</u>	<u>Location</u>
Lombardo, Kiley	Edgenuity Site Coordinator	WAMS

b. Extended School Hours (Early Start) appointments:

<u>School</u>	<u>Last Name</u>	<u>First Name</u>	<u>Assignment</u>
Buck's Hill	Dunn	Brittany	Administrator
	Jimenez	Maria	Admin - Sub
	Comeau	Elizabeth	Teacher ELA
	Santiago	Koulla	Teacher Math (EL)
	Murphy	Abmer	SEL/Enrichment/Guidance
	Alvarado	Stephany	Para
	Swain	Erica	Para
	Martinez	Gisele	Para
	Brunelli	Teri	Secretary
Chase	DiGiovancarlo	Krista	Secretary
Duggan	Fidanza	Carla	Administrator
	DiGiovanni	Melissa	Administrator
	Johnson	Domonique	Secretary
	McCasland	Maureen	Teacher
	Gaudiosi	Karen	Teacher
	Field	Susan	Teacher
	Bell	Michelle	Teacher
	Scirica	Erin	Teacher
	Tzepos	Ioulia	Teacher
	Pelletier	Allison	Teacher
	Mullen-Gillyard	Vickie	Educational Aide
	Melo	Adelyn	Educational Aide
	Donahue	Rachel	Sub-Teacher
	DeFeo	Dawn	Sub-Teacher
	D'Alessio	Jennifer	Sub-Admin
International	Kershaw	Tania	Teacher-Sub
	DeLaCruz	Yaritza	Classroom Assistant
	Louis	Santiago	Parent Liaison-Sub
	Damore	Cristina	Secretary
Kingsbury	Wright	Carolyn	Teacher
Washington	Albanese	Thomas	Teacher-Sub
	Piccochi	Toni	Para

c. Grant funded appointments:

<u>Name</u>	<u>Position/Location</u>	<u>FT/PT</u>	<u>Rate</u>	<u>Union</u>	<u>Funding</u>	<u>Effective</u>
Ayala, Jacqueline	Classroom Asst. Wendell Cross	FT	\$14/hr	UPSEU 68	Priority 22-23	8/29/22
Garcia Orta, Emily	Classroom Asst. International	FT	\$14/hr	UPSEU 68	Priority 22-23	9/1/22
Quinn, Angela	Secretary II WAMS	FT	\$16.50/hr	UPSEU 69	WAMS 22-23	9/8/22
Moreno Lopez, Ruben	Adult Ed Teacher GED/SS/ELA	PT	\$33.00/hr	NonBOE	Adult Ed P 22-23	9/6/22
Plant, Isabel	Behavior Counselor WMS	FT	\$21.72/hr	UPSEU 69	SIG 6 WMS 22-24	9/22/22
Dubauskas, Jean	Adult Ed Instructor - Certified	PT	\$33.00/hr	NonBOE	Adult Ed 22-23	9/1/22
Reyes, Yohanny	Parent Liaison Driggs	FT	\$15.88/hr	UPSEU 69	Title I/A 21-23	9/22/22
Hayden, Raymond	Facilities Operations Manager	FT	\$120,000 annually	FMAA	ESSER III 21-24	9/29/22
Mentone, Mark	Communications Specialist	FT	\$55,000 annually	FMAA	Alliance 22-23	10/3/22
Natoli, Jane	Tutor Walsh	PT	\$33/hr	NonBOE	Title I/A 22-24	10/6/22
Melka, Guitel	Tutor Bais Yaakov	PT	\$25/hr	NonBOE	Title I/A 21-23	10/6/22
Acosta, Judy	Adult Education Classroom Aide	PT	\$21.50/hr	NonBOE	Adult Ed 22-23	10/6/22
Robinson, Desiree	Tutor Sprague	PT	\$25/hr	NonBOE	Title I/A 21-23	10/6/22

d. Commissioner Network appointments:

NAME	SCHOOL	TITLE
Bunko, Katherine	WMS	We Are Wallace Mentor
Desjardins, Melissa	WMS	We Are Wallace Mentor
Jannetty, Dana	WMS	We Are Wallace Mentor
Mucciacciaro, Kathryn	WMS	We Are Wallace Mentor
Quinlan, Stacey	WMS	We Are Wallace Mentor
Desjardins, Melissa	WMS	MTSS (Multi-Tiered System of Support Team)

e. 21st Century and SDE After School Program appointments:

Academic Academy	21st Century	NEMS	SDE Grant
Site Administrator	Grove, Melinda	Site Administrator	Rosa, Jennifer
Administrator Sub	Smyth, Susan	Administrator Sub	Terenzi, Adriana
Teacher	Abuhamed, Hoda	Administrator Sub	Rivera, Lucille
Teacher	Zareck, Corrin	Teacher	Albert, Kristen
Teacher	Minton, Anna	Teacher	Feliz, Ashley
Bucks Hill	21st Century	Teacher	Guerrera, Rocco
Site Administrator	Jimenez, Maria	Teacher	Katrenya, Wesley
Administrator Sub	Dunn, Brittany	Teacher	Munoz, Kelly
Teacher	Scanlon, Amy	Teacher	Poulin, Gina
Teacher	Rivera, Mirta	Teacher	Rivera, Lucille
Teacher	Kearns, Maura	Regan	21st Century
Teacher	Rodriguez Osorio, Idarmis	Site Administrator	Thompson, Melissa
Bunker Hill	21st Century	Administrator Sub	Razza, Angela
Site Administrator	Gwiazdoski, Andrew	Teacher	Anulewicz, Allison
Teacher	Laurent, Janine	Teacher	Betancourt, Patricia
Teacher	Perugini, Haleigh	Teacher	Nazario, Jonathan
Teacher	Cruess, Steven	Teacher	Scarborough, Tracy
Teacher	De Santis, Paula	Teacher	Schmied, Christine
Teacher	Gambardella, Matthew	Teacher	Sciascia, MaryAnn
Teacher	McCarthy, Monica	Teacher	Welch, Alexander
Chase	21st Century	WMS	SDE Grant
Site Administrator	Selenica, Sonja	Site Administrator	Pesce, Margaruite

Administrator Sub	Hernandez, Ivan	Site Administrator	Terenzi, Adriana
Administrator Sub	Ferreira, Daniel (WAMS)	Site Administrator	Terenzi, Timothy
Teacher	Cavallo, Angelica	Administrator Sub	Smyth, Susan
Teacher	Cianfagna, Traci	Teacher	Bunko, Katherine
Teacher	McCue, Erin	Teacher	Marquez, Chakira
Teacher	McKenna, Eibhilin	Teacher	McCorry, Kelly
Teacher	Santos, Rosalina	Teacher	Mucciacciaro, Kathryn
Teacher	ODonnell, Caitlin	Teacher	Nightingale, Brooke
Teacher	Matthews, Steven	Teacher	Santos, Rosalina
Driggs	21st Century	Teacher	Shortt, Katia
Site Administrator	Rijos, Carmen	Teacher	Pete, Latasha
Administrator Sub	Therault, Michael	Teacher	Terenzi, Timothy
Administrator Sub	Kuncas, Justine	Walsh	21st Century
Teacher	Abarzua, Lauren	Site Administrator	Lombardo, Kiley
Teacher	Gannon, Danielle	Teacher	Doms, Gregory
Teacher	Grabherr, Karen	Teacher	Pagnini, Roxana
Teacher	Kuncas, Justine	Teacher	Garcia, Zulma
Teacher	Matsuyama, Hailey	Washington	SDE Grant
Teacher	Menzies, Jillian	Site Administrator	Ramirez, Inez
Teacher	Modeen, Brianne	Teacher	Homewood, Gregory
Teacher	Riley, Maryssa	Teacher	Corbo, Cherie
Teacher	Rodrigues, Nicole	Teacher	Albanese, Thomas
Hopeville	SDE Grant	Teacher	Colby, Shannon
Site Administrator	Azar Billini, Maria Alicia	Teacher	Lanouette, Jay
Administrator Sub	Lanza, Erika	WSMS	21st Century
Administrator Sub	Crespo, Julissa	Site Administrator	Ferrucci, Kathleen
Teacher	Farrington, Joseph	Administrator Sub	Mead, Christine
Teacher	Guerrera, Christine	Administrator Sub	Toma, Brenda
Teacher	Mancini, Mark	Administrator Sub	Brown, Heather
Teacher	Mastrianni, Jason	Administrator Sub	Belcher, Donajean
Teacher	Otero, Javier	Teacher	Scurso, Laurie
Teacher	Paternostro, Gina	Teacher	Patnaude, Nicholas
Kingsbury	SDE Grant	Teacher	Wengertsman, Emily
Site Administrator	Bisallion, Bret	Teacher	Toma, Brenda
Administrator Sub	Groppi, Susan	Rec Specialist	Torres, Andrea
Teacher	Muratori, Katie	Wilson	SDE Grant
Teacher	Masciaglioli-Shea, Angela	Site Administrator	Valentin, Crystal
Teacher	Radzimirski, Abigail	Administrator Sub	Rosser, Jennifer
Teacher	Hamel, Claire	Teacher	Bell, Teresa
		Teacher	Donahue, Jamie
		Teacher	Feest, Katie
		Teacher	Geci, Rayae
		Teacher	Moriarty, Shea

f. Resignations:

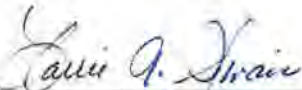
<u>Name</u>	<u>Position</u>	<u>Effective</u>
Alexandrou, Steven	CHS Math	11/03/22
Baumann (Mastroianni), Nicole	WMS SS Grade 8	10/21/22
Broughton, Michael	WAMS Art	10/11/22
Curevac, Aida	Maloney Special Education	10/06/22
David, Bozena	Regan/Bucks Hill ESL	09/16/22
Dickinson, Rebecca	WMS ELA Grade 7	08/26/22
Jones, Imani	Tinker Principal	09/23/22
Kilpatrick, Sean	CHS Science	10/14/22
Lounsbury, Alan	WMS Science Grade 7	09/30/22
Rykowski, Colleen	Walsh Reading	10/10/22
Saucier, Marie	Walsh Special Education	11/04/22
Schuck, Mark	School Psychologist	10/20/22

g. Retirements:

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Yaffe, Kenneth	Walsh PE/Health	06/30/23

EXECUTIVE SESSION for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.

ADJOURNMENT

ATTEST: 
Carrie A. Swain, Clerk
Board of Education

Board of Education
RESCHEDULED REGULAR MEETING
Thursday, October 27, 2022 – 5:30 p.m.
Waterbury Arts Magnet School – Atrium
16 South Elm Street, Waterbury, CT

This meeting will be broadcasted live on the City of Waterbury's Government Access Channel (Comcast 96, Frontier 6096) and streamed live on YouTube at https://youtu.be/ITABDV0k_hk.

A G E N D A

1. Silent Prayer

2. Pledge of Allegiance to the Flag

3. Roll Call

4. Communications

- a) Copy of communication dated August 25, 2022 from Charles Pagano to Mayor O'Leary regarding his resignation.
- b) Copy of communications dated September 6, 2022 from Civil Service certifying Marisol Rodriguez for the position of School Secretary and Edwin Ellington for the position of Assistant Coordinator of Transportation.
- c) Copy of communication dated September 6, 2022 from Civil Service offering Wilgladys Correa employment as Food Service Worker.
- d) Copy of communications dated September 12, 2022 from Civil Service offering Domenic Flammia, Nancy Morales, and Adrianna Floyd employment as Food Service Worker.
- e) Copy of communication dated September 13, 2022 from Civil Service certifying Malerie Plourde to for the position of Administrative Associate I.
- f) Email communication dated September 14, 2022 from Michael Veronneau, Principal, submitting Crosby High School's NEASC Decennial Accreditation Report.
- g) Email communication dated September 15, 2022 from CABE regarding Policy Highlights.
- h) Copy of communications dated September 19, 2022 from Civil Service certifying Carmen Andino, Trajada Jackson, Sally Martinez, Ana Marrero, Lena Colon, and Zaccheus Jackson for the position of Paraprofessional and Brittany Davis for the position of Paraprofessional II.
- i) Copy of communications dated September 19, 2022 from Civil Service offering Patricia Butler and Frina Velazques employment as Food Service Worker and Roberto Fontanez employment as Temporary/At-will Maintainer I.
- j) Copy of communications dated September 21, 2022 from Civil Service certifying Brenda Barragan Bravo for the position of Paraprofessional and Shana Byrd for the position of Paraprofessional II.
- k) Copy of communications dated September 27, 2022 from Civil Service certifying Danielle Borgos, Precious Moore-Codner, Ornela Hyke, Arwen Rodriguez, Joelizz James, and Deborah Franklin for the position of Paraprofessional I and Mildred Rodriguez for the position of Administrative Associate I.
- l) Copy of communications dated September 27, 2022 from Civil Service offering Ba'Vonni Sampson employment as Office Aide; Suzan Dennis-Strickland, Margaret Riddick, Ileana Cerna Henriquez, and Mary Ann Harrison the position of Food Service Worker; and Ryan Fernandez employment as Temporary/At-will Maintainer I.
- m) Copy of communications dated September 29, 2022 from Civil Service certifying Janett Paguay to the position of Administrative Associate I and offer of employment to Beth Taylor as Food Service Worker.
- n) Email communication dated September 30, 2022 from CABE regarding Policy Highlights.

- o) Copy of communications dated October 3, 2022 from Civil Service certifying Judy Biolo and Emily Van Stone to the position of Paraprofessional II and offer of employment to Edward Davis as Food Service Worker.
- p) Copy of communication dated October 5, 2022 from Civil Service certifying Anyela Polanco for the position of Paraprofessional I.
- q) Copy of communication dated October 6, 2022 from Civil Service certifying Janett Paguay for the position of Administrative Association I.
- r) Copy of communications dated October 6, 2022 from Civil Service offering Carla Cooper, Maria Baez, Ana Gomez, and Jacqueline Pena employment as Food Service Worker.
- s) Communication dated October 7, 2022 from Louise Allen Brown regarding notification of Youth Service Corps Grant Application.
- t) Copy of communication dated October 11, 2022 from Civil Service offering Ashlee Stephens-Simmonds employment as Food Service Worker.
- u) Email communication dated October 14, 2022 from CABA regarding Policy Highlights.
- v) Email communication dated October 14, 2022 from Tim Moynahan regarding We are the Victims of Corruption.

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. *Student Representative's Comments*

9. *Consent Calendar*

9.1 *Committee of the Whole*: Request approval of Maloney Interdistrict Magnet School's Operations Plan.

9.2 *Committee of the Whole*: Request approval of the Board of Education's 2023 Meeting Schedule.

9.3 *Committee on Finance*: Request permission to apply for the CSDE 2022-23 Carl D. Perkins Grant.

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

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

10. *Items removed from Consent Calendar*

11. *Committee of the Whole* – Vice President Hernandez

11.1 Long Range Facility Planning Study Findings/Recommendations.

11.2 Request approval of an Agreement with Naugatuck Valley Community College for the GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs) Program.

- 11.3 Request approval of a Memorandum of Understanding with Vision to Learn, LLC to provide students no-cost vision screening and glasses at selected school sites.
- 11.4 Request approval of the Educational Specifications for the proposed Kennedy High School Roof Project.
- 11.5 Request approval of the Educational Specifications for the proposed Sprague School Roof Project.
- 11.6 Request approval of the Educational Specifications for the proposed Tinker School Roof Project

12. Committee on Finance – Commissioner Orso

- 12.1 Request approval of FY 2023 Alliance and Priority Schools grant.
- 12.2 Request approval of a Professional Services Agreement with The Prophet Corporation DBA Gopher, Gopher Sport, Play with a Purpose, Gopher Performance, Moving Minds and STEM Supplies, for recess exercise equipment and staff training.

13. Committee on Policy & Legislation – Commissioner Brown

- 13.1 Request approval of the revised Drug and Alcohol Testing for School Bus Drivers Policy - #4212.42.

14. Superintendent's Notification to the Board

- 14.1 Miscellaneous appointments:

<u>Name</u>	<u>Position</u>	<u>Location</u>
Lombardo, Kiley	Edgenuity Site Coordinator	WAMS
Purnawasi, Muniram	Early College High Instructional Tutor	ECH/CHS

- 14.2 Extended School Hours (Early Start) appointments:

<u>School</u>	<u>Last Name</u>	<u>First Name</u>	<u>Assignment</u>
Buck's Hill	Dunn	Brittany	Administrator
	Jimenez	Maria	Admin - Sub
	Comeau	Elizabeth	Teacher ELA
	Santiago	Koulla	Teacher Math (EL)
	Murphy	Abmer	SEL/Enrichment/Guidance
	Alvarado	Stephany	Para
	Swain	Erica	Para
	Martinez	Gisele	Para
	Brunelli	Teri	Secretary
Chase	DiGiovancarlo	Krista	Secretary
Duggan	Fidanza	Carla	Administrator
	DiGiovanni	Melissa	Administrator

	Johnson	Domonique	Secretary
	McCasland	Maureen	Teacher
	Gaudiosi	Karen	Teacher
	Field	Susan	Teacher
	Bell	Michelle	Teacher
	Scirica	Erin	Teacher
	Tzepos	Ioulia	Teacher
	Pelletier	Allison	Teacher
	Mullen-Gillyard	Vickie	Educational Aide
	Melo	Adelyn	Educational Aide
	Donahue	Rachel	Sub-Teacher
	DeFeo	Dawn	Sub-Teacher
	D'Alessio	Jennifer	Sub-Admin
International	Kershaw	Tania	Teacher-Sub
	DeLaCruz	Yaritza	Classroom Assistant
	Louis	Santiago	Parent Liaison-Sub
	Damore	Cristina	Secretary
Kingsbury	Wright	Carolyn	Teacher
Tinker	Biello	Claudia	Administrator
	Sagendorf	Jan	Teacher/Admin sub
	Desanto	Christine	Teacher
	Bemer	Maura	Teacher
	Defeo	Sharon	Teacher
	Brown	Edith	Teacher
	Marcal	Nicolette	Teacher sub
	Gannon	Danielle	Teacher sub
	Giordano	Maureen	Para
	Brinton	Matt	Para
	Eldredge	Sandy	Para
	Diaz	Mildred	Para
	Velez	Jacqueline	Secretary (from Tinker site)
Walsh	Egan	Karen	Secretary
Washington	Albanese	Thomas	Teacher-Sub
	Piccochi	Toni	Para

14.3 Grant funded appointments:

<u>Name</u>	<u>Position/Location</u>	<u>FT/PT</u>	<u>Rate</u>	<u>Union</u>	<u>Funding</u>	<u>Effective</u>
Acosta, Judy	Adult Education Classroom Aide	PT	\$21.50/hr	NonBOE	Adult Ed 22-23	10/6/22
Ayala, Jacqueline	Classroom Asst. Wendell Cross	FT	\$14/hr	UPSEU 68	Priority 22-23	8/29/22
Della Camera, Bernice	Tutor Maloney	PT	\$33/hr	NON BOE	Op Grant 21-22	11/03/22
Dubauskas, Jean	Adult Ed Instructor – Certified	PT	\$33.00/hr	NonBOE	Adult Ed 22-23	9/1/22
Garcia Orta, Emily	Classroom Asst. International	FT	\$14/hr	UPSEU 68	Priority 22-23	9/1/22

Gomez, Denise	Office Manager Human Capital (job change)	FT	\$26.84/hr	UPSEU 69	Title II/A 21-23	09/28/22
Hayden, Raymond	Facilities Operations Manager	FT	\$120,000 annually	FMAA	ESSER III 21-24	9/29/22
Kica, Kevin	Network Specialist I	FT	\$19/hr	UPSEU 69	General Fund	10/27/22
McCloud, Tyneka	Behavior Counselor (promotion/job change)	FT	\$21.72/hr	F UPSEU 69	Title I/A 22-24	10/20/22
Melka, Guitel	Tutor Bais Yaakov	PT	\$25/hr	NonBOE	Title I/A 21-23	10/6/22
Mentone, Mark	Communications Specialist	FT	\$55,000 annually	FMAA	Alliance 22- 23	10/3/22
Moreno Lopez, Ruben	Adult Ed Teacher GED/SS/ELA	PT	\$33.00/hr	NonBOE	Adult Ed 22-23	9/6/22
Natoli, Jane	Tutor Walsh	PT	\$33/hr	NonBOE	Title I/A 22-24	10/6/22
Parker, Journee	Parent Liaison Tinker (promotion/job change)	FT	\$15.88/hr	UPSEU 69	Title I/A 22-24	10/27/22
Plant, Isabel	Behavior Counselor WMS	FT	\$21.72/hr	UPSEU 69	SIG 6 WMS 22-24	9/22/22
Ponce, Jayson	Network Specialist I	FT	\$19/hr	UPSEU 69	Title II/A 21-23	11/03/22
Quinn, Angela	Secretary II WAMS	FT	\$16.50/hr	UPSEU 69	WAMS 22-23	9/8/22
Reyes, Yohanny	Parent Liaison Driggs	FT	\$15.88/hr	UPSEU 69	Title I/A 21-23	9/22/22
Richards, Jean	Tutor Kingsbury	PT	\$25/hr	NON BOE	Title I/A 21-23	10/13/22
Robinson, Desiree	Tutor Sprague	PT	\$25/hr	NonBOE	Title I/A 21-23	10/6/22
Romero, Michelle	Behavior Counselor NEMS (job change)	FT	\$28.77/hr	F UPSEU 69	SIG 6 22-24	11/03/22
Rosario, Jeiberliz	Recruitment & Student Placement Coordinator	FT	\$17.58/hr	F UPSEU 69	Title I/A 22-24	11/03/22
Sanchez, Jose	Network Specialist II (promotion)	FT	\$27/hr	UPSEU 69	Title II/A 21-23	10/06/22
Williams, Shelby	Coordinator IDEA and Mental Health Grants	FT	\$65,000	F UPSEU 69	IDEA 611/B 20-22	10/27/22

14.4 Commissioner Network appointments:

NAME	SCHOOL	TITLE
Bunko, Katherine	WMS	We Are Wallace Mentor
Desjardins, Melissa	WMS	We Are Wallace Mentor

Jannetty, Dana	WMS	We Are Wallace Mentor
Mucciacciaro, Kathryn	WMS	We Are Wallace Mentor
Quinlan, Stacey	WMS	We Are Wallace Mentor
Desjardins, Melissa	WMS	MTSS (Multi-Tiered System of Support Team)

14.5 21st Century and SDE After School Program appointments:

Academic Academy	21st Century		NEMS	SDE Grant
Site Administrator	Grove, Melinda		Site Administrator	Rosa, Jennifer
Administrator Sub	Smyth, Susan		Administrator Sub	Terenzi, Adriana
Teacher	Abuhamed, Hoda		Administrator Sub	Rivera, Lucille
Teacher	Zareck, Corrin		Teacher	Albert, Kristen
Teacher	Minton, Anna		Teacher	Feliz, Ashley
Teacher	Braun, Brooklyn		Teacher	Guerrera, Rocco
Teacher	Pete, Latasha		Teacher	Katrenya, Wesley
Teacher	Poveda Carlos		Teacher	Munoz, Kelly
Teacher	Shortt, Katia		Teacher	Poulin, Gina
Bucks Hill	21st Century		Teacher	Rivera, Lucille
Site Administrator	Jimenez, Maria		Regan	21st Century
Administrator Sub	Dunn, Brittany		Site Administrator	Thompson, Melissa
Teacher	Scanlon, Amy		Administrator Sub	Razza, Angela
Teacher	Rivera, Mirta		Teacher	Anulewicz, Allison
Teacher	Kearns, Maura		Teacher	Betancourt, Patricia
Teacher	Rodriguez Osorio, Idarmis		Teacher	Nazario, Jonathan
Bunker Hill	21st Century		Teacher	Scarborough, Tracy
Site Administrator	Gwiazdoski, Andrew		Teacher	Schmied, Christine
Teacher	Laurent, Janine		Teacher	Sciascia, MaryAnn
Teacher	Perugini, Haleigh		Teacher	Welch, Alexander
Teacher	Cruess, Steven		WMS	SDE Grant
Teacher	De Santis, Paula		Site Administrator	Pesce, Margaruite
Teacher	Gambardella, Matthew		Site Administrator	Terenzi, Adriana
Teacher	McCarthy, Monica		Site Administrator	Terenzi, Timothy
Teacher	Rosado, Jeffrey		Administrator Sub	Smyth, Susan
Chase	21st Century		Teacher	Bunko, Katherine
Site Administrator	Selenica, Sonja		Teacher	Marquez, Chakira
Administrator Sub	Hernandez, Ivan		Teacher	McCorry, Kelly
Administrator Sub	Ferreira, Daniel (WAMS)		Teacher	Mucciacciaro, Kathryn
Teacher	Cavallo, Angelica		Teacher	Nightingale, Brooke
Teacher	Cianfagna, Traci		Teacher	Santos, Rosalina
Teacher	McCue, Erin		Teacher	Shortt, Katia

Teacher	McKenna, Eibhilin	Teacher	Pete, Latasha
Teacher	Santos, Rosalina	Teacher	Terenzi, Timothy
Teacher	ODonnell, Caitlin	Teacher	Donahue, Jamie
Teacher	Matthews, Steven	Teacher	Munoz, Trevor
Driggs	21st Century	Teacher	Poulter, Dennis
Site Administrator	Rijos, Carmen	Teacher	Quinlan, Stacey
Administrator Sub	Theriault, Michael	Walsh	21st Century
Administrator Sub	Kuncas, Justine	Site Administrator	Lombardo, Kiley
Teacher	Abarzua, Lauren	Teacher	Doms, Gregory
Teacher	Gannon, Danielle	Teacher	Pagnini, Roxana
Teacher	Grabherr, Karen	Teacher	Garcia, Zulma
Teacher	Kuncas, Justine	Teacher	O'Donnell, Caitlin
Teacher	Matsuyama, Hailey	Washington	SDE Grant
Teacher	Menzies, Jillian	Site Administrator	Ramirez, Inez
Teacher	Modeen, Brianne	Teacher	Homewood, Gregory
Teacher	Riley, Maryssa	Teacher	Corbo, Cherie
Teacher	Rodrigues, Nicole	Teacher	Albanese, Thomas
Hopeville	SDE Grant	Teacher	Colby, Shannon
Site Administrator	Azar Billini, Maria Alicia	Teacher	Lanouette, Jay
Administrator Sub	Lanza, Erika	WSMS	21st Century
Administrator Sub	Crespo, Julissa	Site Administrator	Ferrucci, Kathleen
Teacher	Farrington, Joseph	Administrator Sub	Mead, Christine
Teacher	Guerrera, Christine	Administrator Sub	Toma, Brenda
Teacher	Mancini, Mark	Administrator Sub	Brown, Heather
Teacher	Mastrianni, Jason	Administrator Sub	Belcher, Donajean
Teacher	Otero, Javier	Teacher	Scurso, Laurie
Teacher	Paternostro, Gina	Teacher	Patnaude, Nicholas
Rec. Specialist	Parisi, Melissa	Teacher	Wengertsman, Emily
Kingsbury	SDE Grant	Teacher	Toma, Brenda
Site Administrator	Bisallion, Bret	Rec Specialist	Torres, Andrea
Administrator Sub	Groppi, Susan	Wilson	SDE Grant
Teacher	Muratori, Katie	Site Administrator	Valentin, Crystal
Teacher	Masciangioli-Shea, Angela	Administrator Sub	Rosser, Jennifer
Teacher	Radzimirski, Abigail	Teacher	Bell, Teresa
Teacher	Hamel, Claire	Teacher	Donahue, Jamie
Teacher	Danziger, Byron	Teacher	Feest, Katie
		Teacher	Geci, Rayae
		Teacher	Moriarty, Shea
		Administrator Sub	Moriarty, Shea
		Teacher	Uraco, Rachel

14.6 Resignations:

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Alexandrou, Steven	CHS Math	11/03/22
Baumann (Mastroianni), Nicole	WMS SS Grade 8	10/21/22
Broughton, Michael	WAMS Art	10/11/22
Burgess, Susan	Bucks Hill Grade 4	10/28/22
Curevac, Aida	Maloney Special Education	10/06/22
David, Bozena	Regan/Bucks Hill ESL	09/16/22
Dickinson, Rebecca	WMS ELA Grade 7	08/26/22
Embardo, Francis	WAMS Spanish	10/20/22
Gambucci, Annemarie	NEMS Business	11/10/22
Gordon, Julievette	Wilson Special Education	10/28/22
Jones, Imani	Tinker Principal	09/23/22
Kilpatrick, Sean	CHS Science	10/14/22
Lounsbury, Alan	WMS Science Grade 7	09/30/22
Nowacki, Jennie	WSMS PE/Health	11/04/22
Rykowski, Colleen	Walsh Reading	10/10/22
Saucier, Marie	Walsh Special Education	11/04/22
Schuck, Mark	School Psychologist	10/20/22
Violante, Kaaren	Gilmartin S/L Pathologist	10/28/22

14.7 Resignation rescissions:

Thomas, James – Carrington Social Studies Grade 7/8.

14.8 Retirements:

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Daversa, Kathy	Generali Principal	11/30/22
Yaffe, Kenneth	Walsh PE/Health	06/30/23

15. Executive Session

16. Adjournment



Meeting Agenda

[illegible]

Board of Education

RESCHEDULED REGULAR MEETING

Wednesday, November 16, 2022 – 5:30 p.m.

Waterbury Arts Magnet School, 16 South Elm Street, Waterbury, CT

This meeting will be broadcasted live on the City of Waterbury's Government Access Channel (Comcast 96, Frontier 6096) and streamed live on YouTube at <https://youtu.be/jSoFoY0Nq7k>.

A G E N D A

1. Silent Prayer

2. Pledge of Allegiance to the Flag

3. Roll Call

4. Communications

- a) Copy of communication dated October 5, 2022 from Civil Service certifying Anyela Polanco for the position of Paraprofessional I.
- b) Copy of communications dated October 6, 2022 from Civil Service to Carla Cooper, Maria Baez, Ana Gomez, and Jacqueline Pena offering the position of Food Service Worker.
- c) Copy of revised communication dated October 6, 2022 from Civil Service certifying Janett Paguay for the position of Administrative Associate I.
- d) Copy of communications dated October 11, 2022 from Civil Service to Ashlee Stephens-Simonds and Zeina Bakni-Deeb offering the position of Food Service Worker.
- e) Copy of communications dated October 12, 2022 from Civil Service to Madelaine Meneses and Gavin Wiggins offering the position of Food Service Worker.
- f) Copy of communication dated October 12, 2022 from Civil Service certifying Senay Onur for the position of Paraprofessional I.
- g) Copy of communication dated October 12, 2022 from Civil Service offering Sawn Moore the position of temporary and at will employment as Temporary Maintainer I.
- h) Copy of communications dated October 18, 2022 from Civil Service to Carmen Torres Caquia and Brenda Saltachin offering the position of Food Service Worker.
- i) Copy of communications dated October 18, 2022 from Civil Service certifying Nicole Tirado and Melanie Lopez for the position of Paraprofessional I.
- j) Copy of communications dated October 24, 2022 offering the position of Office Aide to Eriana Washington and the position of Food Service Worker to Lutfije Stringa, Aimee Guridys Arias, and Alexis Rivera.
- k) Copy of communications dated October 26, 2022 offering the position of Food Service Worker to Christina Gonzalez and Wendy Lima.
- l) Copy of communication dated October 26, 2022 from Civil Service certifying Jessie Newman for the position of Paraprofessional.
- m) Copy of communication dated October 27, 2022 from Civil Service transferring Seritha Anglin to the position of Food Service Worker.
- n) Email communication dated October 28, 2022 from CABA regarding Policy Highlights.
- o) Email communication dated October 31, 2022 from John Theriault regarding Pre-K & 8 schools with the new proposed renovations.
- p) Copy of communications dated October 31, 2022 from Civil Service certifying Limarie Figueroa, Sejdefa Cirikovie, John Mayes, Jr., Ashley Alvia, and German Mena for the position of Paraprofessional I.
- q) Copy of communications dated November 3, 2022 from Civil Service certifying Aubreya Nieves for the position of Paraprofessional I.

- r) Copy of communication dated November 4, 2022 from Civil Service certifying Bret Davino for the position of Painter Foreman.
- s) Email communication dated November 5, 2022 from John Theriault regarding Long Range Facilities Plan.

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. *Student Representative's Comments*

9. *Consent Calendar*

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

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

10. *Items removed from Consent Calendar*

11. *Committee of the Whole* – Vice President Hernandez

11.1 Request approval of the Educational Specifications for the proposed Variable Refrigerant Flow (VRF)/HVAC System installation at Bunker Hill Elementary School.

11.2 Request approval of the Educational Specifications for the proposed Variable Refrigerant Flow (VRF)/HVAC System installation at Driggs Elementary School.

11.3 Request approval of the Educational Specifications for the proposed Variable Refrigerant Flow (VRF)/HVAC System installation at Hopeville Elementary School.

11.4 Request approval of the Educational Specifications for the proposed Variable Refrigerant Flow (VRF)/HVAC System installation at Kingsbury Elementary School.

11.5 Request approval of the Educational Specifications for the proposed Variable Refrigerant Flow (VRF)/HVAC System installation at Sprague Elementary School.

11.6 Request approval of the Educational Specifications for the proposed Variable Refrigerant Flow (VRF)/HVAC System installation at Tinker Elementary School.

11.7 Request approval of the Educational Specifications for the proposed Variable Refrigerant Flow (VRF)/HVAC System installation at Walsh Elementary School.

11.8 Request approval of the Educational Specifications for the proposed Variable Refrigerant Flow (VRF)/HVAC System installation at Wilson Elementary School.

11.9 Approval of Year One Performance Bonus in accordance with the Employment Agreement with Dr. Verna Ruffin.

12. Committee on Finance – Commissioner Orso

- 12.1 Request approval of Amendment One (1) to the Construction Contract with Sarracco Mechanical Services, Inc. to provide mechanical upgrades at three high schools (Crosby, Kennedy, and Wilby).
- 12.2 Request approval of Amendment One (1) to the Construction Contract with SK Mechanical, LLC, for B.W. Tinker Elementary School Boiler Replacement.
- 12.3 Request approval of a Construction Contract with Pro-Mech, Inc. for boiler replacement at Rotella Interdistrict Magnet School.

13. Committee on Policy & Legislation – Commissioner Brown

- 13.1 Request approval of revised Policy 9005 – Electronic Participation.
- 13.2 Request approval of revised Policy 5131.6 – Alcohol Use, Drugs, and Tobacco.
- 13.3 Request approval of revised Policy 6172.4 – Parent and Family Engagement Policy for Title I Students.
- 13.4 Request approval of revised Policy 1110.1 – School Parent Relation Goals.

14. Superintendent's Notification to the Board

14.1 School Counseling Mentor Program stipend appointments:

Dana Cancro	Diana Dane	Melissa Desjardins
Lisa Hayes	Ashley Moutinho	Craig Poulter
Benjola Shule Sejdaras	Caryn Stellmach	

14.2 Miscellaneous appointments:

<u>Name</u>	<u>School</u>	<u>Program</u>
Krampitz, Paula	WMS	We Are Wallace Team Member
Purnawasi, Muniram	CHS	SAT Math Test Prep Class (530 Club)
Muslli, Zamira	CHS	SAT Math Test Prep Class (530 Club)
Byron, Danielle	KHS	SAT Math Test Prep Class (530 Club)
Macary, Meagan	WAMS	SAT Math Test Prep Class (530 Club)
Xhaferi, Manjola	WAMS	SAT Math Test Prep Class (530 Club)
Kolchuka, Nikoletta	WCA	SAT Math Test Prep Class (530 Club)
Morin, Keith	WCA	SAT Math Test Prep Class (530 Club)
Carroll, Jonathan	WHS	SAT Math Test Prep Class (530 Club)
Sazo, Gustavo	WHS	SAT Math Test Prep Class (530 Club)
Veronneau, Mike	CHS	Mastery Based Learning Panel Admin.
Deldebbio, Joseph	KHS	Mastery Based Learning Panel Admin.
Lombardo, Kiley	WAMS	Mastery Based Learning Panel Admin.
Riley, Kara	WCA	Mastery Based Learning Panel Admin.
Zappone, Evette	WHS	Mastery Based Learning Panel Admin.

14.3 Extended School Hours appointments:

<u>School</u>	<u>Name</u>		<u>Position</u>
<i>Kingsbury</i>	Guedelha	Norma	Secretary
<i>Reed</i>	Giron	Jenny	Paraprofessional
	Jester	Kristin	Teacher
	Martinez	Latasha	Recreation/Teacher
	Mays	Kimberly	Administrator
	Nazario	Katherine	Teacher
	Olenius	Jennifer	Teacher
	Reynolds	Erin	Teacher
	Sam	Hannah	Administrator-Sub
<i>Wendell Cross</i>	Accetura	Kailyn	Teacher-Sub
	Batista	Sierra	Teacher
	Boland	Hailey	Teacher
	Bourassa	Ally	Teacher
	Capobianco	Marnee	Teacher
	Cullen	Donna	Admin
	Drewry	Ann	Admin
	Field	Lauren	Teacher
	Gambardella	Matthew	Teacher
	Irizarry	Dianna	Teacher
	Norton	Diana	Teacher
	Rizzo	Lisa	Lead Teacher
	Rocco	Margaret	Clerical
	Steffero	Melissa	Teacher

14.4 Resignations:

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Borrusso, Christine	W. Cross SS Middle School	11/04/22
Burgess, Susan	Bucks Hill Grade 4	10/14/22
Gawlak, Peter	WAMS Math	11/03/22
Lloga, Era	Reed Music	12/02/22
MacDuff, Molly	W. Cross ELA Grade 6	11/10/22

15. Executive Session

16. Adjournment

Board of Education

RESCHEDULED REGULAR MEETING

Thursday, December 15, 2022 – 5:30 p.m.

Waterbury Arts Magnet School, 16 South Elm Street, Waterbury, CT

This meeting will be broadcasted live on the City of Waterbury's Government Access Channel (Comcast 96, Frontier 6096) and streamed live on YouTube at <https://youtu.be/zzn1hrKhz7I>.

A G E N D A

1. Silent Prayer

2. Pledge of Allegiance to the Flag

3. Roll Call

4. Communications

- a) Copy of communications dated November 7, 2022 from Civil Service certifying Lori-Rae and Majlinda Dulo for the position of Paraprofessional II.
- b) Copy of communication dated November 9, 2022 from Civil Service certifying Lisa Ventura for the position of School Secretary.
- c) Copy of communication dated November 10, 2022 from Civil Service certifying Ines Nieves for the position of School Secretary.
- d) Copy of communication dated November 10, 2022 from Civil Service certifying Rebecca Iwaszkiewicz for the position of Paraprofessional II.
- e) Copy of communication dated November 10, 2022 from Civil Service certifying German DeLeon for the position of Painter II.
- f) Email communication dated November 11, 2022 from CABA regarding Policy Highlights.

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

6. Superintendent's Announcements

7. President's Comments

8. Student Representative's Comments

9. Consent Calendar

- 9.1 *Committee of the Whole:* Request approval to apply for the Japanese Language Education Assistants Program (J-LEAP) for Maloney Interdistrict Magnet School.
- 9.2 *Committee on Building & School Facilities:* Use of school facilities by school organizations and/or City departments.
- 9.3 *Committee on Building & School Facilities:* Use of school facilities by outside organizations and/or waiver requests.

10. Items removed from Consent Calendar

11. Committee of the Whole – Vice President Hernandez

- 11.1 Request approval of a Student Teacher Affiliation Agreement with Eastern Connecticut State University for student teaching opportunities.
- 11.2 Request approval of an Education Affiliation Agreement with Trinity Health of New England Corporation, Inc. to provide educational experience to students.

12. Committee on Finance – Commissioner Orso

- 12.1 Request approval of an Assignment and Assumption Agreement between EBS Healthcare Inc. and The Stepping Stones Group LLC.

13. Committee on School Personnel – Vice President Hernandez

- 13.1 Request approval of the job specifications for the position of College and Career Readiness Supervisor.

14. Superintendent's Notification to the Board

14.1 Athletic appointments:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective</u>
Galante, Joseph	Freshmen Girls Basketball	KHS	12/08/22
Galante, Joseph	Assistant Baseball	KHS	03/11/23
Katrenya, Wesley	Unified Sports	NEMS	10/31/22
Poulter, Craig	Assistant Swimming	NEMS	12/01/22
Sturdivant, Jason	JV Girls Basketball	WCA	11/28/22
Watts, Courtney	Freshmen Boys Basketball	CHS	12/06/22

14.2 Miscellaneous appointments:

<u>Name</u>	<u>School</u>	<u>Program</u>
Haxhia, Robert	WHS	After School Administrator
Brummitt, Eric	WHS	CN After School Teacher
Byrd, Diana	WHS	CN After School Teacher
Riddick, DeAndre	WHS	CN After School Teacher
Jusino, Jillian	WHS	CN After School Teacher
Mahan, Jill	CHS	Associate Robotics Coach
Poveda, Carlos	WMS	Assistant Advisor/First Lego League
Sullivan, Carly	KHS	SAT Math Test Prep Class (530 Club)
Labonte, Stephanie	WHS	MTSS Coordinator
Mirando, Cynthia	WMS	MTSS Team Member
Pelosi, Emily	WMS	MTSS Team Member
Franceskino, Jennifer	WCA	Administrator – STEM Afterschool Program
Gomes, George	WCA	Teacher – STEM Afterschool Program
Riley, Kara	WCA	Sub-Administrator – STEM Afterschool Program

Alexander, Lisa	RMS	Sub-Secretary – Afterschool Program
Cassidy, Haley	RMS	Teacher – Afterschool Program
Cruess, Carla	RMS	Sub-Teacher – Afterschool Program
Cruess, Carla	RMS	Administration (split) – Afterschool Program
Hanlon, Rebecca	RMS	Enrichment Teacher – Afterschool Program
Heckmann, Stephanie	RMS	Enrichment Teacher – Afterschool Program
Heidgerd, Angela	RMS	Sub-Teacher – Afterschool Program
Heidgerd, Angela	RMS	Administration (split) – Afterschool Program
Henry, Robin	RMS	Administration (split) – Afterschool Program
Matthews, Julia	RMS	Sub-Teacher – Afterschool Program
Monroe, Mary	RMS	Teacher – Afterschool Program
Montero, Greta	RMS	Paraprofessional – Afterschool Program
Santovasi, Monica	RMS	Teacher – Afterschool Program
Simoes, Odet	RMS	Sub-Teacher – Afterschool Program
Wallace, Dana	RMS	Administration (split) – Afterschool Program
Wiggins, Shonda	RMS	Secretary – Afterschool Program
Braun, Brooklyn	DW	School Equity Leadership Team Member
Byrd, Diana	DW	School Equity Leadership Team Member
Carpenter, Ryan	DW	School Equity Leadership Team Member
Ferreira, Daniel	DW	School Equity Leadership Team Member
Haxhia, Robert	DW	School Equity Leadership Team Member
Irizarry, Reina	DW	School Equity Leadership Team Member
Lawrence, Diana	DW	School Equity Leadership Team Member
Nicholas, Stephanie	DW	School Equity Leadership Team Member
Pierz, Robbin	DW	School Equity Leadership Team Member
Rucinski, Matthew	DW	School Equity Leadership Team Member
Yamashita-Iverson, Kazumi	DW	School Equity Leadership Team Member
Lawrence, Diana	DW	Youth Equity Squad Leader
Pierz, Robin	DW	Youth Equity Squad Leader
Genua, Jerry	CHS	Mastery Based Learning Panel
Masicotte, Tracy	CHS	Mastery Based Learning Panel
McDonnell, Cassi	CHS	Mastery Based Learning Panel
Vilardo, Maria	CHS	Mastery Based Learning Panel
Moutinho, Ashley	KHS	Mastery Based Learning Panel
Poulter, Craig	KHS	Mastery Based Learning Panel
Stellmach, Caryn	KHS	Mastery Based Learning Panel
Betjemann, Eva	WAMS	Mastery Based Learning Panel
Ferreira, Daniel	WAMS	Mastery Based Learning Panel
Gwiazdoski, Helena	WAMS	Mastery Based Learning Panel
Lanza, Jessica	WAMS	Mastery Based Learning Panel
Freitas, Ashley	WCA	Mastery Based Credit Committee
Gomes, George	WCA	Mastery Based Credit Committee
Riley, Kara	WCA	Mastery Based Credit Committee Administrator
Sejdaras, Benjola	WCA	Mastery Based Credit Committee
Henson, Elizabeth	WHS	Mastery Based Learning Panel
Kelly, Wendy	WHS	Mastery Based Learning Panel

Brummitt, Eric	WHS	CN Shared Leadership Team
DiCarlo, Marissa	WHS	CN Shared Leadership Team
Franks Blanchard, Lauren	WHS	CN Shared Leadership Team
Frenis, Amy	WHS	CN Shared Leadership Team
Hernandez, Isabella	WHS	CN Shared Leadership Team
Hinton, Marcy	WHS	CN Shared Leadership Team
Kemp, Shelly	WHS	CN Shared Leadership Team
LaBonte, Stephanie	WHS	CN Shared Leadership Team
Morrow, Olivia	WHS	CN Shared Leadership Team
Riddick, DeAndre	WHS	CN Shared Leadership Team
Roth, Ellen	WHS	CN Shared Leadership Team
Santana, Zulma	WHS	CN Shared Leadership Team
Valetta, Marnie	WHS	CN Shared Leadership Team
Zappone, Evette	WHS	CN Shared Leadership Team

14.3 Extended School Year (ESH) appointments:

<u>School</u>	<u>Name</u>	<u>Position</u>
Chase	Pitcaim-Broughton, Dorothea	Art Teacher-Jan/Feb
Generali	Lyons, Jean	Backup Admin

14.4 Involuntary transfers:

Gawlak, Peter – from WAMS Math Grade 6 to WSMS Physical Education.

14.5 Resignations:

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Barbino, Jenna	WCA Counselor	12/23/22
Bartley, Elizabeth	WSMS Science Grade 8	12/23/22
Brown, Matthew	Chief Turnaround Officer	01/20/23
Canfield, Kristin	Reed Special Education	12/23/22
DePaolo, Victoria	CHS ELA	01/17/23
Edgar, Chad	WMS ELA Grade 8	11/10/22
Harper, Carson Lee	Reed Social Studies	11/08/22
Kowalski, Erik	WMS Tech Ed	11/23/22
Napp, Nicholas	State Street Family Cons Science/Culinary	12/15/22
Procyk, Pamela	Regan School Counselor	12/23/22
Saunders, Keisha	Generali Special Ed	11/03/22
Williams, Samantha	Generali Grade 3	12/23/22

14.6 Retirements

Elias, Lauren – Administrator on Special Assignment, effective 06/30/23.

15. Executive Session

16. Adjournment

Board of Education

REGULAR MEETING

Thursday, January 19, 2023 – 5:30 p.m.

Waterbury Arts Magnet School, 16 South Elm Street, Waterbury, CT

This meeting will be broadcasted live on the City of Waterbury's Government Access Channel (Comcast 96, Frontier 6096) and streamed live on YouTube at <https://youtu.be/66WPwD-M4L4>.

A G E N D A

1. **Silent Prayer**

2. **Pledge of Allegiance to the Flag**

3. **Roll Call**

4. **Communications**

- a) Copy of communication dated November 15, 2022 from Civil Service certifying Leteacia Lucas for the position of Paraprofessional II.
- b) Copy of communications dated November 21, 2022 from Civil Service certifying Lisa DiBiase, Madeline Pena, and Pamela Williams for the position of Paraprofessional I.
- c) Email communication dated November 25, 2022 from CABE regarding Policy Highlights.
- d) Copy of communications dated November 28, 2022 from Civil Service certifying Tyrell Davis, Pamela Herrington, Haleigh Vance, Uniquewa Hicks, and Keyla Danzot for the position of Paraprofessional I.
- e) Copy of communications dated November 30, 2022 from Civil Service certifying Debra Ventura and Sade Williams for the position of Paraprofessional I.
- f) Copy of communication dated November 2, 2022 from Civil Service certifying Lira Lici for the position of Paraprofessional I.
- g) Copy of communication dated December 7, 2022 from Civil Service to Robert Lobraico, Jr. regarding offer of temporary and at will employment as a Temporary Maintainer I.
- h) Email communication dated December 13, 2022 from CABE regarding Policy Highlights.
- i) Copy of communication dated December 9, 2022 from Civil Service certifying Timothy Brown for the position of Painter Foreman.
- j) Copy of communication dated December 15, 2022 from Civil Service to Todd Enamait regarding offer of temporary and at will employment as a Temporary Maintainer I.
- k) Copy of communications dated December 15, 2022 from Civil Service to Shawn Joseph and Lorraine Jimenze regarding offer of temporary and at will employment as a Career & Technical Education Skills Specialist.
- l) Copy of communications dated December 15, 2022 from Civil Service certifying Kevin DeGroate, Jr., Thomas Rodrigues, and Luis Rosa for the position of Maintainer I.
- m) Email communication dated December 27, 2022 from CABE regarding Policy Highlights.
- n) Copy of December 15, 2022 remarks of Charles Stango regarding naming of Wendell Cross Library in honor of Mary S. White.
- o) Copy of communications dated December 20, 2022 from Civil Service certifying Neil Mulhall and Willie Jones for the position of Maintainer I.
- p) Email communication dated January 6, 2023 from CABE regarding Policy Highlights.
- q) Email communication dated January 11, 2023 from Tim Moynahan regarding DEI and supplanting truth.
- r) Thank you note from the Waterbury Neighborhood Council.
- s) Communication dated January 12, 2023 from Doreen Biolo regarding Financial Audit Reports for year ending June 30, 2022.

5. **Approval of Minutes:** September 1, 2022 Workshop, September 1, 2022 Special Meeting, September 15, 2022 Rescheduled Regular Meeting, October 13, 2022 Workshop, October 13, 2022 Special Meeting, October 27, 2022 Rescheduled Regular Meeting, November 3, 2022 Workshop, November 3, 2022 Special Meeting, and November 16, 2022 Rescheduled 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. *Student Representatives Comments***
- 10. *Consent Calendar***
 - 10.1 *Committee of the Whole:* Request approval of a Concurrent Enrollment Agreement with Naugatuck Valley Community College for College Career Pathways Program.
 - 10.2 *Committee of the Whole:* Request approval of an Agreement with Southern Connecticut State University for field experience and student teaching placements.
 - 10.3 *Committee on Finance:* Request approval of a Professional Services Agreement with Southwestern Industries, Inc. d/b/a TRAK Machine Tools for ProtoTrak KMX CNC Controls and Accessories.
 - 10.4 *Committee on Finance:* Request approval of a Professional Services Agreement with S/L/A/M for Expanded Educational Facilities Feasibility Study in regards to International School and Maloney Magnet School.
 - 10.5 *Committee on Building & School Facilities:* Request acceptance of the Generali School Roof Project, State Project #151-0306, as complete.
 - 10.6 *Committee on Building & School Facilities:* Use of school facilities by school organizations and/or City departments.
 - 10.7 *Committee on Building & School Facilities:* Use of school facilities by outside organizations and/or waiver requests.
- 11. *Items removed from Consent Calendar***
- 12. *Committee of the Whole*** – Vice President Hernandez
 - 12.1 Request of Richard White to name the Library (Media Center) at Wendell Cross School in honor of Mary S. White.
- 13. *Committee on Finance*** – Commissioner Orso
 - 13.1 Request approval of a Professional Services Agreement with Branching Minds, Inc. for Multi-Tiered System of Supports.
 - 13.2 Request approval of Amendment Two (2) to the Agreement with Curriculum Associates, LLC for Elementary Mathematics Curriculum.

14. Committee on Grievances – Commissioner Serrano-Adorno

14.1 School Administrators of Waterbury (SAW) grievance 2022-2023-1.

14.2 School Administrators of Waterbury (SAW) grievance 2022-2023-2.

15. Superintendent's Notification to the Board

15.1 Athletic appointments:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective</u>
Chabot, Albert	Assistant Indoor Track	KHS	12/19/22
Fazzino, Francisca	Girls Basketball Coach	NEMS	01/04/23
Forgione, Michael	Head Girls Basketball	KHS	11/28/22
Fryer, Deneen	Girls Basketball	WSMS	12/12/22
Gray, Ollie III	Boys Basketball	NEMS	01/09/23
Nicholas, Stefanie	Assistant Indoor Track	CHS	12/19/22
Poulter, Craig	Intramural Basketball	Carrington	02/06/23
Poulter, Craig	Intramural Volleyball	Carrington	04/03/23

15.2 Grant funded appointments:

<u>Name</u>	<u>Position/Location</u>	<u>FT/PT</u>	<u>Rate</u>	<u>Union</u>	<u>Funding</u>	<u>Eff.</u>
Bernardini, James	Behavior Couns. State Street	FT	\$21.72/hr	F UPSEU 69	Priority 22-23	11/10/22
Blasini, MaLisa	Office Manager Bilingual Dept	FT	\$23/hr	UPSEU 69	Bilingual 22-23	01/12/23
Creem, Daniel	Tutor Holy Cross	PT	\$25/hr	NON BOE	Title I-A 21-23	01/05/23
Crocetto, Kyle	FRC Coordinator Wilson	FT	\$28/hr	F UPSEU 69	FRC 22-23	12/08/22
Cuevas, Victor	Network Specialist	FT	\$19/hr	UPSEU 66	Adult Ed 22-23	11/21/22
Freitas, Ashley	Regan 21 st Century Teacher				SDE After School	Immed.
George, William	Net. Specialist (10 to 12 month)	FT	\$27.308/hr	UPSEU 69	Title II-A 22-24	10/03/22
Glass, Rosalyn	Adult Ed Instr. (Certified)	PT	\$33/hr	NON BOE	Adult Ed 22-23	11/17/22
Gray III, Ollie	Behavior Counselor - NEMS	FT	\$27/hr	F UPSEU 69	SIG 6 NEMS 22-24	01/05/23
Guichardo, Julio	Behavior Counselor – CHS	FT	\$25/hr	F UPSEU 69	Title I-A 22-24	01/05/23
Hernandez, Tamara	Parent Liaison Reed	FT	\$15.88/hr	UPSEU 69	Title I-A 21-23	11/17/22
Howarth, Christopher	Computer Technician	FT	\$15/hr	UPSEU 69	Title I-A 21-23	12/22/22
Iljazi, Dashnor	Network Specialist (10M)	FT	\$24.26/hr	UPSEU 69	CN – WMS S2 22-23	12/01/22

Jannetty, Kimberly	Tutor Chase	PT	\$33/hr	NON BOE	Priority 22-23	11/10/22
Lynch, Cassandra	Prevention Specialist – WMS	FT	\$18.14/hr	F UPSEU 69	Priority 22-23	12/01/22
Moriarty, Gail	Tutor Yeshiva K'Tana	PT	\$33/hr	NON BOE	Title I-A 21-23	09/12/22
Morrison, Terrance	Behavior Counselor – KHS	FT	\$27/hr	F UPSEU 69	SIG 5 KHS 21-23	12/01/22
Rodriguez, Leeana	Hall Monitor Crosby	PT	\$98/day	NON BOE	Title I-DW 22-24	11/03/22
Sadiku, Jeton	Network Specialist	FT	\$19/hr	UPSEU 66	Title II-A 22-24	11/10/22
Santos, Tony	Adult Ed Sub. Teacher	PT	\$25/hr	NON BOE	Adult Ed 22-23	11/10/22
Thompson, Philip	Adult Ed Certified Sub	PT	\$33/hr	NON BOE	Adult Ed 22-23	12/15/22
Warren, Samantha	Net. Specialist (10 to 12 month)	FT	\$19/hr	UPSEU 69	Priority 22-23	12/01/22
Wojtunik, Katilynn	Regan 21 st Century Teacher				21 st Century	Immed.

15.3 Miscellaneous appointments:

<u>Name</u>	<u>School</u>	<u>Program/Assignment</u>
Colon, Lena	Maloney	After School Program - Para/Assistant
Neal, Cameron	CHS	Better Bulldogs Program
Carlson, Ashley	CHS	Academic Support Program
Valletta, Marnie	WHS	WHS Bridge Coordinator
Guichardo, Betty	WMS	MTSS Team
DeFrancesco, Nora	WCA	Mastery-Based Credit Committee
Dimech, Jennifer	WAMS	Mastery-Based Learning Panel
Basil, David	WHS	Mastery-Based Learning Panel
Hinton, Marci	WHS	Mastery-Based Learning Panel
Perusse, Joseph	WHS	Mastery-Based Learning Panel
Bosman, Ana	WAMS	WCA Application Committee
Coty, Heidi	Reed	WCA Application Committee
Diorio, Jill	Duggan	WCA Application Committee
Gwiazdoski, Helena	WAMS	WCA Application Committee
Jimenez, Tania	International	WCA Application Committee
Matthews, Heather	State Street	WCA Application Committee
Miranda, Stephanie	District	WCA Application Committee
Ogilvy, Lynn	Carrington	WCA Application Committee
Parker, Marlene	Carrington	WCA Application Committee
Zupperoli, Robert	Wallace	WCA Application Committee
Abarzua, Lauren	Driggs	ESH - Teacher
Alonso, Miriam	Driggs	ESH - Para

Gomez, Bridgette	Driggs	ESH - Admin
Gorman, Regina	Driggs	ESH - Teacher
Najat, Fares	Driggs	ESH - Para
Piccochi, Rayanne	Driggs	ESH - Secretary
Quezada, Paula	Driggs	ESH - Teacher-Sub
Salvador, Dori	Driggs	ESH - Para
Wright, Valerie	Driggs	ESH - Teacher
Mulvehill, Michelle	Generali	ESH - Teacher Sub
Drew, Michael	WHS	CN Shared Leadership Team
Johnson, Joshua	WHS	CN Shared Leadership Team
Kelly, Wendy	WHS	CN Shared Leadership Team
Soeprasetyo, Preston	WHS	CN Shared Leadership Team
Basil, David	WHS	CN Afterschool Teacher
Brown, Samuel	WHS	CN Afterschool Teacher
Brummitt, Eric	WHS	CN Afterschool Teacher
Chavarry, Jose	WHS	CN Afterschool Teacher
Correa, Jennifer	WHS	CN Afterschool Teacher
Flematti, Jessica	WHS	CN Afterschool Teacher
Hernandez, Isabella	WHS	CN Afterschool Teacher
Irizarry, Reina	WHS	CN Afterschool Teacher
Santana, Zulma	WHS	CN Afterschool Teacher

15.4 Voluntary Clean Opening Transfers effective 2023-2024 school year:

<u>Name</u>		<u>From: (temporary)</u>	<u>TO: (permanent)</u>
Aldag	Monica	Maloney Pre-K Special Ed	Maloney Pre-K Special Ed
Antonazzo	Carolyn	Sprague Gr 1	Sprague Gr 1
August	Kerry	NEMS ELA Gr 8	NEMS ELA Gr 8
Barbati	Donna	Carrington Special Ed - Essential Skills	Carrington Special Ed - Essential Skills
Barkauskas	Brianna	Crosby Guidance Counselor	Crosby Guidance Counselor
Bell	Teresa	Wilson Special Ed	Wilson Special Ed
Benzinger	Nicole	Washington Gr 3	Washington Gr 3
Braun	Brooklyn	Academic Academy Social Studies MS	Academic Academy Social Studies MS
Buckley	Blake	NEMS Social Studies Gr 6	NEMS Social Studies Gr 6
Buell	Douglas	Crosby FCS - Culinary	Crosby FCS - Culinary
Callahan	Carolyn	Generali Gr 3	Generali Gr 3
Carlson	Ashley	Crosby ELA	Crosby ELA
Cassella	Nicole	Duggan Gr 4 Math/Science	Duggan Gr 4 Math/Science
Catricala	Julia	Kennedy Social Studies	Kennedy Social Studies
Cavilla	Emilia	Wilson Gr 4	Wilson Gr 4
Cieslewski	Elaine	Gilmartin Gr 1	Gilmartin Gr 1
Ciminera	Kimberly	Reed Gr 3	Reed Gr 3
Cleary	Kelly	Bucks Hill Annex Pre-K Co-Taught	Bucks Hill Annex Pre-K Co-Taught
Collins	Brittney	Sprague Gr 2	Sprague Gr 2

Comstock	Brian	Reed Gr 5	Reed Gr 5
Cornish	Danielle	Crosby Guidance Counselor	Crosby Guidance Counselor
Cruz	Griselle	Chase & Hopeville Split Special Ed	Chase & Hopeville Split Special Ed
Czeczot	Chrystle	NEMS Science Gr 6	NEMS Science Gr 6
DeJesus	Jennifer	Rotella Gr 3	Rotella Gr 3
DeSena	Deanna	Bunker Hill Gr K	Bunker Hill Gr K
Diaz	Natalie	Districtwide Psychologist	Districtwide Psychologist
DiLonardo	Rachel	Generali Special Ed – ABA Autism	Generali Special Ed – ABA Autism
Dinielli	Elizabeth	Wendell Music	Wendell Music
DiPietro	Aline	WSMS PE/Health	WSMS PE/Health
Dover	Ena	WSMS Science Gr 7	WSMS Science Gr 7
Dubois	Zachary	Kennedy Social Studies	Kennedy Social Studies
Edwards	Cara	Driggs Gr 4	Driggs Gr 4
Eire	John Carlos	WAMS ELA Gr 7	WAMS ELA Gr 7
Ellington	Erin	Gilmartin Literacy Facilitator Elem.	Gilmartin Literacy Facilitator Elem.
Espinal	Yesenia	International Dual Language Special Ed	International Dual Language Special Ed
Ferreria	Justine	Wilby Special Ed - CBT	Wilby Special Ed - CBT
Fields	Christina	WSMS Social Studies Gr 8	WSMS Social Studies Gr 8
Fulton	Mark	WAMS Guidance Counselor	WAMS Guidance Counselor
Gawlak	Peter	WSMS PE/Health	WSMS PE/Health
Gerol	Faithe	WAMS Social Studies MS	WAMS Social Studies MS
Gluz	Debra	Academic Acad. Math MS	Academic Acad. Math MS
Greene	Lucia	International Dual Language School Counselor	International Dual Language School Counselor
Grendzinski	Katie	Maloney Special Ed	Maloney Special Ed
Gromko	Jill	Bunker Hill Special Ed	Bunker Hill Special Ed
Guerin	Sarah	Reed Gr 4	Reed Gr 4
Guerrera	Juliana	Carrington Gr 2	Carrington Gr 2
Guichardo	Betty	Districtwide Social Worker	Districtwide Social Worker
Harris	Marquis	Wilby ELA	Wilby ELA
Hartsoe	Kelsey	Kennedy ELA	Kennedy ELA
Hitchcock	Amanda	Crosby Guidance Counselor	Crosby Guidance Counselor
Hollowell	Caitlin	Tinker Gr 4	Tinker Gr 4
Howard	Annalee	WSMS Social Studies Gr 7	WSMS Social Studies Gr 7
Howe-Green	Ingrid	WAMS Dance	WAMS Dance
Hubeny	Carolyn	State Street Special Ed MS	State Street Special Ed MS
Isaku	Ermira	Wallace ESL	Wallace ESL
Jamele	Marissa	Walsh Gr 1	Walsh Gr 1
Jester	Kristen	Districtwide Social Worker	Districtwide Social Worker
Kershaw	Tania	International Dual Language Gr 2 Spanish	International Dual Language Gr 2 Spanish
Klesyk	Mary	Bucks Hill Gr 5	Bucks Hill Gr 5
Laemmerhirt	Jillian	Washington Special Ed	Washington Special Ed
LeBlanc	Danielle	WAMS Art Visual	WAMS Art Visual
Lorenzini	John	Wallace PE/Health	Wallace PE/Health

Magliaro	Alicia	WAMS Theater Gr 6-12	WAMS Theater Gr 6-12
Malkin	Jenna	International Dual Language Gr 2 English	International Dual Language Gr 2 English
Malota	Karen	WAMS Guidance Counselor	WAMS Guidance Counselor
Mancini	Sandy	Districtwide Social Worker	Districtwide Social Worker
McCarthy	Monica	Bunker Hill Gr 3	Bunker Hill Gr 3
McNellis	Christopher	NEMS Music	NEMS Music
Meyer	Paula	WSMS SEL Counselor	WSMS SEL Counselor
Monks	Kimberly	Reed Special Ed Elem. Gr K-3	Reed Special Ed Elem. Gr K-3
Morales	Barbara	Bunker Hill Gr 5	Bunker Hill Gr 5
Mulla	Julita	Sprague Gr 4	Sprague Gr 4
Nadolny	Karen	Generali Gr K	Generali Gr K
Nagle	Sandra	WAMS ELA Gr 7	WAMS ELA Gr 7
Neal	Gregory	Districtwide Social Worker	Districtwide Social Worker
Negron	Nicole	Wallace Math MS Gr 8	Wallace Math MS Gr 8
Nugai	Christopher	Wilby Social Studies	Wilby Social Studies
Orozco	Ryan	Wilby SROTC	Wilby SROTC
Ostrander	Charles	WAMS Tech Ed - Info Tech, Drone, & Robotics	WAMS Tech Ed - Info Tech, Drone, & Robotics
Pagnini	Roxana	Kennedy Business	Kennedy Business
Pastore- Quezada	Paula	Driggs Gr 1	Driggs Gr 1
Peralta	Jacqueline	Sprague Gr 3	Sprague Gr 3
Perez	Eric	Washington & Regan Split PE/Health	Washington & Regan Split PE/Health
Perkins	Christopher	Kennedy Computer Education	Kennedy Computer Education
Piggott	Taylor	Wendell Guidance Counselor	Wendell Guidance Counselor
Power	Stephanie	Wallace ESL	Wallace ESL
Proulx	Sarah	State Street Literacy Facilitator Elem.	State Street Literacy Facilitator Elem.
Ramnath	Vikaash	Districtwide SLP	Districtwide SLP
Riddick	DeAndre	Wilby ELA	Wilby ELA
Rolon	Margarita	WSMS Guidance Counselor	WSMS Guidance Counselor
Roth	Ellen	Wilby Special Ed	Wilby Special Ed
Sabino Urena	Erica	International Dual Language Pre-K English	International Dual Language Pre-K English
Salverino	Yesika	Crosby World Language - Spanish	Crosby World Language - Spanish
Sanchez	Maria	Kennedy Guidance Counselor	Kennedy Guidance Counselor
Sazo	Gustavo	Wilby Math	Wilby Math
Schwartz	Fatima	Districtwide Social Worker	Districtwide Social Worker
Senan	Naseem	Regan Gr 5	Regan Gr 5
Sgambati	Sheyenne	Sprague School Counselor	Sprague School Counselor
Sincuir	Sylvia	Wilby ELA	Wilby ELA
Smith	Leah	Wallace Math Gr 8	Wallace Math Gr 8
Smith	Meriah	Carrington Gr 4	Carrington Gr 4

Snyder	Raymond	Wallace Science Gr 8	Wallace Science Gr 8
Soeprasetyo	Preston	Wilby Business – Teaching Ed Rising	Wilby Business – Teaching Ed Rising
Sterling	Loraine	Crosby ELA	Crosby ELA
Stevenson	Melissa	Hopeville Gr K	Hopeville Gr K
Stolfi	Christine	Kennedy Special Ed - STEP 2 NVCC Program	Kennedy Special Ed - STEP 2 NVCC Program
Taft	Nancy	Wilby Social Studies	Wilby Social Studies
Tonner	Gina	Bunker Hill Gr 3	Bunker Hill Gr 3
Torres-Dozier	Bianca	Districtwide Social Worker	Districtwide Social Worker
Tucker	Alexis	International Dual Language Gr 1 English	International Dual Language Gr 1 English
Tuttle	Heidi	Wilby ELA	Wilby ELA
Velez	Crystal	Crosby Science - Chemistry	Crosby Science - Chemistry
Veneziano	Ellen	Crosby Math	Crosby Math
Vidal	Nelly	International Dual Language School Biliteracy Coach	International Dual Language School Biliteracy Coach
Walsh	Conor	Wilson Special Ed - BDLC	Wilson Special Ed - BDLC
Williams	Richard	Wallace Math Gr 6	Wallace Math Gr 6
Zaghloul	Samar	Bucks Hill Gr 1	Bucks Hill Gr 1
Zaino	Anthony	NEMS ELA Gr 7	NEMS ELA Gr 7
Zappone	Evette	Wilby Special Ed	Wilby Special Ed
Zold	Kristine	Sprague Special Ed	Sprague Special Ed
<u>Name</u>		<u>From:</u>	<u>To:</u>
Albanese	Thomas	Washington Gr 4	Washington Gr 2
Bouteiller	Jessica	Wilson Gr 4	Rotella Gr 5
Carpenter	Ryan	NEMS ELA Gr 8	Wendell ELA MS Gr 6-8
Cassidy	Haley	Rotella Gr 4	Rotella Special Ed
Cavanaugh	Ellon	State Street Art	Crosby Art
Cruess	Steven	Bunker Hill Gr 5	WSMS Science Gr 6
DeMatteis	Jennifer	Bunker Hill Literacy Facilitator	Washington/International Split Literacy Facilitator
DeSantis	Paula	KHS FCS - Home Economics	WCA Human Services
Deveau	Heather	KHS Tech Ed – Video Prod.	KHS Tech Ed - Construction
Fitzgerald	Molly	Kingsbury Gr 4	Rotella Gr 4
Machado	Mary	Generali Gr 1	Rotella Gr K
Mecca	Kaylie	Sprague Gr 4	Maloney Gr 1
Mirto	Selma	Wilson Gr 1	Tinker Gr K
O'Donnell	Patricia	Chase Literacy Title I	Sprague Literacy Facilitator
Palmer	Christina	Carrington Gr 1	Carrington Gr 5
Raidhi	Ariola	Walsh Gr 1	Walsh Literacy Title I
Rivera	Michael	Carrington Art	WAMS Art-Visual
Scarborough	Tracy	Regan Gr 5	Carrington Gr 1
St. Germain	Lauren	Kingsbury Gr 3	Driggs Literacy Facilitator
Stasaitis	Heather	Sprague Gr K	Rotella Gr K
Tramontanis	Brittany	Tinker Gr 3	Tinker Gr 5
Vaccaro	Blair	Crosby ELA	WCA ELA
Zinno	Amanda	Wilson Gr 1	Tinker Gr K

15.5 Retirements:

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Vega, Betzaida	WCA/Wilson ESL	06/30/23
Colgan, Mary J.	NEMS Physical Ed/Health	06/30/23

15.6 Resignations:

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Davis, Jenkins	KHS Special Education	02/06/23
DeRario, Erin	Tinker Grade 5	12/22/22
Guerin, Sarah	Reed Grade 4	01/20/23
Koeppel, Denise	Kingsbury	12/19/22 (AWOL)
Mason, Kayla	Hopeville Grade 1	12/23/22
Procyk, Pamela	Regan School Counselor	12/21/22 (change)

16. *Executive Session*

17. *Adjournment*

Board of Education

REGULAR MEETING

Thursday, February 16, 2023 – 5:30 p.m.

Waterbury Arts Magnet School, 16 South Elm Street, Waterbury, CT

This meeting will be broadcasted live on the City of Waterbury's Government Access Channel (Comcast 96, Frontier 6096) and streamed live on YouTube at <https://youtu.be/p3OGu95jrcc>.

A G E N D A

1. Silent Prayer

2. Pledge of Allegiance to the Flag

3. Roll Call

4. Communications

- a) Copy of communication dated January 6, 2023 from Civil Service certifying Crystal Betancourt for the position of Paraprofessional I.
- b) Email communication dated January 20, 2023 from CAFE regarding Policy Highlights.
- c) Email communication dated January 26, 2023 from Tony Wilusz regarding editorial in Republican American.
- d) Copy of communications dated January 18, 2023 from Civil Service to Eddie Cabrera, Jr. offering temporary and at will employment for the position of Temporary Maintainer I and to Sharon Pereira offering temporary and at will employment for the position of Career & Technical Education Skills Specialist.
- e) Copy of communications dated January 18, 2023 from Civil Service certifying Melissa Rodriguez and Ana Mateo for the position of Paraprofessional I and Lisa Antidormi for the position of Administrative Associate I.
- f) Copy of communication dated January 19, 2023 from Civil Service to Stephen Groppi regarding employment for the position of Food Service Worker.
- g) Copy of communication dated January 25, 2023 from Civil Service to Stacey Muniz regarding temporary and at will employment for the position of Career & Technical Education Skills Specialist.
- h) Copy of communication dated January 25, 2023 from Civil Service to Natalie Gonzalez regarding transfer to the position of Temporary Maintainer I.
- i) Copy of communication dated January 26, 2023 from Civil Service certifying Crystal Gordon for the position of Paraprofessional II.
- j) Copy of communication dated January 27, 2023 from Civil Service certifying Andrew Capp for the position of Administrative Associate I.
- k) Copy of communication dated February 1, 2023 from Civil Service to Eugenie Tortice-Davis regarding transfer to the position of Food Service Worker.
- l) Copy of communication dated February 2, 2023 from Civil Service certifying Louis Bruscino for the position of Mason Foreperson.
- m) Copy of communication dated February 3, 2023 from Civil Service certifying Vincent Duncan for the position of Plumber.

5. Approval of Minutes: December 1, 2022 Workshop, December 1, 2022 Special Meeting, and December 15, 2022 Rescheduled 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. Student Representatives Comments

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

11. Committee on School Personnel – Vice President Hernandez

11.1 Special Education Supervisor appointment.

11.2 Special Education Supervisor appointment.

12. Consent Calendar

12.1 *Committee on Finance:* Request approval of an Assignment and Assumption Agreement between Edgenuity, Inc. and Imagine Learning, LLC.

12.2 *Committee on Finance:* Request approval to apply for the Connecticut Department of Energy and Environmental Protection (DEEP), Public Utilities Regulatory Authority (PURA) "Public Educational and Governmental Programming and Education Technology Investment Account" (PEGPETIA) Grant.

12.3 *Committee on Finance:* Request approval of an Agreement with Ben Bronz Academy to provide educational services for children with disabilities.

12.4 *Committee on Finance:* Request approval of an Agreement with Yale University on behalf of its Cedarhurst School to provide educational services for children with disabilities.

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

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

13. Items removed from Consent Calendar

14. Committee on Finance – Commissioner Orso

14.1 Request approval to transmit the proposed 2023-24 Department of Education's Budget request to the Mayor.

14.2 Request approval of Amendment One (1) to the Agreement with various agencies for sub-grantee services under the School Readiness and Child Day Care Grant.

14.3 Request approval of Amendment One (1) to the Professional Services Agreement with Torsh, Inc. for online Comprehensive Professional Development Platform.

- 14.4 Request approval of a Professional Services Agreement with Area Cooperative Educational Services Corporation (ACES) for Leap Program Administration.
- 14.5 Request approval of a Memorandum of Understanding with Community Mental Health Affiliates, Inc. (CMHA) for SMART Recovery Groups.
- 14.6 Request approval of a Construction Contract with Bestech Inc. for ACM Removal and Demolition of Boilers, Heating Units and Water Heater at International Dual Language School.
- 14.7 Request approval of a Construction Contract with Mountain View Landscapes and Lawncare, Inc. for removal and replacement of playscapes at nine schools.

15. Superintendent's Notification to the Board

15.1 Athletic appointments:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective</u>
Hart, Richard	Intramural Boys Basketball	Duggan	01/25/23
Neal, Cameron	Head Soccer	CHS	08/21/23
Poulter, Craig	Intramural Girls Basketball	Carrington	02/14/23
Salemme, Cassandra	Intramural Girls Basketball	Duggan	01/24/23
Sincuir, Silvia	Assistant Indoor Trach	WHS	01/26/23
Soeprasetyo, Preston	Assistant Baseball Coach	WHS	03/13/23

15.2 Grant funded appointments:

<u>Name</u>	<u>Position/Location</u>	<u>FT/PT</u>	<u>Rate</u>	<u>Union</u>	<u>Funding</u>	<u>Eff.</u>
Fuller, Diane	Certified Adult Ed Instructor	PT	\$33/hr	NON BOE	Adult Ed 22-23	01/30/23
Vixama, Marjorie	Hall Monitor Crosby	PT	\$98/day	NON BOE	General Fund	01/26/23

15.3 After-school Programs appointments:

<u>Name</u>	<u>Grant</u>	<u>School</u>	<u>Position</u>
Garcia, Sharyn	21st Century	Academic Academy	Teacher
James, Joelizz	21st Century	Bucks Hill	Rec Specialist
Williams, Chelcey	21st Century	Regan	Teacher
Renna, Karen	ARP ESSER	Carrington	Site Administrator
Gwiazdoski, Kristen	ARP ESSER	Carrington	Administrator Sub
Doolan, Heidi	ARP ESSER	Carrington	Teacher
Kearns, Maura	ARP ESSER	Carrington	Teacher
Rosa, Marissa	ARP ESSER	Carrington	Teacher
Theriault, Patricia	ARP ESSER	Carrington	Teacher
Salemme, Cassandra	ARP ESSER	Duggan	Site Administrator
Ferrare, Patricia	ARP ESSER	Duggan	Administrator Sub

DiGiovanni, Melissa	ARP ESSER	Duggan	Administrator Sub
DeFeo, Dawn	ARP ESSER	Duggan	Teacher
Lucian, David	ARP ESSER	Duggan	Teacher
Morales, Elizabeth	ARP ESSER	Duggan	Teacher
St. Pierre, Theodora	ARP ESSER	Duggan	Rec Specialist

15.4 Miscellaneous appointments:

<u>Name</u>	<u>School</u>	<u>Program</u>
Caruso, Anthony	KHS	Mastery Based Learning Panel
Veneziano, Ellen	CHS	Edgenuity Site Coordinator
Wells, Traci	Enlightenment	Mastery Based Learning Panel Lead
Aresti, Robert	DW	School Equity Leadership Team
Bajraktarevic, Zehra	DW	School Equity Leadership Team
Caldarone, Paula	DW	School Equity Leadership Team
Catricala, Julia	DW	School Equity Leadership Team
D'Alessio, Jennifer	DW	School Equity Leadership Team
Dali-Parker, Suzanna	DW	School Equity Leadership Team
DiBella, Lee	DW	School Equity Leadership Team
Doolan, Heidi	DW	School Equity Leadership Team
Ferrare, Patricia	DW	School Equity Leadership Team
Gonzalez Casanova, Ilea	DW	School Equity Leadership Team
Grant, Nataine	DW	School Equity Leadership Team
Johnson, Joshua	DW	School Equity Leadership Team
Klesyk, Mary	DW	School Equity Leadership Team
Mancinone, Taylor	DW	School Equity Leadership Team
Mulhern, Jacqueline	DW	School Equity Leadership Team
Norton, Dianna	DW	School Equity Leadership Team
O'Neill, Patrick	DW	School Equity Leadership Team
Parker, Marlene	DW	School Equity Leadership Team
Parker, Marly	DW	School Equity Leadership Team
Pitcairn-Broughton, Dorothea	DW	School Equity Leadership Team
Rincon, Catalina	DW	School Equity Leadership Team
Rivera, Michael	DW	School Equity Leadership Team
Velez, Crystal	DW	School Equity Leadership Team
Westerville, Jennifer	DW	School Equity Leadership Team
Williams, Chelcey	DW	School Equity Leadership Team

15.5 Resignations:

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Caplan, Ira	CHS Science	03/03/23
Gordon, Sonia	Enlightenment Math	02/28/23
Hilliard, Joshua	Reed ELA Grade 7	03/01/23
Kluszczewski, Maura	Tinker Grade K	02/24/23

Mayo, Colin	Driggs Music	03/03/23
McNamara, Hannah	Wilson Grade 3	01/27/23
Pannoni, Andrea	Carrington Special Education	01/27/23
Plasky, Jennifer	Wilby Agriculture	02/07/23
Saverino, Yesika	CHS Spanish	01/24/23
Zold, Kristine	Sprague Special Education	02/03/23

15.6 Retirements:

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Cancellaro, Carolyn	Carrington Special Ed/Resource	06/30/23
Hastings, Paula	Reed Special Education	06/30/23
Hersh, Donna	WMS ELA	02/23/23
Lawlor, Susan	State Street Special Ed	06/30/23
Murphy, Christopher	KHS ELA	02/28/23
Negron, Nicole	WMS Math Grade 8	06/30/23
Nonamaker, Rhonda	Generali Kindergarten	06/30/23
Stroud, Lori	WHS PE/Health	06/30/23
Riggi, Lori	Carrington Grade K	06/30/23

- 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

REGULAR MEETING

Thursday, March 16, 2023 – 5:30 p.m.

Waterbury Arts Magnet School, 16 South Elm Street, Waterbury, CT

This meeting will be broadcasted live on the City of Waterbury's Government Access Channel (Comcast 96, Frontier 6096) and streamed live on YouTube at <https://youtu.be/4YtdcW7bkfs>.

A G E N D A

1. **Silent Prayer**

2. **Pledge of Allegiance to the Flag**

3. **Roll Call**

4. **Communications**

- a) Copy of communication dated February 7, 2023 from Civil Service certifying Melina Rodriguez for the position of Assistant Director of Pupil Services.
- b) Copy of communication dated February 7, 2023 from Civil Service certifying Kenneth Butler, Jr. for the position of Paraprofessional II.
- c) Copy of communication dated February 8, 2023 from Civil Service certifying Louis Bruscino for the position of Mason Foreperson.
- d) Copy of communication dated February 10, 2023 from Civil Service certifying Jennilee Quito-Guadalupe for the position of Paraprofessional II.
- e) Copy of communication dated February 13, 2023 to Susan Cote regarding offer of employment for the position of Office Aide.
- f) Copy of communication dated February 14, 2023 from Civil Service to Janet Frenis regarding employment at Chief Academic Officer.
- g) Copy of communications dated February 15, 2023 from Civil Service certifying Sherl Knight, Ines Quinones Ortiz, and Adriana Redzepe for the position of Food Service Helper.
- h) Copy of communication dated February 15, 2023 from Civil Service to Augustus Bailey, Jenny Jones, Samira Tiganj, Stacey Yorker, and Yvonne Smith regarding acceptance of offer of employment for the position of Food Service Worker.
- i) Copy of communication dated February 15, 2023 from Civil Service to Michael McCormack regarding acceptance of offer of Temporary Maintainer I.
- j) Email communication dated February 17, 2023 from CABA regarding Policy Highlights.
- k) Email communication dated February 21, 2023 from Dariluz Bermudez regarding Board of Education member.
- l) Email communication dated February 23, 2023 from Dariluz Bermudez regarding Board of Education member.
- m) Copy of communications dated February 23, 2023 from Civil Service certifying Zachariah Lewis for the position of Carpenter, Ciara Pedraza for the position of Cook, and Eileen Lopes for the position of Attendance Counselor.
- n) Copy of communication dated February 24, 2023 from Civil Service certifying Jose Torres for the position of Carpenter, Maria Cronin for the position of Food Service Helper, Chaileen Rodriguez-Perez for the position of Food Service Helper, Leeana Rodriguez for the position of Food Service Helper, Suzan Dennis-Strickland for the position of Food Service Helper, and Ivette Campos for the position of Food Service Helper.
- o) Copy of communications dated March 1, 2023 from Civil Service certifying Jose Velzaco, William Yarmala, Todd Piascik, and Jared Collette for the position of Maintainer II.
- p) Copy of communication dated March 3, 2023 from Civil Service certifying Sabrina White for the position of Administrative Associate I.
- q) Email communication dated March 3, 2023 from CABA regarding Policy Highlights.

- 5. Approval of Minutes:** January 5, 2023 Workshop, January 5, 2023 Special Meeting, January 19, 2023 Regular Meeting, February 2, 2023 Workshop, February 2, 2023 Special Meeting, and February 16, 2023 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. Executive Session** for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee.
- 8. Superintendent's Announcements**
- 9. President's Comments**
- 10. Student Representatives Comments**
- 11. Committee on School Personnel** – Commissioner Hernandez
 - 11.1 Tinker School Principal appointment.
- 12. Consent Calendar**
 - 12.1 *Committee on Finance:* Request approval of a Professional Services Agreement with Critical Response Group, Inc. for Digital School Mapping.
 - 12.2 *Committee on Finance:* Request approval of Amendment Three (3) to the Professional Services Agreement with Connecticut Communications, LLC for Mitel Voice Over IP Solution.
 - 12.3 *Committee on Finance:* Request approval of an Agreement with Crown Castle Fiber, LLC for Wide Area Network.
 - 12.4 *Committee on Finance:* Request approval of transfer in the 2022/2023 Operating Budget.
 - 12.5 *Committee on Building & School Facilities:* Use of school facilities by school organizations and/or City departments.
 - 12.6 *Committee on Building & School Facilities:* Use of school facilities by outside organizations and/or waiver requests.
- 13. Items removed from Consent Calendar**
- 14. Committee of the Whole** – Commissioner Hernandez
 - 14.1 Request approval of a Memorandum of Understanding with Community Mental Health Affiliates for Cognitive Behavioral Intervention for Trauma in Schools and Bounce Back.

15. Committee on Finance – Commissioner Orso

- 15.1 Request permission to apply for the U.S. Department of Energy “Renew America’s Schools Grant”.
- 15.2 Request approval of a Construction Contract with J. A. Rosa, LLC for auditorium upgrades at six schools.
- 15.3 Request approval of an Agreement with United Staging and Rigging, LLC for rental of staging equipment.
- 15.4 Request approval of a Construction Contract with All State Construction, Inc. for HVAC Upgrades/Replacements at Gilmartin and Duggan Schools.

16. Superintendent’s Notification to the Board

16.1 Athletic appointments:

<u>Name</u>	<u>Position/Location</u>	<u>Eff.</u>
Hartsoe, Kelsey	Head Softball Coach/KHS	03/13/23

16.2 Grant funded appointments:

<u>Name</u>	<u>Position/Location</u>	<u>FT/PT</u>	<u>Rate</u>	<u>Union</u>	<u>Funding</u>	<u>Eff.</u>
Brown, Aisha	Behavior Counselor Crosby	FT	\$23.72/hr	F UPSEU 69	SIG 5 CHS 21-23	02/09/23
Cintron, Cameron	Adult Ed Maintenance	PT	\$15.54/hr	NON BOE	Ad Ed Prov 22-23	02/16/23
Frank, Richard	Adult Ed Certified Instructor	PT	\$33/hr	NON BOE	Ad Ed Prov 22-23	02/23/23
Jannetto, Joseph	Adult Education Security	PT	\$20/hr	NON BOE	Ad Ed Prov 22-23	02/27/23
Sidella, Judith	Tutor/Children’s Community School	PT	\$33/hr	NON BOE	Title I/A 21-23	02/27/23
Simms, Marcia	Classroom Assistant Rotella	FT	\$14/hr	UPSEU 68	Title I/A 22-24	02/09/23

16.3 After-school Programs appointments:

<u>Name</u>	<u>Grant</u>	<u>School</u>	<u>Position</u>
Rivera , Michael	ARP ESSER	Carrington	Administrator Sub
Brown, Charlene	ARP ESSER	Duggan	Teacher
D'Alessio, Jennifer	ARP ESSER	Duggan	Administrator Sub
Finkenzeller, Frances	ARP ESSER	Duggan	Teacher
Hart, Richard	ARP ESSER	Duggan	Teacher
Carter, Sa-Queen	SDE	Wallace	Teacher
Garcia, Sharyn	SDE	Wallace	Teacher
Cusack, Tara	21st Century	Walsh	Administrator Sub
Demirs, Emily	Commissioner’s Network	WMS	Teacher
Kumar, Usha	Commissioner’s Network	WMS	Teacher
Thayer, Aaron	Commissioner’s Network	WMS	Teacher

16.4 Miscellaneous appointments:

<u>Name</u>	<u>School</u>	<u>Program</u>
Caruso, Anthony	KHS	Mastery Based Learning Panel
Crane, Monique	WAMS	530 Club Teacher

16.5 Resignations:

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Arons, Emily	Bunker Hill Social Worker	03/10/23
Cavilla, Emilia	Wilson Grade 4	03/17/23
McKusick, Kirstin	Bucks Hill Special Education	03/07/23
Montes De Oca, Delmaliz	Bucks Hill Social Worker	03/17/23

16.6 Retirements:

<u>Name</u>	<u>Position</u>	<u>Effective</u>
April, Deborah	Enlightenment Special Education	06/30/23
Blake, Zita	Driggs Grade 2	06/30/23
Cavanaugh, Karen	Carrington Reading	06/30/23
Hammond, Cynthia	WMS Vice Principal	07/31/23
Kuncas, Justine	Driggs Grade 5	06/30/23

17. *Executive Session* for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee and discussion concerning self-evaluation as referenced in Section 1-200(6)(A) of the Freedom of Information Act.

18. *Adjournment*

Board of Education

REGULAR MEETING

Thursday, April 20, 2023 – 5:30 p.m.

Waterbury Arts Magnet School, 16 South Elm Street, Waterbury, CT

This meeting will be broadcasted live on the City of Waterbury's Government Access Channel (Comcast 96, Frontier 6096) and streamed live on YouTube at <https://youtu.be/KQPgUSHB-PY>.

A G E N D A

1. Silent Prayer

2. Pledge of Allegiance to the Flag

3. Roll Call

4. Communications

- a) Copy of communication dated March 16, 2023 from Tim Moynahan regarding free speech in the dock.
- b) Copy of communication dated March 8, 2023 from Civil Service certifying Gina Morton for the position of Executive Administrative Assistant.
- c) Copy of communications dated March 13, 2023 from Civil Service certifying Gelissa Gutierrez, Sherie Paris, and Jahneicessa Teasley for the position of Paraprofessional I.
- d) Copy of communication dated March 13, 2023 from Civil Service to Jacob Bigos regarding temporary and at will employment for the position of Career & Technical Education Skills Specialist.
- e) Copy of communication dated March 16, 2023 from Civil Service certifying Geen Thazhampallath for the position of Provisional Director of Personnel & Talent Management.
- f) Email communication dated March 17, 2023 from CABE regarding policy highlights.
- g) Copy of communication dated March 20, 2023 from Civil Service certifying Zachary Oyola for the position of Maintainer I and revised communication dated March 23, 2023
- h) Copy of communications dated March 27, 2023 from Civil Service certifying Willie Henriquez (revised March 28, 2023), Brandon Hoffler, and Tobie Nelson, Jr. for the position of Maintainer I.
- i) Copy of communication dated March 28, 2023 from Civil Service certifying Nila Robinson for the position of Food Service Worker.
- j) Copy of communication dated March 29, 2023 from Civil Service certifying Annalisa DiNicola for the position of Administrative Associate I.
- k) Communication dated March 30, 2023 from Richard White regarding request to name Wendell Cross Media Center.
- l) Email communication dated March 30, 2023 from Tim Moynahan regarding who owns the universities.
- m) Email communication dated March 31, 2023 from CABE regarding policy highlights.
- n) Communication received March 2023 from Louise Allen Brown, Grant Writer, regarding 2021-2022 Grants Update Report.
- o) Copy of communications dated April 12, 2023 from Civil Service certifying Christine Vazquez Figueroa, Emy Lou Dana, Evelyn Almodovar, and Narmin Easa for the position of Food Service Worker.
- p) Email communication dated April 14, 2023 from CABE regarding policy highlights.

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

6. Superintendent's Announcements

7. President's Comments

8. Student Representatives Comments

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

10. Committee on School Personnel – Commissioner Hernandez

10.1 Bunker Hill School Principal appointment.

10.2 Generali School Principal appointment.

11. Consent Calendar

11.1 *Committee of the Whole:* Request approval of Waterbury Arts Magnet School Operations Plan.

11.2 *Committee on Finance:* Request approval of CSDE Supplemental Grant Application for Adult Education, Cooperating Eligible Entity/Literacy Volunteers of Greater Waterbury.

11.3 *Committee on Finance:* Request approval of Amendment to the Memorandum of Understanding with Post University for college level courses.

11.4 *Committee on Finance:* Request approval to apply for the CT Dept. of Education "School Mental Health Specialists (SMHS) Grant".

11.5 *Committee on Finance:* Request approval to apply for the CT Dept. of Emergency Services & Public Protection, Division of Emergency Management and Homeland Security "School Security Grant Program-Round 6".

11.6 *Committee on Finance:* Request approval of a contract with 4 You, LLC for floor replacement at Walsh Elementary School.

11.7 *Committee on Finance:* Request approval of the 2022-2024 Consolidated Grant Application.

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

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

12. Items removed from Consent Calendar

13. Committee of the Whole – Commissioner Hernandez

13.1 Request approval of a Memorandum of Understanding with Community Health Center, Inc. for Health Literacy.

14. Committee on Finance – Commissioner Orso

- 14.1 Request approval of Amendment One (1) to the CollegeBoard College Readiness and Success Agreement for SpringBoard High School Language Arts Curriculum/Materials.
- 14.2 Request approval of Amendment One (1) to the CollegeBoard College Readiness and Success Agreement for SpringBoard High School Mathematics Curriculum/Materials.
- 14.3 Request approval of an Agreement with Waterbury Youth Services, Inc. for Truancy Prevention Services.
- 14.4 Request approval of an Agreement with Music Celebrations International, LLC for students to perform in the National Independence Day Parade.

15. Committee on Grievances– Commissioner Serrano-Adorno

- 15.1 WTA Grievance 2022-23-02.
- 15.2 WTA Grievance 2022-23-04.
- 15.3 WTA Grievance 2022-23-06.
- 15.4 WTA Grievance 2022-23-07.

16. Superintendent's Notification to the Board

16.1 Athletic appointments

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective</u>
Aresti, Robert	Baseball Coach	WMS	04/03/23
Gray III, Ollie	Baseball Coach	NEMS	04/03/23
Sturdivant, Jason	Boys Tennis Coach	CHS	03/20/23

16.2 Grant funded appointments

<u>Name</u>	<u>Position/Location</u>	<u>FT/PT</u>	<u>Rate</u>	<u>Union</u>	<u>Funding</u>	<u>Effective</u>
Baglan, Brian	Network Specialist I (10 month)	FT	\$19/hr	UPSEU 69	Title II/A District 22-24	03/02/23
Beers, Rose	SPPT Nurse	PT	\$35/hr	NON BOE	ARP ESSER SPPT 22-24	03/16/23
Gatlin, Eric	Crossing Guard Tinker	PT	\$15/hr	SCG	General Fund	03/09/23
LeVasseur, Evelyn	Tutor (Certified) Carrington	PT	\$33/hr	NON BOE	Title I/A 22-24	03/02/23
Medina, Keytza	Tutor Bucks Hill	PT	\$25/hr	NON BOE	Title I/A 22-24	03/13/23
Miller, Terri	Tutor - Children's Community School	PT	\$33/hr	NON BOE	Title I/A 21-23	03/30/23

Santos, Arnaldo	Hall Monitor Wallace	PT	\$98/day	NON BOE	Title I/A 21-23	03/23/23
Scatena, Alexandra	Tutor Tinker	PT	\$25/hr	NON BOE	Title I/A 22-24	03/16/23
Villavicencio, Winifer	Birth to Three Transition Coord.	FT	\$22/hr	UPSEU 69	IDEA 611 P & NP 22-24	03/27/23
Warren, Samantha	Network Specialist II (promotion)	FT	\$27/hr	UPSEU 69	Priority Schools	03/09/23

16.3 After-school Programs appointments:

<u>Name</u>	<u>Grant</u>	<u>School</u>	<u>Position</u>
Carter, Sa-Queen	21 st Century	Academic Academy	Teacher
De Santis, Paula	21st Century	Walsh	Teacher
Gaynes, Stacey	21st Century	Walsh	Teacher
Gluz, Debra	21 st Century	Academic Academy	Teacher
Montgomery, Asia	21st Century	Walsh	Rec Specialist
Nguyen, Karena	SDE	Washington	Teacher
Perez, Oscar	SDE	Kingsbury	Rec Specialist
Poulin, Gina	21st Century	Walsh	Teacher
Rendon, Miguel	21 st Century	Bucks Hill	Teacher
Soares, Elenice	21st Century	West Side	Administrator Sub

16.4 Miscellaneous appointments:

<u>Name</u>	<u>Position</u>	<u>School/Program</u>
Dunn, Brittany	Elementary Summer School Program Coordinator	Extended Academic (EAS) Support Elementary
Ferrare, Patricia	ESY Summer Program Coordinator	Extended School Year (ESY)
Rosa, Jennifer	Middle School Summer School Program Coordinator	Extended Academic Support (EAS) MS
Zappone, Evette	High School Summer School Program Coordinator	Extended Academic Support (EAS) HS
Aresti, Robert	School Equity Leadership Team	DW
Banks, Melissa	School Equity Leadership Team	DW
Bell, Teresa	School Equity Leadership Team	DW
Bleau, Lisa	School Equity Leadership Team	DW
DelGobbo, Leah	School Equity Leadership Team	DW
Dossantos, Shannon	School Equity Leadership Team	DW
Greene, Lucia	School Equity Leadership Team	DW
Lyons, Jean	School Equity Leadership Team	DW
Mulhern, Jacqueline	School Equity Leadership Team	DW
Parker, Marly	School Equity Leadership Team	DW
Pierresiant, Courtney	School Equity Leadership Team	DW
Rahman, Vareesha	School Equity Leadership Team	DW
Soares, Elenice	School Equity Leadership Team	DW
Sodano, Gina	School Equity Leadership Team	DW

16.5 Resignations:

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Hubeny, Carolyn	State Street Special Ed 6-8	03/16/23
Mayer, Samantha	Walsh Grade 4	06/30/23
Rosado, Debra	WMS SEL Counselor	04/17/23
Stella, Olivia	Wilson Grade 1	05/12/23

16.6 Retirements:

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Barbosa, Elvira	Carrington Special Ed	06/30/23
Brophy, Melanie	Chase Grade 1	06/30/23
Peschel, Maryann	WSMS ELA Grade 6	06/30/23
Siperas, Caroline	NEMS Special Ed	06/30/23

17. Adjournment

Board of Education

REGULAR MEETING

Thursday, May 18, 2023 – 5:30 p.m.

Waterbury Arts Magnet School, 16 South Elm Street, Waterbury, CT

This meeting will be broadcasted live on the City of Waterbury's Government Access Channel (Comcast 96, Frontier 6096) and streamed live on YouTube at <https://youtu.be/YiK0bIWFl4>

A G E N D A

1. **Silent Prayer**

2. **Pledge of Allegiance to the Flag**

3. **Roll Call**

4. **Communications**

- a) Copy of communication dated April 17, 2023 from Civil Service to Samijet Lloga offering employment for the position of Food Service Worker.
- b) Email communication dated April 19, 2023 from Tim Moynahan regarding letter to the editor.
- c) Email communication dated April 20, 2023 from Gabriella Acevedo regarding girls' soccer team.
- d) Copy of communication dated April 20, 2023 from Civil Service to William Yarmala regarding voluntary demotion.
- e) Copy of communications dated April 21, 2023 from Civil Service certifying Jamar Beamon and Mi'Nasia Lewis for the position of Paraprofessional I and Tyrell Davis for the position of Paraprofessional II.
- f) Copy of communication dated April 21, 2023 from Civil Service to Lawrence Hunter regarding temporary and at will employment as Temporary Maintainer I.
- g) Copy of communication dated April 24, 2023 from Civil Service to Rashaan Reeder regarding temporary and at will employment as Temporary Maintainer I.
- h) Communication dated April 24, 2023 from Louise Allen Brown regarding 2023 Congressionally Directed Spending Requests update.
- i) Email communication dated April 28, 2023 from CABE regarding policy highlights.
- j) Copy of communication dated May 4, 2023 from Civil Service certifying Mia Orsatti for the position of Paraprofessional I.
- k) Copy of communication dated May 4, 2023 from Civil Service to Sharon Bibeau offering employment for the position of Food Service Worker.
- l) Copy of communication dated May 4, 2023 from Civil Service to Rafael Guadalupe regarding temporary and at will employment as Temporary Maintainer I.
- m) Copy of communication dated May 5, 2023 from Civil Service certifying Nathalie Paz-Paniagua for the position of Paraprofessional I.
- n) Email communication dated May 8, 2023 from Tim Moynahan regarding the Mississippi Miracle.
- o) Copy of communication dated May 8, 2023 from Civil Service certifying Wilfredo Santos for the position of Maintainer I.
- p) Copy of communication dated May 8, 2023 from Civil Service certifying Stephanie Dunn for the position of Executive Administrative Assistant.
- q) Copy of communication dated May 8, 2023 from Civil Service certifying Holly Pino for the position of Paraprofessional II.
- r) Email communication dated May 15, 2023 from CABE regarding policy highlights.
- s) Email communication dated May 15, 2023 from Muhammad Ahsan Khan regarding EID holiday.
- t) Email communication dated May 16, 2023 from Rana Elawad regarding EID holiday.

5. *CABE Leadership Award Presentation*

Kamorah Fenton - Carrington	Jayden LeVasseur -Carrington
Sindi Madrid - Crosby	Florenza Omari - Crosby
Luz Maria Rivera - Duggan	Oscar Vargas - Duggan
Otxis Alvarez - Enlightenment	Jose Cruz - Enlightenment
Jayson McCall - Gilmartin	Amarr Ortiz - Gilmartin
Matthew Barton - Kennedy	Ana Paula De Souza - Kennedy
Ava Bellemare - North End	Mia Castillo - North End
Jazly Erba - Reed	Jomar Guadalupe - State Street
Ava Ortiz - Wallace	Anthony Alequin-Torres - Wallace
Sadie J. Rodriguez - Waterbury Arts MS	Daphne Zuniga - Waterbury Arts MS
Grace Henderson - Waterbury Arts HS	Marie Syla - Waterbury Arts HS
Arnulfo Aragonese - Waterbury Career	Ace Buell - Waterbury Career
Chloe Cogovan - Waterbury Career	Randy Ramdin - Waterbury Career
Alexia Rodriguez - Wendell Cross	Besa Zulali - Wendell Cross
Geovanna M. DosSantos - West Side	Caleb A. Louzingou - West Side
Aniyah Parker-Ricketts - Wilby	Jourdelyn Vargas - Wilby

- 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 including Commissioner comments relative to school safety***

9. *Student Representatives Comments*

10. *Consent Calendar*

- 10.1 *Committee of the Whole:* Request approval of a Professional Services Agreement with StayWell Health Care, Inc. for Mobile Dentals Services.
- 10.2 *Committee on Finance:* Request approval to participate in the Healthy Food Certification Program per CGS 10-215f.
- 10.3 *Committee on Finance:* Request approval of the food and beverage exemption statement for the Healthy Food Certification relative to CGS 10-221q.
- 10.4 *Committee on Finance:* Request approval to apply for the CSDE Career and Technical Education Supplemental Enhancement Grant.
- 10.5 *Committee on Finance:* Request approval of Amendment One (1) to the Professional Services Agreement with RE-Center Race & Equity in Education, Inc. for equity strategic plan and professional development.
- 10.6 *Committee on Finance:* Request approval of a Professional Services Agreement with Police Activity League of Waterbury, Inc. for PAL Summer 2023 Basketball Program.

- 10.7 *Committee on Finance:* Request approval of a Professional Services Agreement with The Greater Waterbury YMCA for YMCA Summer Camp.
- 10.8 *Committee on Finance:* Request approval of a Professional Services Agreement with The Boys & Girls Club of Greater Waterbury, Inc. to provide Boys and Girls Club Summer Enrichment Program.
- 10.9 *Committee on Finance:* Request approval of Amendment One (1) to the Professional Services Agreement with Rubicon West, LLC to provide Online Curriculum and Lesson Planning Warehouse.
- 10.10 *Committee on Finance:* Request approval of a Professional Services Agreement with Seven Angels Theatre, Inc. to provide Seven Angels Theater Classes.
- 10.11 *Committee on Finance:* Request approval of a Memorandum of Understanding with LiveGirl, Inc. as a partnership for Confidence Club.
- 10.12 *Committee on Finance:* Request approval of a Construction Contract with Scholar Painting, LLC for painting and wallpaper services.
- 10.13 *Committee on Finance:* Request approval of transfers in the General Fund Operating budget.
- 10.14 *Committee on Building & School Facilities:* Use of school facilities by school organizations and/or City departments.
- 10.15 *Committee on Building & School Facilities:* Use of school facilities by outside organizations and/or waiver requests.

11. Items removed from Consent Calendar

12. Committee of the Whole – Vice President Hernandez

- 12.1 Request approval to file a priority grant application with the Commissioner of Administrative Services for the proposed Chase Municipal Building Rehabilitation Project.
- 12.2 Request approval of the preparation of schematic drawings and outline specifications for the proposed Chase Municipal Building Rehabilitation Project.
- 12.3 Request approval of the establishment of a building committee for the proposed Chase Municipal Building Rehabilitation Project. Such committee shall consist of LaToya Ireland, Hector Navarro, Margaret O'Brien, Rocco Orso, Melissa Serrano-Adorno, Mayoral Representative, Roy Cavanaugh, David Simpson, and Mark Lombardo.

13. Committee on Finance – Commissioner Orso

- 13.1 Request approval of an Agreement with Belle Academy of Cosmetology, LLC for transition services for students with disabilities.
- 13.2 Request approval of the School Readiness Grant FY 24 Continued Funding Application.
- 13.3 Request approval of Amendment One (1) to the Professional Services Agreement with Friar Architecture, Inc. for services for assessment and upgrades at various auditoriums.
- 13.4 Request approval of Amendment Two (2) to the construction contract with J. A. Rosa for elevator additions at Washington and Bunker Hill Schools.
- 13.5 Request approval of Amendment One (1) to the construction contract with Pro-Mech Inc. for boiler replacement at Rotella Magnet School.
- 13.6 Request approval of Amendment One (1) to the construction contract with J. A. Rosa, LLC for six auditorium upgrades/improvements.
- 13.7 Request approval of Amendment One (1) to the construction contract with All State Construction for HVAC Upgrades/Replacements at Gilmartin and Duggan Schools.
- 13.8 Request approval of Amendment One (1) to the construction contract with Mountain View Landscapes and Lawncare, Inc. for the removal and replacement of playscapes at nine schools.
- 13.9 Request approval of Amendment One (1) to the construction contract with Bestech, Inc. for ACM Removal and Demolition of boilers, heating units, and water heater at International Dual Language School.
- 13.10 Request approval of Amendment One (1) to the construction contract with Sarracco Mechanical Services, Inc. for boiler system replacement at International Dual Language School.

14. Committee on School Personnel – Vice President Hernandez

- 14.1 Lateral transfer request.

15. Superintendent's Notification to the Board

- 15.1 Athletic appointments

<u>Name</u>	<u>Position</u>	<u>School</u>	<u>Effective</u>
Arisian, Michael	Head Girls Swimming	WHS	08/23/23
Boland, Donald	Freshmen Baseball	KHS	04/17/23
Grosso, Nicolas	Asst. Girls Swimming	WHS	08/23/23
Piccolo, Carla	Head Volleyball	WHS	08/23/23

15.2 Grant funded appointments

<u>Name</u>	<u>Position/Location</u>	<u>FT/PT</u>	<u>Rate</u>	<u>Union</u>	<u>Funding</u>	<u>Effective</u>
Brown Sr., Michael	Adult Ed Security Guard	PT	\$20/hr	NON BOE	Ad. Ed. Prov. 22-23	05/08/23
DeFelice, Taylor	Classroom Assist. Maloney	FT	\$15/hr	UPSEU 68	Magnet 22-23	04/17/23
Grant, Cheryl	Hall Monitor Wallace	PT	\$98/day	NON BOE	Title I/A 22-24	04/17/23
Maldonado, Lorenzo (external)	Rec. Specialist 21 st Century Walsh	PT	\$15/hr	NON BOE	21st Cent Walsh/Driggs 22-23	04/3/23
Pizarro, Camila (external)	Rec. Specialist 21 st Century Bucks Hill	PT	\$15/hr	NON BOE	21st Cent BucksH/Chase 22-23	04/3/23
Salcito, Adrianne	Teacher 21 st Century/SDE After School		Per contract	WTA		Immediately
Walker, Jordan	Hall Monitor Crosby	PT	\$98/day	NON BOE	Title I/A 22-24	03/30/23
Wengertsman, Sarah	Crisis Interv. Team Youth Clinician	PT	\$35/hr	NON BOE	ESSER III 21-24	05/04/23
Williams, Rinaldi (external)	Rec. Specialist 21 st Century Bucks Hill	PT	\$15/hr	NON BOE	21st Cent BucksH/Chase 22-23	04/17/23

15.3 Extended Academic Support (EAS) Summer School appointments:

<u>Name</u>	<u>Position</u>	<u>Location</u>
D'Alessio, Jennifer	Site Administrator	Duggan
Foote, Andre (replacing B. Dunn)	Coordinator	District-wide
Gomez, Bridgett	Site Administrator	Carrington
Grant, Nataine	Site Administrator	Reed
Vargas, Melissa	Site Administrator	Gilmartin
Barbieri, Katie	Teacher	MMS
Cancro, Dana	Sub Teacher	MMS
Colangelo, Esther	Teacher	MMS
Dombrowski, Jason	Sub Site Administrator	MMS
Dunn, Andrew	Teacher	MMS
Fappiano, Marny	Teacher	MMS
Gilmore, Hayley	Teacher	MMS
Gittings, Stacey`	Site Administrator	MMS
Grazhdani, Eneida	Teacher	MMS
Hibbs, Jennifer	Teacher	MMS
Mecca, Kaylie	Teacher	MMS
Orsini, Taylor	Teacher	MMS
Parker, Marlene	Teacher	MMS
Albert, Kristen	Interdisciplinary	NEMS
Brown-Spencer, Cara	Interdisciplinary	NEMS
Cremens, Lauren	SEL Counselor	NEMS
Garcia, Zulma	Bilingual Teacher	NEMS
Munoz, Kelly	Math	NEMS

Poulin, Gina	ELA	NEMS
Power, Stephanie	Bilingual Teacher	NEMS
Rotella, David	ELA	NEMS
Terenzi, Adriana	Site Administrator	NEMS
Cruess, Carla	Site Administrator	RMS
Mead, Christine	Site Administrator	WMS
Geffken, Melissa	Math Teacher	WSMS
Kalach, Kevin	Interdisciplinary	WSMS
Mancini, Dana	Site Administrator	WSMS
Pratt, Lena	ELA teacher	WSMS
Borges, Laura	Science HS	HS @ WAMS
Caruso, Anthony	English HS	HS @ WAMS
Clark, Meredith	Science HS	HS @ WAMS
Dapra, Catherine	Math HS	HS @ WAMS
Jones, Michael	English HS	HS @ WAMS
Magnavice, Jennifer	Science HS	HS @ WAMS
Ortiz, Alyson	Science HS	HS @ WAMS
Pannoni, Michael	English HS	HS @ WAMS
Paradis, Sara	Physical Education HS	HS @ WAMS
Riddick, Deandre	English HS	HS @ WAMS
Salcito, Arianna	Social Studies HS	HS @ WAMS
Sarlo, Christopher	Social Studies HS	HS @ WAMS
Scialla, Marlena	Math HS	HS @ WAMS
Soucey, David	Physical Education HS	HS @ WAMS
Sullivan, Carly	Math HS	HS @ WAMS

15.4 Extended School Year (ESY) Summer School appointments:

<u>Site Administrators</u>		
Calderone, Paula	Labagh, Michael	Pesce, Margaruite
<u>Paraprofessionals</u>		
Alicea, Luz	Farina, Cheryl	Melo, Adelyn
Andrikis, Robin	Ferrao, Marlene	Miriam Alonso, Miriam
Barragan, Brenda	Ferrucci, Michele	Montgomery, Asia
Barron, Juliana	Field, Regina	Mullen-Gillyard, Vickie
Bello-Martinez, Gisela	Franks, Kendra	Nowell, Delores
Betancourt, Crystal	Fuentes, Sonia	Painter, Cynthia
Biolo, Judy	Geary, Julie	Parker, Breacya
Borgos, Danielle	Gizzie, Debora	Passmore, Kim
Canfield, Kelley	Guerrera, Marnie	Perez, Oscar
Cipriano, Lisa	Hailey, Laquasia	Perniciaro, Laura
Cocchiola, Kaitly	Hardy, Paula	Perniciaro, Sarah
Colangelo, Sharon	Harris, LaTonia	Piccochi, Toni
Colon, Lena	Hendrickson, Rhonda	Price, Deborah
Correa, Marlen	Hicks, Uniquewa	Quinn, Zelia
Cosme, Iris	James, Rebecca	Ramos, Jaybes
Cruz, Deanna	Janatiss, Sherrie	Ramos, Stephanie
Cruz, Veronica	Johnson, Ferba	Rinaldi, Lori Rae
Cruz, Yailene	Joy Johnson, Joy	Rodriguez, Lisa

Danzot, Keyla	Kasidas, Karrie	Timaul, Atmanand
Davis, Brittany	Kean, Michelle	Toucet, Celestino
Davis, Tyrell	Kowal, Michelle	Turner, Gina
Del Moral, Denise	Lamb, Rachel	Van Stone, Emily
Diaz, Christina	Levett, Latanya	Walling, Margaret
Dunlap, Laura	Lopez, Marlene	Williams, Monica
Edwards, Jacqueline	Marino, Janice	
Falzarano, Kathleen M.	Martinez, Joseph	

15.5 Miscellaneous Summer School Programs appointments:

<u>Name</u>	<u>Position</u>	<u>Location/Program</u>
Amenta, Justin	Teacher	WAMS Encore
Coles, Antonio	Audio & Lighting Support Staff	WAMS Encore
Ferreira, Dan	Site Administrator	WAMS Encore
Magliaro, Alicia	Teacher	WAMS Encore
Maxen, Heather	Teacher	WAMS Encore
Moro, Jeff	Teacher	WAMS Encore
Schulte, Scott	Teacher	WAMS Encore
Vagnini, Marianna	Teacher	WAMS Encore
McDonnell, Cassi	Coordinator	Summer Enrichment
Williams, Chelcey	Coordinator	Summer Enrichment
Donohue, Kelly	HS Summer Bridge Coordinator	CHS
Farrell, Jaimie	HS Summer Bridge Teacher	WAMS
Lombardo, Kiley	HS Summer Bridge Coordinator	WAMS
Phostole, Sean	HS Summer Bridge Coordinator	KHS
Riley, Kara	HS Summer Bridge Coordinator	WCA
Soeprasetyo, Preston	HS Summer Bridge Coordinator	WHS

15.6 Academic achievements effective March 2023:

<u>Last Name</u>	<u>First Name</u>	<u>From</u>	<u>To</u>	<u>University</u>
Aftowski	Michael	6 yr/14	6+15/14	Lindenwood University
Basile	David	6 yr/13	6+15/13	University of Bridgeport
Bleau	Lisa M.	MA15/5	6 yr/5	CCSU; Dominican U of CA
Bolduc	Nicole	BA/4	MA/4	Eastern CT ST University
Boll	Deana	MA15/5	6 yr+15/5	University of Bridgeport
Bosworth	Stephanie	BA/4	MA/4	Sacred Heart University
Cassidy	Lauren	BA/15	MA/15	University of Hartford
Catricala	Julia	MA/5	MA+15/5	Goodwin University
Chabot	Albert	MA15/14	6+15/14	Lindenwood University
Cusack	Tara	6 yr/6	6+15/6	Bridgeport; Okl. Christian U
Deveau	Heather	MA/8	MA+15/8	Southern New Hampshire Univ.
Digiovanna	Lisa M.	6 yr/22	6+15/22	Loyola; So. New Hampshire Un
Divito	Johnna	MA15/22	6yr/22	American College of Education
Donohue	Kelly	MA15/9	6 yr/9	University of New England
Fiore	Patience	6th yr/14	6+15/14	University of New England
Foote	Andre	MA15/9	6 yr/9	University of New England
Forsberg	Megan	6 yr/18	6+15/18	Florida Institute of Technology
Gagnon	Jos	MA/14	MA15/14	Walden University
Gjolle	Besmira	BA/5	MA/5	CCSU

Gosturani	Marinela	MA15/8	6 yr/8	CCSU
Grant	Nataine	6+15/12	PhD/12	Walden Un
Gruner	Laureen A.	MA/13	MA15/13	American College of Education
Lawrence	Diana	BA/13	MA15/13	The City College of New York
LeBlanc	Danielle	BA/7	MA/7	Western Governors U
Mamudi	Shipe	BA/5	MA/5	Western Governors U
McAulay	Jordan	MA15/6	6 yr/6	Graduate Ins; So. New Hamp. U
Mendello	Joseph	MA/15/8	6 yr/8	University of Bridgeport
Miller	Keisha	6 yr/8	6+15/ 8	Lindenwood University
Mucciacciaro	Kathryn	6 yr/9	6+15/ 9	Colorado St University
O'Leary	Ronan	6 yr/8	6+15/ 8	Lindenwood University
O'Neill	Patrick	BA/5	MA/ 5	South Eastern Oklahoma St
Pierresaint	Courtney	6 yr/9	6+15/ 9	Sacred Heart U; Loyola
Pratt	Colin	MA15/9	6 yr/9	Dominican Un of CA
Rendon-Moreno	Miguel	BA/6	MA/ 6	Un of St. Joseph
Rodriguez Velez	Nanichi	BA/7	MA/ 7	Un of St. Joseph
Sanchez	Maria	BA/6	MA/ 6	WCSU
Sapone	Vincent	MA15/13	6+15/ 13	Mississippi St; Lindenwood Un
Sciascia	MaryAnn	6 yr/13	6+15/ 13	Un of Bridgeport
Taft	Nancy	MA15/18	6 yr/ 18	American College of Education

15.7 Resignations:

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Amato, Carl	7/8 Math/Carrington	05/04/23
Betts, Shannon	Library Media/Reed	04/21/23
Foote, Andre	Music/Walsh	08/03/23
Miller, Susan	Curriculum Supervisor-Secondary Math	06/30/23
Pabón, Miguel	Director of Pupil Services	06/30/23
Guerrier, Joanne	PreK/Wendell Cross	06/30/23
Kabusk, Alyssa	Guidance/WSMS	06/30/23
Lehane, Danielle	Social Worker/Gilmartin	04/28/23

15.8 Retirements:

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Cooley, Elizabeth J.	Kindergarten/Washington	06/30/23
Tolman, James	Vice Principal/WSMS	12/22/23
Schmidt, Gregory	Special Ed/KHS	06/30/23

15.9 Retirement rescissions:

Hastings, Paula – Reed Special Education, rescinding prior retirement notification.

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

17. Adjournment

Committee Meeting Agenda/Minutes

Committee: BOE Policy & Legislation Committee			
Location: Superintendent's Office Chase Building/Room 158 236 Grand Street	Date of Meeting: Thursday May 25, 2023	Start Time: 5:30 p.m.	Finish Time:

Team Norms:
1. All meetings will start on time 2. All team members will agree to stay on specific agenda topics 3. A specific agenda will be set for all meeting

Commissioners Present:	Staff Present:

AGENDA			MINUTES
	Agenda Item	Time Allotted	<ul style="list-style-type: none"> • Motion • Motion by/seconded by • Vote tally
1.	Revised Policy 5114 – Suspension and Expulsion (suggested edits from CABE) ~ D. Schwartz		
2.	New Policy 5144.4 – Physical Exercise and Discipline of Students (PA 22-80) ~ D. Schwartz		
3.	CABE Call for Resolutions ~ E. Brown		
3.	Scheduling of next meeting		
5.	Adjournment		

Additional notes/minutes:
Minutes prepared by:

Board of Education

RESCHEDULED REGULAR MEETING

Tuesday, June 13, 2023 – 5:30 p.m.

Waterbury Arts Magnet School, 16 South Elm Street, Waterbury, CT

This meeting will be broadcasted live on the City of Waterbury's Government Access Channel (Comcast 96, Frontier 6096) and streamed live on YouTube at <https://youtu.be/zV6XW2K7qTQ>.

A G E N D A

1. Silent Prayer

2. Pledge of Allegiance to the Flag

3. Roll Call

4. Communications

- a) Copy of communication dated May 15, 2023 from Civil Service certifying Christopher Suarez for the position of Accountant I.
- b) Copy of communication dated May 16, 2023 from Civil Service certifying Paul Schoening for the position of Assistant School Inspector.
- c) Copy of communication dated May 16, 2023 from Civil Service to Sharon Richards regarding her acceptance of employment for the position of Food Service Worker.
- d) Email communication dated May 18, 2023 from Fawad Qureshi regarding recognizing Eid as a district-wide holiday.
- e) Email communication dated May 18, 2023 from Nouredine Haddioui regarding Eid holidays.
- f) Email communication dated May 18, 2023 from Michaela Barratt regarding Eid.
- g) Email communication dated May 26, 2023 from CABA regarding Policy Highlights.
- h) Copy of communications dated May 22, 2023 from Civil Service certifying Michael Rosa, Tyson Torsiello, Evan DeVico, Isaiah Powell, and Matthew Myers for the position of Motor Equipment Operator.
- i) Copy of communication dated May 30, 2023 from Civil Service certifying Christopher Churchill for the position of Maintainer I.
- j) Communication dated June 7, 2023 from Chairman Paul Buzzelli, Finance and Audit Review Commission, regarding Information Technology Equipment Audit.

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. Student Representatives Comments

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

10. Committee on School Personnel – Vice President Hernandez

- 10.1 West Side Middle School Vice principal appointment.
- 10.2 Supervisor of Special Education appointment.

11. Committee of the Whole – Vice President Hernandez

- 11.1 Request approval of draft "A" of the revised 2023/2024 school year calendar.
- 11.2 Request approval of a Connecticut Youth Employment Amended Worksite Agreement with Northwest Regional Workforce Investment Board.

12. Consent Calendar

- 12.1 *Committee on Finance:* Request approval of Amendment One (1) to the Professional Services Agreement with Sue Vivian, Consultant, for services under the Quality Enhancement Grant.
- 12.2 *Committee on Finance:* Request approval of Amendment Three (3) to the Agreement with Adelbrook, Inc. for educational services for children with disabilities.
- 12.3 *Committee on Finance:* Request approval of Amendment One (1) to the Agreement with American School for the Deaf for educational services for children with disabilities.
- 12.4 *Committee on Finance:* Request approval of Amendment One (1) to the Agreement with Area Cooperative Educational Services (ACES) for educational services for children with disabilities.
- 12.5 *Committee on Finance:* Request approval of Amendment One (1) to the Agreement with Aspire Living & Learning, Inc. f/k/a The Institute of Professional Practice, Inc. for educational services for children with disabilities.
- 12.6 *Committee on Finance:* Request approval of Amendment One (1) to the Agreement with Benhaven, Inc. for educational services in for children with disabilities.
- 12.7 *Committee on Finance:* Request approval of Amendment One (1) to the Agreement with Cooperative Educational Services for educational services for children with disabilities.
- 12.8 *Committee on Finance:* Request approval of Amendment One (1) to the Agreement with Specialized Education of Connecticut, Inc. d/b/a High Road School for educational services for children with disabilities.
- 12.9 *Committee on Finance:* Request approval of Amendment One (1) to the Agreement with St. Vincent's Special Needs Center, Inc. for educational services for children with disabilities.

- 12.10 *Committee on Finance:* Request approval of Amendment One (1) to the Agreement with University of Saint Joseph for educational services for children with disabilities.
- 12.11 *Committee on Finance:* Request approval of Amendment One (1) to the Agreement with Waterford Country School, Inc. for educational services for children with disabilities.
- 12.12 *Committee on Finance:* Request approval of an Agreement with Hartford Hospital, through the Institute of Living's Grace S. Webb School, for educational services for children with disabilities.
- 12.13 *Committee on Finance:* Request approval of an Agreement with Children's Community School, Inc., for transitional services for children with disabilities.
- 12.14 *Committee on Finance:* Request approval of an Agreement CW Resources, Inc. for transitional services for children with disabilities.
- 12.15 *Committee on Finance:* Request approval of an Agreement with Hispanic Coalition of Greater Waterbury, Inc. LLC for transitional services for children with disabilities.
- 12.16 *Committee on Finance:* Request approval of Amendment One (1) to the Agreement with Capital Region Education Council (CREC) for psychological services.
- 12.17 *Committee on Finance:* Request approval to apply for the CSDE Primary Mental Health Program Grant.
- 12.18 *Committee on Finance:* Request approval of Amendment Four (4) to the Agreement with Milestone C, LLC for Aerospace, Engineering and Computer Science Curriculum.
- 12.19 *Committee on Finance:* Request approval of Amendment Four (4) to the Professional Services Agreement with Cormier Consulting, LLC for teacher and administrator professional development.
- 12.20 *Committee on Finance:* Request approval of an Amendment with Waterbury Youth Services Inc. for the Waterbury Youth Services' Reboot Pilot Program.
- 12.21 *Committee on Finance:* Request approval of an Amendment to the Professional Services Agreement with PowerSchool Group, LLC for Naviance by PowerSchool for consulting and professional learning services.
- 12.22 *Committee on Finance:* Request approval of Amendment Four (4) to the Professional Services Agreement with ESS Northeast, LLC for substitute teachers and paraprofessional staffing.
- 12.23 *Committee on Finance:* Request approval of contract with CT Combustion Corporation for boiler system replacement at Driggs and Generali Elementary Schools.

- 12.24 *Committee on Finance:* Request approval of contract with CT Combustion Corporation for boiler system replacement at Maloney Magnet School and Washington Elementary School.
- 12.25 *Committee on Finance:* Request approval of a contract with Utility Communications, Inc. for S2 Maintenance and Milestone Service and Support.
- 12.26 *Committee of the Whole:* Request approval of the Educational Specifications for the proposed Chase Municipal Building Rehabilitation Project.
- 12.27 *Committee on Building & School Facilities:* Use of school facilities by school organizations and/or City departments.
- 12.28 *Committee on Building & School Facilities:* Use of school facilities by outside organizations and/or waiver requests.

13. Items removed from Consent Calendar

14. Committee on Finance – Commissioner Orso

- 14.1 Request approval of the 2023/2024 Department of Education Operating Budget.
- 14.2 Request approval of Amendment One (1) to the Master Professional Services contract with Silver Petrucelli and Associates, Inc. for School Building HVAC and Mechanical Solutions/Assessment, Design and Engineering Services on an as-needed basis.
- 14.3 Request approval of Amendment One (1) to the Master Professional Services contract with EDM Architecture & Engineering, PC for School Building HVAC and Mechanical Solutions, Assessment, Design and Engineering Services.
- 14.4 Request approval of Amendment One (1) to the Master Professional Services Agreement with BL Companies Connecticut, Inc. for School Building HVAC and Mechanical Solutions Assessment, Design and Engineering Services.
- 14.5 Request approval of a Contract with AirCare Environmental Services, Inc. for Air Duct Cleaning at Crosby/Wallace, Wilby/North End, Kennedy High School and West Side Middle School.
- 14.6 Request approval of Amendment Two (2) to the Professional Services Agreement with Robert Davis d/b/a Summit Support Services to provide Board Certified Behavior Analyst Services for students with disabilities.
- 14.7 Request approval of a Professional Services Agreement with Access Rehab Centers, LLC to provide Speech and Language Therapy Services.
- 14.8 Request approval of a Professional Services Agreement with The Stepping Stones Group, LLC for Speech and Language Therapy Services.

- 14.9 Request approval of a Professional Services Agreement with Access Rehab Centers, LLC to provide Occupational and Physical Therapy Services.
- 14.10 Request approval of a Professional Services Agreement with Connecticut Behavioral Health, LLC to provide Registered Behavior Technician Services.
- 14.11 Request approval of a Professional Services agreement with Stepping Stone to provide Registered Behavior Technician Services.
- 14.12 Request approval of a Professional Services agreement with Apex Educational Solutions, LLC to provide Registered Behavior Technician Services.
- 14.13 Request approval of a Professional Services Agreement with Connecticut Behavioral Health, LLC to provide Board Certified Analyst Services.
- 14.14 Request approval of a Professional Services agreement with Stepping Stone to provide Board Certified Analyst Services.
- 14.15 Request approval of a Professional Services agreement with Apex Educational Solutions, LLC to provide Board Certified Analyst Services.
- 14.16 Request approval of Amendment One (1) to the Professional Services Agreement with Imagine Learning LLC for online learning systems.
- 14.17 Request approval of Professional Services Agreement with YouScience, LLC for Career Skills Certifications.
- 14.18 Request approval of Amendment One (1) to the Professional Services Agreement with Facility Support Services for on-call Environmental Services and Ahera Inspection.

15. Committee on Policy & Legislation – Commissioner Brown.

- 15.1 Request approval of revised policy 5114 – Suspension and Expulsion.
- 15.2 Request approval of new policy 5144.4 – Physical Exercise and Discipline of Students.
- 15.3 Request approval of the submission of a Resolution Proposal to CABE regarding Alliance School District obligations.

16. Superintendent's Notification to the Board

- 16.1 Extended Academic Support (EAS) Summer School appointments:

<u>Name</u>		<u>Location</u>	<u>Position</u>
Booker	Wanda	HS @ WAMS	Hall Monitor
Bernardini	James	HS @ WAMS	Hall Monitor
Helman	Emma	HS @ WAMS	Science

Gilmore	Jordan (external)	WSMS	
Patnaude	Nicholaus	WSMS	ELA
Burgess	Susan	NEMS	Math grade 6
Demiraj	Brunilda	NEMS	Bilingual
Galpin	Lindsay (external)	NEMS	ELA
Garcia	Zulma	NEMS	Bilingual
Abarzua	Lauren	Carrington	Kindergarten
Albanese	Thomas	Carrington	2nd
Davino	Melissa	Carrington	Kindergarten
Doolan	Heidi	Carrington	Kindergarten
Doyle	Kylie (external)	Carrington	Teacher
Fleming	Sonya	Carrington	1st
Gorman	Regina	Carrington	1st
Marquez	Chakira	Carrington	5th
Morales	Barbara	Carrington	5th
Palmer	Christina	Carrington	1st
Pastore-Quezada	Paula-Ann	Carrington	2nd
Robinson	Debra	Carrington	SW Facilitator
Rosado	Jeffrey	Carrington	4th
Ventura	Lisa	Carrington	Secretary
Winston	Aina	Carrington	3rd
Campbell	Lloyd	Duggan	Elem. Counselor
DeSena	Deanna	Duggan	Kindergarten
Field	Susan	Duggan	5th
Gaudiosi	Karen	Duggan	3rd
Johnson	Domonique	Duggan	Secretary
Mancini	Mark	Duggan	4th
McCasland	Maureen	Duggan	Kindergarten
Ouellette	Katelynn	Duggan	5th
Rush	Colleen	Duggan	1 st Substitute
Teel	Makenzie	Duggan	5th
Thibeault	Jolene	Duggan	3rd
Wells	Kelley	Duggan	4th
Blake	James	Gilmartin	5th
Guerrera	Aimee	Gilmartin	Kindergarten
Hulteen	Lisa	Gilmartin	4th
Kershaw	Tania	Gilmartin	2nd
McCue	Erin	Gilmartin	4th
McManus	Michael	Gilmartin	Elem. Counselor
Porcaro	Stefanie (external)	Gilmartin	Teacher
Rizzo	Lisa	Gilmartin	SW Facilitator
Savarese	Catherine	Gilmartin	Kindergarten
Smolley	Nicole	Gilmartin	1st
Sodano	Bridgette	Gilmartin	3rd
Tejada	Felizaida	Gilmartin	3rd
Virdee	Robin	Gilmartin	2nd
Wehry	Nina	Gilmartin	Secretary
Bell,	Teresa	Reed	3rd
Betancourt	Patty	Reed	3rd

Cavila	Emily (external)	Reed	Teacher
Chieppo	Christopher (external)	Reed	Teacher
Ciccone	Melissa	Reed	SW Facilitator
Cruz	Mayra	Reed	5th
Edwards	Cara	Reed	4th
Grassi	Carmen	Reed	Secretary
Marquez	Chakira	Reed	5th
Milera-Rivera	Lyriss	Reed	1st
Nazario	Katherine	Reed	2nd
Osagie	Nancy (external)	Reed	Teacher
Reddinger	Megan	Reed	Kindergarten
Robalino	Alexandra	Reed	Kindergarten BL
Rosa	Pamela	Reed	Elem. Counselor
Roy	Brittany	Reed	Kindergarten
Scanlon	Amy	Reed	2nd
Tuite	Maeve	Reed	4 th

16.2 Extended School Year (ESY) Summer School appointments:

<u>WTA Teachers</u>	<u>WTA Support Staff</u>	<u>Paras as teachers</u>	<u>Paraprofessionals</u>
Bleu, Lisa	Atkins, Debra	Clemente, Nera	Bouley, Allyssa
Boampong, Christine	Bandurski, Andrew	Dowdell, Angelica	Cintron, Miriam
Burke, Heather	Fay, Heidi	Forestier, Sarah	Diaz, Mildred
Daly, Terri	Grabherr, Karen	Grossman, Melissa	Gibson, Patrick
Delano, Teresa	Jester, Kristin	Hage, George	Harrison, Arthur
Dilonardo, Rachel	Krampitz, Paula	Kowal, Michelle	Hunter, Zaire
Felton, Margaret	Lehane, Danielle	Marchetti, Michelle	Lucas, Leteacia
Frigo, Mark	Masayda, Rebecca	Padua, Maria	Mcleod, Delmore
Grendzinski, Katie	Morales, Elizabeth	Potts, Tawnesha	Ortiz, Maegan
Grillo, Heather	Murphy, Jame	Rinaldi, Joseph	Pittman, Alexi
Hart, Rebecca	Sonnenschein, Esther	Rodriguez, Jessica	Quintana, Carolyn
Kaponis, Rachael	Zamora, Angel	Silver, Sarah	Santiago, Maritza
Laurent, Janine		Sylvester, Christiana	
Mancini, Laure-Lyne		Teal, Amanda	
Murphy, Army			
Piccolo, Carla			
Quispe, Magda			
Rivera, Ana			
Rupe, Michele	<u>External Applicant</u>	<u>ESS Sub</u>	
Schaefer, Courtney	Robinson, Yolanda	Capobiano, Olivia	
Scrivano, Cynthia			

16.3 Miscellaneous Summer School Programs appointments:

<u>Name</u>	<u>Position</u>	<u>Location/Program</u>
Alexander, Lisa	Secretary (partial)	RMS
Biolo, Dawn	Math Coach	RMS
Coles, Antonio	AV Tech (partial)	RMS
Cruess, Carla	Principal	RMS
Daddona, Stacy	Classroom Assistant	RMS
Desanto, Christine	Grade 5	RMS

Gannon, Daniel	Grade K	RMS
Ignacio, Lyndsy	Grade 1	RMS
Kodra, Filloreta	Classroom Assistant	RMS
Matthews, Julia	Sub	RMS
Monroe, Mary	Grade 3	RMS
Rosser, Joseph	Computer Tech (partial)	RMS
Russaw, Crystal	Grade PreK	RMS
Salvatore, Melissa	Classroom Assistant	RMS
Santovasi, Monica	Sub	RMS
Simoes, Odet	Sub	RMS
Stevens, Jeanne	Literacy Coach	RMS
Tytymoe, Yllke	Classroom Assistant	RMS
Wallace Dana	Administrator Sub	RMS
Zaccagnini, Krista	Grade 2	RMS
Budd, Ryan	Interdisciplinary	NEMS Summer School
Purnawasi, Muniram	Math	CHS Early College High Summer
Sterling, Loraine	ELA	CHS Early College High Summer
Correa, Jennifer	Science	CHS Early College High Summer
Delarosa, Mary	SEL	CHS Summer Transition
Mahan, Jill	Math	CHS Summer Transition
Zeolla, Michelle	ELA	CHS Summer Transition
Moutinho, Ashley		KHS Summer Transition
Szwaba, Brigitt		KHS Summer Transition
Lawrence, Diana		KHS Summer Transition
Braun, Brooklyn	Teacher	WMS Academic Academy
Farley, Amanda	Sub	WMS Academic Academy
Gluz, Debra	Teacher	WMS Academic Academy
Hill, Elaine	Teacher	WMS Academic Academy
Lucian, David	Sub	WMS Academic Academy
Betjemann, Eva	Grade 5 to 6 Teacher	WAMS Summer Transition
Burrus, John	Student Behaviorist	WAMS Encore
Burrus, John	SEL	WAMS Summer Transition
O'Brien, Nicholas	Math	WAMS Summer Transition
DeFrancesco, Nora	ELA	WCA Summer Transition
Figueroa, Victor	Math	WCA Summer Transition
Malcolm, Jacqueline	SEL	WCA Summer Transition
Valletta, Marnie	ELA	WHS Summer Transition
Jusino, Jillian	Math	WHS Summer Transition
Morrow, Olivia	SEL	WHS Summer Transition
Basile, David	Administrator	WHS Summer School
Kelly, Wendy	Counselor	WHS Summer School
Johnson, Joshua	Business/Elective	WHS Summer School
Erdmann, Michael	Special Ed	WHS Summer School
Porco, Abigail	Math	WHS Summer School
Harris, Marquis	English	WHS Summer School
DiCarlo, Marissa	Social Studies	WHS Summer School
Bruce, Jamel	Special Ed	WHS Summer School
Bryrd, Diana	Business/Elective	WHS Summer School
McCarthy, Erica	Social Studies	WHS Summer School

Cassano, V. Anthony	Physical Education	WHS Summer School
Roth, Ellen		Summer Advisory Committee
Johnson, Tennyson		Summer Advisory Committee
Murtaza, Saima		Summer Advisory Committee
Cybart-Persenaire, Alena		Summer Advisory Committee

16.4 Summer Curriculum Committee appointments:

<u>Name</u>	<u>Position</u>
Cancro, Dana	Counseling Curriculum
Cremens, Lauren	Counseling Curriculum
Desjardina, Melissa	Counseling Curriculum
Moutinho, Ashley	Counseling Curriculum
Poulter, Craig	Counseling Curriculum
Stellmach, Caryn	Counseling Curriculum
Westerville, Jennifer	Counseling Curriculum
Abuhamed, Hoda	Career & Technical Education Curr.
Bunko, Katherine	Career & Technical Education Curr.
Jannetty, Dana	Career & Technical Education Curr.
Johnson, Tennyson	Career & Technical Education Curr.
Lucas, Michele	Career & Technical Education Curr.
Lucian, David	Career & Technical Education Curr.
Mucciachiaro, Kathryn	Career & Technical Education Curr.
Perkins, Chris	Career & Technical Education Curr.
Valenti, Michele	Career & Technical Education Curr.
Deldebbio, Joe	Secondary Science Curr. (Environmental)
Tolly, Bianca	Secondary Science Curr. (Biology)

16.5 Adult Education summer appointments effective July 3, 2023:

<u>NAME</u>		<u>POSITION</u>	<u>HRS/RATE</u>
<u>ADULT HIGH SCHOOL CREDIT DIPLOMA (AHSCDP):</u>			
Glass	Rosalyn	Substitute	@\$34.00 p/hr.
Highsmith	Carolyn	Health Instructor	21 hrs. p/wk. @ \$34.00 p/hr.
Mobilio	James	Social Studies Instructor	21 hrs. p/wk. @ \$34.00 p/hr.
Moreau	Margaret	Math Instructor	21 hrs. p/wk. @ \$34.00 p/hr.
Mottillo	Carissa	English Instructor	21 hrs. p/wk. @ \$34.00 p/hr.
Person	Jocelyn	Science Instructor	21 hrs. p/wk. @ \$34.00 p/hr.
Riemer	Wayne	English Instructor	21 hrs. p/wk. @ \$34.00 p/hr.
<u>CT ADULT VIRTUAL HIGH SCHOOL:</u>			
Barbieri	Stephen	Coordinator	5 hrs. p/wk. @ \$26.79 p/hr.
Scurso	Laurie	Mentor	4 hrs. p/wk. @ \$34.00 p/hr.
<u>AHSCDP INDEPENDENT PROJECTS:</u>			
Curci	Joseph	Earth Science	10 hrs. p/wk. @ \$34.00 p/hr.
Glass	Rosalyn	English Usage	10 hrs. p/wk. @ \$34.00 p/hr.
<u>ADULT BASIC EDUCATION (ABE)/GENERAL EDUCATION DEVELOPMENT (GED):</u>			
Baranowski	Judith	ABE Instructor	21 hrs. p/wk. @ \$34.00 p/hr.
McDonald	Brian	GED Instructor	21 hrs. p/wk. @ \$34.00 p/hr.

<u>GUIDANCE STAFF:</u>			
Aucella	Laurence	ESL School Counselor	21 hrs. p/wk. @ \$34.00 p/hr.
Jordan	Ellen	School Counselor	21 hrs. p/wk. @ \$34.00 p/hr.
Volikas	Katherine	School Counselor	21 hrs. p/wk. @ \$34.00 p/hr.
<u>ENGLISH AS A SECOND LANGUAGE (ESL):</u>			
Chesnas	Stanley	ESL Facilitator	30 hrs. p/wk. @ \$34.00 p/hr.
Salgado	Roberto	ESL Instructor	12 hrs. p/wk. @ \$34.00 p/hr.
Scurso	Laurie	ESL Instructor	12 hrs. p/wk. @ \$34.00 p/hr.
Stinson	Rebecca	ESL Instructor	12 hrs. p/wk. @ \$34.00 p/hr.
Xhafi	Ermonela	ESL Instructor	12 hrs. p/wk. @ \$34.00 p/hr.
<u>LITERACY, ADULT AND COMMUNITY EDUCATION SYSTEMS (LACES):</u>			
Monaco	Roxanne	Administrator	12 hrs. p/wk. @ \$38.33 p/hr.
<u>TECHNOLOGY:</u>			
Blancato	Alfred	Computer Analyst	30 hrs. p/wk. @ \$24.00 p/hr.
Santoro	Joseph	Computer Analyst	30 hrs. p/wk. @ \$24.00 p/hr.
<u>EDUCATIONAL AIDES:</u>			
Nonamaker	Kim	ABE	21 hrs. p/wk. @ \$21.50 p/hr.
Pelletier	Laurie	GED	21 hrs. p/wk. @ \$21.50 p/hr.
SantaBarbara, Sr.	Louis	Res. Room/Registration	21 hrs. p/wk. @ \$21.50 p/hr.
<u>GED EXAMINATION:</u>			
Bacik	Madeleine	CBT Test Administrator	As needed @ \$27.36 p/hr.
Felton	Tanya	CBT Test Administrator	As needed @ \$17.56 p/hr.
Rinaldi	Nancy	CBT Test Administrator	As needed @ \$15.85 p/hr.
Iasevoli	Luigi	Saturday Security	As needed @ \$20.00 p/hr.
<u>SECURITY:</u>			
Iasevoli	Luigi	Security	35 hrs. p/wk. @ \$20.00 p/hr.
<u>CUSTODIAL/AIDES:</u>			
Cintron	Cameron	Security/Custodial Aide	35 hrs. p/wk. @ \$15.54 p/hr.
Evon	Randy	Security/Custodial Aide	35 hrs. p/wk. @ \$15.54 p/hr.
Iaiennaro	Michael	Security/Custodial Aide	35 hrs. p/wk. @ \$15.54 p/hr.
Iasevoli	Peter	Head Custodian	35 hrs. p/wk. @ \$16.50 p/hr.
McLean	William	Security/Custodial Aide	35 hrs. p/wk. @ \$15.54 p/hr.

16.6. Voluntary Clean Opening transfers effective 2023/24 school year (08/23/23):

<u>LAST</u>	<u>FIRST</u>	<u>FROM: Previous School Location (Temporary)</u>	<u>TO: New School Location (Permanent)</u>
Arzuaga	Karen	Districtwide SLP	Districtwide SLP
Awwad	David	WMS Science Gr 7	WMS Science Gr 7
Bajraktarevic	Zehra	Regan Elem. School Counselor	Regan Elem. School Counselor
Bonvento	Victoria	WAMS Science Gr 7	WAMS Science Gr 7

Calmar	Charles	State Street Tech Ed - Info Tech/Construction	State Street Tech Ed - Info Tech/Construction
Cassella	Mark	WMS ELA Gr 6	WMS ELA Gr 6
Diorio	Jennifer	WAMS Math MS Gr 7	WAMS Math MS Gr 7
Dipietro	Michelle	Bucks Hill Spec. Ed - CBL Prog.	Bucks Hill Spec. Ed - CBL Prog.
Dobransky	Christopher	WHS PE/Health	WHS PE/Health
Ferati	Jeanette	Maloney Gr 1	Maloney Gr 1
Frigo	Mark	WHS Spec. Ed - Essential Skills	WHS Spec. Ed - Essential Skills
Gracy	Andrea	Tinker Gr K	Tinker Gr K
Haynes	Ralph	WHS Spec. Ed-Work to Trans.	WHS Spec. Ed-Work to Trans.
Johnson	Joshua	WHS Business	WHS Business
Mannikko	Forest	WHS ELA HS	WHS ELA HS
Marchand	Jeremy	WMS Social Studies MS	WMS Social Studies MS
McAloon	Katelyn	DW Social Worker	DW Social Worker
Milera-Rivera	Lyriss	Bunker Hill Gr 1	Bunker Hill Gr 1
Murph	Tyrone	Gilmartin Gr 5	Gilmartin Gr 5
Murtishi	Shaban	NEMS PE/Health	NEMS PE/Health
O'Keefe	Kathleen	WSMS ESL	WSMS ESL
Reynolds	Erin	Reed ELA Gr 6	Reed ELA Gr 6
Saucier	Anne Marie	Sprague Special Ed Elem.	Sprague Special Ed Elem.
Segarra	Israel	Tinker Gr 5	Tinker Gr 5
Shippee	Kieran	KHS PE/Health	KHS PE/Health
Simpson-McGowan	Dainty	Reed Math/Science Gr 6	Reed Math/Science Gr 6
Stolfi	Christine	KHS Special Ed - STEP 2 NVCC Program	KHS Special Ed - STEP 2 NVCC Program
Taylor	Jamie	Bucks Hill Spec. Ed - CBL Prog.	Bucks Hill Spec. Ed - CBL Prog.
Tiru	Eddie	WHS ESL	WHS ESL
Tuite	Maeve	Bucks Hill Gr 4	Bucks Hill Gr 4
Valeri	Robert	CHS Social Studies HS	CHS Social Studies HS
Vasquez	Valerie	Walsh Gr K	Walsh Gr K
Williams	Chelcey	Regan Gr K	Regan Gr K
Winston	Aina	Driggs Gr 3	Driggs Gr 3
<u>LAST</u>	<u>FIRST</u>	<u>FROM: Previous School Location</u>	<u>TO: New School Location</u>
Barone	Stephen	Enlightenment Social Studies	Reed Social Studies MS. Gr 7
Bizati	Liridona	Wilson Gr 3	International Gr 3 English
Caron-Lichaj	Nicole	Enlightenment FCS - Child Dev.	KHS FCS-Home Economics
Cassidy	Haley	Rotella Gr 4	NEMS Math MS. Gr 6
Choi	Michele	Reed Gr 5	Wendell ELA MS Gr 6
Cipriano	Stacy	Regan Gr 2	WMS ELA MS Gr 6
Danziger	Byron	Wendell PE/Health	Walsh PE/Health
Fengler	Kelly	Wilson Gr 2	Driggs Gr 2
Ferrucci	Kathleen G	Kingsbury Gr 4	Kingsbury Gr 3
Freitas	Ashley	WCA Math HS	WCA Guidance Counselor
Gjolle	Besmira	Generali ESL	WCA/Wilson Split ESL
Gonzalez Perez	Emilse	CHS World Language - Spanish	WAMS World Lang. - Spanish
Gutierrez	Jon	WMS Computer Ed	WMS ELA MS Gr 8

Hernandez-Santiago	Cynthia	WMS Special Ed MS	Enlightenment Special Ed HS
Homewood	Gregory	Washington Gr K	Tinker Gr K
Klesyk	Mary	Bucks Hill Gr 5	Washington Gr 4
LeVasseur	Daniel	Wilson Gr 5	Carrington Gr 2
Mancinone	Taylor	Chase Gr 3	Chase Gr 1
McCartin	Sarah	Wendell Social Studies Gr 6	Wendell Social Studies Gr 7-8
McKenna	Eibhiln	Chase Gr 5	Chase Literacy Title I
Mercogliano	Cyndi	WMS ELA Gr 8	CHS ELA HS
Mulla	Julita	Sprague Gr 4	Generali Gr 2
Newman	Suzanne	Sprague Gr 1	Carrington Reading
Otero Lopez	Javier	Hopeville Bilingual Gr 4	KHS Bilingual Science
Paolino	Antionietta	Wilson Gr 2	Wilson ESL
Philips	Cheryl	Rotella Gr 5	Kingsbury Gr 5
Pierce	Karen	Enlightenment Special Ed MS	Carrington Special Ed MS
Rayer	Pauline	Rotella Gr K	Wilson Gr K
Rodriguez Velez	Nanichi	Bucks Hill Bilingual Gr 2	International Gr 3 Spanish
Ruiz	Jessica	Bunker Hill Gr 5	WSMS ELA MS Gr 6
Swanson	Lisa	State Street Business	Walsh Gr 1
Terenzi	Timothy	WMS PE/Health	WHS PE/Health
Testa	Michelle	Wendell Library Media Spec.	Bunker Hill Library Media Spec.
Tramontanis	Brittany	Tinker Gr 3	Kingsbury Gr 4
Uraco	Rachel	Wilson Gr 5	Tinker Gr 3
Wallace	Kara	Rotella Gr 2	Rotella Math Facilitator
Williams	Richard	WMS Math MS Gr 6	WMS Numeracy MS

16.7 Involuntary building transfers effective 2023/24 school year (08/23/23):

<u>LAST</u>	<u>FIRST</u>	<u>FROM: Previous School</u>	<u>TO: New School</u>
Barbati	Donna	Carrington Special Ed - Essential Skills	Carrington Special Ed Elem.
Brady	Charlotte	Driggs/International Split Library Media Specialist	Sprague Library Media Specialist
Colby	Shannon	Washington Gr 5	Washington Gr 3
Collins	Brittney	Sprague Gr 2	Sprague Gr 1
Crespo	Brianna	Carrington Gr 5	Bunker Hill Gr 5
DeMatteis	Jennifer	Bunker Hill Literacy Facilitator	Washington Literacy Facilitator
DosSantos	Shannon	Non-Public Special Ed	Duggan/Non-Public Special Ed
Els	Cortney	International/Bucks Hill Annex Split PE/Health	WSMS PE/Health
Fitzpatrick	Kevin	Wendell ELA MS Gr 6	Wendell ELA MS Gr 7
Gawlak	Peter	WSMS PE/Health	Wallace PE/Health
Gomez	Bridgette	Washington Gr 1	Washington Gr K
Gorman	Daniel	Chase Gr 4	Chase Gr 5
Gruner	Laureen	Rotella Gr 5	Rotella Gr 5 Science
Gundersen	Lauren	Rotella Gr K	Rotella Gr 5
Iacovone-Bolvin	Rachel	Carrington Gr 2	Carrington Gr K

Johnson	Koral	Carrington Literacy Facilitator	Carrington/International Split Literacy Facilitator
Lin	Amanda	Walsh Library Media Specialist	Walsh/International Split Library Media Specialist
Lopez	Myra	NEMS ESL	Kennedy ESL
Magas	Mark	Wilby Special Ed	State Street Tech Ed - Culinary
Martinez	Kristina	Bucks Hill Literacy Facilitator	Bunker Hill Literacy Facilitator
Mas-Batista	Sierra	Wendell Gr K	Wendell Gr 1
Mendela	Rebecca	Generali Gr 4	Generali Gr 1
Muro	Candida	Rotella Gr 4	Rotella Gr 2
Perez	Eric	Washington/Regan Split PE/Health	International/Regan Split PE/Health
Rendon-Moreno	Miguel	Bucks Hill Bilingual Grade 3	Bucks Hill Special Ed Elem.
Reeves	Kenneth	Bunker Hill Special Ed Elem.	Enlightenment Special Ed MS
Rivera Gierbolini	Jose M.	Hopeville Bilingual Literacy Priority Schools	Crosby World Language Spanish
Robalino	Alexandra	Bucks Hill Bilingual Gr K	Hopeville Bilingual Literacy Priority Schools
Santos	Melanie	Washington Gr 2	Washington Gr 4
Schwarz	Kathryn	Wendell SS MS Gr 7-8	Wendell SS MS Gr 6-7
Shwartz	Amilia	Washington Gr 3	Washington Gr 5
Williams	Patricia	Crosby Literacy Facilitator	Crosby/Kennedy Split Literacy Facilitator

16.8 Resignations

<u>Name</u>		<u>Position</u>	<u>Effective</u>
Aleman	Glorymar	ESL/Kennedy	06/15/23
Gibson	Ricard	PE/Health/Reed	06/15/23
Lawrence	Diana	ELA/Kennedy	08/04/23
Piggott	Taylor	School Counselor/W. Cross	06/15/23
Rinaldi	Kayla	ELA/Rotella	06/15/23
Rodriguez	Melina	Assistant Director of Pupil Services	06/30/23
Wojteczko	Joanna	School Counselor/Gilmartin	06/15/23

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

18. *Adjournment*

Committee Meeting Agenda/Minutes

Committee: BOE Policy & Legislation Committee			
Location: Superintendent's Office Chase Building/Room 158 236 Grand Street	Date of Meeting: Tuesday August 29, 2023	Start Time: 5:30 p.m.	Finish Time:

Team Norms:
<ol style="list-style-type: none"> 1. All meetings will start on time 2. All team members will agree to stay on specific agenda topics 3. A specific agenda will be set for all meeting

Commissioners Present:	Staff Present:

AGENDA		MINUTES
	Agenda Item	Time Allotted
	<ul style="list-style-type: none"> • Motion • Motion by/seconded by • Vote tally 	
1.	Revised High School Grading/QPR #6146.1 ~ D. Schwartz, et al.	
2.	Discussion – School Visitors Policy/Regulations #1250 ~ Dr. Ruffin	
3.	Scheduling of next meeting	
4.	Adjournment	

Additional notes/minutes:
Minutes prepared by:

**B. *The Board has successfully worked with other community leaders.
(provide description and/or supporting documentation)***

The Board's collaboration with community leaders shows a commitment to enhancing overall support of the community. Parent Liaisons in each school work with community leaders to host community events within the school and school "community day" events outside of school.

In the past year the district has participated in the following:

- Attend monthly/bimonthly meetings and events with the following community groups:
 - Diversity Committee
 - United Way Board of Directors
 - Palace Theater Board of Directors
 - Waterbury Promise Board of Directors
 - Waterbury Links
 - Waterbury RED
- Media correspondence:
 - Weekly meetings with Republican American
 - News station interviews (WFSB, NBC, WTNH, FOX)
 - WATR Talk of the Town
 - CT Examiner
 - UCONN Waterbury Campus Director Search Committee
 - Press conferences with Legislators regarding important programs/opportunities/awards
- Northwest Regional Healthcare and Manufacturing Regional Sector Partnership Core Team
- Meetings to establish Community-Based Health Centers
- Quarterly SRO Meetings with Police Department
- National Night Out (August 3)
- Waterbury Neighborhood Council 22nd Annual Awards Dinner (October 20)
- PINK Out Day (October 21, 2022)
- Legislative Roundtable Dinner (December 13)
- Connecticut Junior Republic Regional Legislative Update (December 20)
- Mental Health Awareness and Suicide Prevention Virtual Forum (February 23)
- A Conversation with Michelle Baker-LINKS (March 19)
- Waterbury PD Graduation Ceremony (March 21)
- Dr. Lawrence Shea Awards Banquet (March 29)
- UCONN W.I.S.H. Fest (April 18)
- School Readiness Council Meetings
- Board of Education Liaisons to the Board of Aldermen
- WATR Talk of the Town: participates in segments to apprise community of WPS happenings
- Waterbury Public Schools District Equity Conference
- School Safety & Security Task Force
- Waterbury Youth Services Back to School Rally
- Restorative Justice Training ~ Waterbury PD
- BOOST Community School Partner Convening at Mattatuck Museum
- The Gathering
- Committee participation: Regional Crisis Team Meetings – CT Center for School Safety and Crisis Preparation

The Board works with the community's local cable access channel. (provide description)".

The Board appointed its Director of Communications, Belen Michelis, as its representative on the Greater Waterbury Cable Council. Ms. Michelis coordinates programming on the local education access channel 16 on behalf of Waterbury. This Board appointee works closely with Comcast and SKYE Cable XIII, which has been appointed by Comcast to coordinate use of public access channels in the area.

The Board of Education meetings and workshops are aired on the City's public access channel and local education access channel. In addition, school closures or school events are also aired on the public access channel and local education access channel in an effort to showcase all the great work done by staff and students!

5. Related Organizational Leadership
Level Two
Item B

- B. *The Board has sponsored a Legislative Breakfast or some other legislative event
(provide invitation or agenda)***

(SEE FOLLOWING 14 PAGES)

MEMORANDUM

DATE: December 2, 2022
TO: Waterbury Legislative Delegation
FROM: Dr. Verna D. Ruffin, Superintendent of Schools
SUBJECT: Waterbury Legislative Roundtable Dinner

You are cordially invited to a roundtable discussion with Education Staff and Board of Education Commissioners on Tuesday, December 13, 2022, 6:00 p.m., to discuss education priorities for the 2023 legislative session.

This meeting will be held at Wilby High School located at 568 Bucks Hill Road, Waterbury, Connecticut.

Please be kind enough to confirm your attendance by "accepting" or "declining" the forthcoming meeting invitation.

Thank you and I look forward to meeting with you.

VDR/cas

Distribution via email:

Joan Hartley, State Senator
Robert Sampson, State Senator
Larry Butler, State Representative
Michael DiGiovancarlo, State Representative
Ronald Napoli, State Representative
Joe Polletta, State Representative
Geraldo Reyes, State Representative
William Pizzuto, State Representative
Lezlye Zupkus, State Representative

cc: Mayor Neil M. O'Leary
Waterbury Board of Education
Executive Cabinet

Carrie Swain

Subject: Legislative Roundtable Dinner
Location: Wilby High School, Media Center, 568 Bucks Hill Road, Waterbury, CT
Start: Tue 12/13/2022 6:00 PM
End: Tue 12/13/2022 7:30 PM
Recurrence: (none)
Meeting Status: Meeting organizer
Organizer: Carrie Swain
Required Attendees: Carrie Swain; Representative Butler; ron.napoli@cga.ct.org; Representative William Pizzuto; Senator Rob Sampson (rob.sampson@cga.ct.gov); Joseph Johnson; JADE LEE GOPIE; Representative Michael DiGiovancarlo; Representative Reyes; Maureen Urso, Leg. Aide to Rep. Pizzuto; Nathan Kalechman Aide to Rep. Napoli; Dr. Verna D. Ruffin; Representative Lezlye Zupkus (lezlye.zupkus@housegop.ct.gov); Tanya Bombero; Kim Taylor Leg. Aide to Rep. Butler & Reyes; Rosh Maghfour; MATTHEW BROWN; Belen Michelis; Darren Schwartz; Nolan Davis Aide to Sen. Sampson (nolan.davis@cga.ct.gov); melissa.jalbert@cga.ct.gov; Doreen Biolo; Justin Kaiser Leg Aide to Rep. DiGiovancarlo; 1 Board of Ed; JUAN MENDOZA; joe.polletta@housegop.ct.gov; Ashley Lamb - Leg. Aide to Senator Hartley; Senator Hartley; Ron.Napoli@cga.ct.gov
Optional Attendees: Rocco Orso; AMANDA NARDOZZI; LaToya Ireland; Rep. Zupkus, Lezlye; ANN SWEENEY; THOMAS VAN STONE SR.; Margaret O'Brien; Margaret Cherubini; Hector Navarro; hnavarro1984@gmail.com; Rep. Polletta, Joe; ELIZABETH BROWN; JUANITA HERNANDEZ

On behalf of Superintendent of Schools Dr. Verna Ruffin and Board of Education President Ann Sweeney, you are cordially invited to attend Waterbury's Annual Legislative Roundtable Dinner on Tuesday, December 13, 2022 at 6:00 p.m.

Kindly rsvp by accepting or declining this invite. When available, the Agenda will be forwarded. Thank you.



LEGISLATIVE ROUNDTABLE DINNER

Tuesday, December 13, 2022 at 6:00 p.m.

AGENDA

1. **WELCOME/INTRODUCTION ~**
Mayor Neil O'Leary, Commissioner Elizabeth Brown
2. **FUNDING:**
 - **ECS and Alliance ~** Mrs. Doreen Biolo, Chief Financial Officer
 - **Special Education ~** Mrs. Doreen Biolo, Chief Financial Officer
 - **Federal ARP ESSER ~** Mrs. Doreen Biolo, Chief Financial Officer
 - **Pre-K and ESL ~** Dr. Joseph Johnson, Assistant Superintendent
 - Universal Pre-K funding needed
 - **School Based/Community Based Health Centers ~** Mayor Neil O'Leary
3. **UNFUNDED MANDATES:**
 - Approved Reading Curriculum/Waiver ~
Dr. Joseph Johnson, Assistant Superintendent
 - Teacher Evaluation ~ Mr. Juan Mendoza, Assistant Superintendent
4. **STAFFING/TEACHER SHORTAGE ~** Mr. Juan Mendoza, Assistant Superintendent
 - CBE Legislative Language
5. **WATERBURY PUBLIC SCHOOLS MASTER PLAN AND EXPANSION OF CHOICE SCHOOLS ~** Dr. Verna Ruffin, Superintendent
6. **CHARTER SCHOOLS AND IMPACT ON THE WATERBURY PUBLIC SCHOOLS ~**
Dr. Verna Ruffin, Superintendent
7. **VIRTUAL LEARNING ~** Mrs. Jade Gopie, Assistant Superintendent
8. **SAFE NEIGHBORHOODS ~** Commissioner Elizabeth Brown
9. **OPEN DISCUSSION**
10. **CLOSING REMARKS**



WPS Legislative Dinner

December 13, 2022



Dr. Verna Ruffin
Superintendent

Waterbury Public Schools Team



Darren Schwartz
Deputy Superintendent and
Chief Academic Officer



Rosh Maghfour
Interim Chief Operating
Officer



Jade Gopie
Assistant
Superintendent



Doreen Biolo
Chief Financial Officer



Dr. Joseph Johnson
Assistant Superintendent



Matt Brown
Chief Turnaround Officer



Belen Michelis
Director of
Communications



Dr. Lara White
Director of Equity and
Inclusion



Will Zhuta
Director of Information &
Technology



Juan Mendoza
Assistant Superintendent
of Human Capital



Miguel Pabon
Director of Pupil
Services



Nyree Toucet
Director of College and Career
Readiness



Dan Barry
Director of Safety & Security

Funding



ECS Alliance

Waterbury is expected to be fully funded through the ECS phase in formula by FY2028. There is possibly a draft bill to be introduced in the upcoming legislative session to fully fund ECS grant effective FY2025. This will timely coincide with the ending of the Federal Stimulus Funds and avoidance of a fiscal cliff.

Since Waterbury is already established as an Alliance district in need the yearly increase in ECS is awarded through the Alliance Grant.



Special Education Funding

Excess Cost Grant - The financial burden on local municipalities to meet the threshold of 4.5x the per pupil cost (\$75K) disqualifies the district from submitting a significant amount of students for excess cost reimbursement. To assist districts either by lowering the threshold amount or fully reimbursing the district over the excess amount by 100%.



Federal ARP ESSER

ESSER II = \$42 Million due by 9/2023

ESSER III = \$90 Million due by 9/2024

Seeking extension as was offered with the ESSER I funds. * (Waterbury Esser I funds were fully expended by the original deadline - no extension needed)

*The extension of time request is due to supply chain sustainability and supply market constraints.



Pre-K Funding

Total Enrollment: 885 Pre-K students

Funding Concerns:

- State programs have not had a reimbursement rate increase since 2015
- The reimbursement rate maximum is currently \$8,900; however a recent UConn study revealed that the cost of care for community based programs is \$15,000 while school based programs is \$24,000
- Programs cannot recoup the \$8,900 because some programs are not full, due to staff shortages
- We cannot provide competitive salaries for our assistants at school-based programs & teachers at community based programs



ESL Funding

Increase to Bilingual Education Grant: The Bilingual Education Grant funding was adjusted through Public Act 22-118. The increase to this previously flat funded grant has allowed our district to receive significantly higher entitlements than in previous years.

Enhanced Reciprocity: Per Connecticut General Statutes, Section 10-146c, effective April 18, 2022, educators that hold certification from Delaware, District of Columbia, Maine, Massachusetts, Maryland, New Hampshire, New Jersey, New York, Pennsylvania, Puerto Rico, Rhode Island, Virginia, and/or Vermont are now eligible to receive the same or comparable certification in Connecticut. This allows our district to consider a greater pool of candidate for hard to fill positions in shortage areas.

Please Consider:

- Currently under Section 2 of Public Act 21-144, Section 10-145h of the Connecticut General Statute, the new secondary bilingual humanities (#991) and STEM (#992) endorsements authorize holders to teach 5th through 12th grade in their respective areas. We ask you to consider revising this to also include 4th grade, similar to how the World Languages 7-12 endorsement authorizes service to be extended to 4th grade. This will give our district greater flexibility in staffing.
- Per Public Act 16-41, effective July 1, 2016, the Praxis Core Academic Skills Tests is no longer required as a Connecticut certification requirement. However, this particular assessment remains as a prerequisite specifically, and only for, Bilingual Certification. We ask you to consider addressing this inequity by removing this requirement.



School/Community Based Health Centers



Unfunded Mandates



Approved Reading Curriculum/Waiver

What is the mandate?

Section 10-14ii requires the Center for Literacy Research and Reading Success at the CSDE, in consultation with the Reading Leadership Implementation Council, to review and approve at least five reading curriculum models or programs that must be implemented by all public-school districts effective the 2023–24 school year.

The following K–3 curriculum models or programs, listed in alphabetical order, are approved for use by Connecticut districts: American Reading Company – ARC Core (K–3), (2020); Amplify Education Inc. – Core Knowledge Language Arts (CKLA, 2022); Houghton Mifflin Harcourt – Into Reading; Imagine Learning – EL Education Grades K–3, (2017); McGraw Hill Education – Wonders, (2020); Open Up Resources – EL Education, (2017); and Savvas Learning Company – myView Literacy, (2020).

What is our situation? As of right now we will submit a waiver for our curriculum as a whole that includes Wonders 2017, Foundations K–3, and Heggerty K–2, and University of Oregon's Enhanced Core Reading Instruction (ECRI) for small group although we developed our curriculum in partnership with the CT Literacy Model (the model on which the legislation was founded).

As required by C.G.S. 10-14hh(d), the waiver request—in addition to satisfying the foregoing criteria—shall include (A) data collected from the reading assessments described in C.G.S. Sec. 10-14t that has been disaggregated by race, ethnicity, gender, eligibility for free or reduced priced lunches, students whose primary language is not English and students with disabilities, and (B) a strategy to address remaining reading achievement gaps, as defined in C.G.S. Sec. 10-14u as the existence of a significant disparity in the academic performance of students among and between (A) racial groups, (B) ethnic groups, (C) socioeconomic groups, (D) genders, and (E) English language learners and students whose primary language is English.



Teacher Evaluation

- Notified by EDreflect on Monday, November 7, 2022
- We reached out the state the same day and heard back Nov 30th that we are on our own.
- Currently meeting with vendors and anticipate a \$80,000 first year implementation and up to \$50,000 cost there after yearly.



Staffing



Teacher Shortage

CSDE-Emergency Certification + Flexible Staffing

Reciprocity- 20 teachers hired under
(Teachers from NY, NJ, NH, MA, RI, Puerto Rico)

Rehired Retirees: 4

Implemented the CSDE temporary flexible staffing options:

- 40 Substitute authorization
- 21 Long Term Para Sped authorization
- 13 DSAPS
- 5 CTE Pathway Permit
- 20 Emergency generalist

Flexible Staffing

The employment of appropriately certified or permitted educators remains key to the success of students. To assist districts, certification forms have been adapted to help streamline the timely processing of temporary authorizations. In addition to utilizing certified educators and other bachelor degree holders, we also encourage districts to explore these three excellent strategies for flexible school staffing.

- Substitute Authorization (No BA/BS)**
Minimum Requirements:
 - At least 18 years old
 - High school diploma or equivalent
 - Experience with school-age children
 Authorized to serve no more than 40 days in the same assignment.
- Long-Term Substitute Authorization**
Minimum Requirements:
 - BA/BS
 - At least 22 credits in coursework for teaching
 Authorized to serve in the same assignment beyond 40 days.
- Durational Shortage Area Permit (DSAP)**
Minimum Requirements:
 - Valid CT educator certificate in another teaching area or enrollment in a program leading to certification
 - At least 12 credits in coursework for teaching

Teachers from 11 other states, Puerto Rico and the District of Columbia can now obtain a Connecticut equivalent certification.

NORTHEASTERN RECIPROCITY

CERTIFICATION ALERT

Connecticut Educator Certification News from the Connecticut State Department of Education

December 2021

Emergency Educator Certification Endorsements for the 2021-22 School Year

The Connecticut State Board of Education has adopted the following temporary emergency endorsements, effective for the 2021-22 school year. These endorsements may be issued to any educator who currently holds an appropriate Initial, Provisional, or Professional Educator Certificate, including interim certificates upon a mutually agreed submission of the request by the LEA/District. This emergency authorization does not apply to special service, occupational/technical, adult education, or administrative certificates. It can only be issued to educators who hold a certificate in a teaching area, to temporarily authorize them to teach in another area.

- Emergency Generalist, PK-8 (#201) and Emergency Generalist, 7-12 (#202)**
As new endorsements, the Emergency Generalist, PK-8 (#201) and Emergency Generalist, 7-12 (#202) would allow a certified educator who currently holds an initial, provisional or professional teaching certificate to teach all content/subject and grade levels within the PK-8 or 7-12 grade span, exclusive of special education and bilingual/bicultural endorsements, for the 2021-2022 school year at the request of the LEA/District. Currently certified elementary #202, #203, #204, #205, #206, #207, #208, #209, #210, #211, #212, #213 holders would be eligible for the Emergency #201 and current 7-12 holders for the #202. Currently certified PK-12 educators and middle grades (4-8) would be eligible for either the #201/#202, or both, depending on need.
- Emergency Teacher of English Language Learners, PK-12 (#204)**
The Emergency Teacher of English Language Learners, PK-12 (#204) would authorize a certified world language teacher or a bilingual or TESOL teacher who currently holds an initial, provisional or professional teaching certificate to serve either as a TESOL or bilingual education content teacher in grades PK-12 for the 2021-22 school year at the request of the LEA/District.
- Emergency PK authorization for Comprehensive Special Education, K-12 (#205)**
The Emergency PK authorization for Comprehensive Special Education, K-12 (#205) would authorize a certified Special Education teacher, who currently holds an initial, provisional or professional teaching certificate authorized for #105, K-12 Comprehensive Special Education, to serve as a special education teacher in the PK setting for the 2021-22 school year at the request of the LEA/District.



Teacher Shortage Continued

- CABA urges school boards, higher education institutions, the State Department of Education and the General Assembly to take action to expand the pool of qualified educators for Connecticut's public schools, particularly in areas where shortages have been identified. Among the actions to be considered should be expanding the alternate route to certification programs, enhancing professional development opportunities, expanding reciprocity between states, reducing bureaucracy for educators certified in other states, encouraging students at an early age to consider the teaching profession and actively recruiting underrepresented groups.
- **CABA URGES THE STATE TO ESTABLISH AND SEEK AVAILABLE FEDERAL FUNDING TO ESTABLISH A HIGH QUALITY PAID REGISTERED APPRENTICESHIP FOR TEACHERS WHICH WILL INCREASE COLLABORATION ACROSS WORKFORCE AND EDUCATION SYSTEMS.**



WPS Master Plan and Expansion of Choice Schools



Charter Schools Impact on Waterbury



Virtual Learning



Virtual Learning Academy

The Virtual Learning Academy opened its virtual doors on October 17, 2022.

We are excited to provide extra learning opportunities for our high school students through a free online program where students will have the opportunity to earn high school credit from home.

Students learn online two nights per week (Monday and Wednesday) for 90 minutes.

- 46 Enrolled Students
- 4 Staff

Courses include:

- Creative Writing (2 sections)
- Forensics
- AP Statistics
- Cloud Computing (Arizona State Univ.)



"I chose to be a part of VLA because I wanted the extra credit. I wanted to get the credit out of the way. Even though it is putting extra work on myself."



Safe Neighborhoods



Open Discussion



THANK YOU

for participating in tonight's discussion with
Waterbury Board of Education and Central Office Staff.

We appreciate all you do for the District!



5. Related Organizational Leadership

Level Two

Item C

The Waterbury Board of Education has a sub-committee on legislation whose purpose is to follow current and proposed legislation and recommend correspondence to our state delegation on matters of concern, as well as position statements for board approval. The committee meets yearly with our delegation prior to the start of the General Session, along with the Superintendent, staff, and Mayor to address district priorities and areas of concern. Waterbury has had all three of its delegates in attendance at the CABA Delegate Assembly for several years.

Our Superintendent of Schools, Dr. Ruffin, along with Board members, testified during the 2023 legislative session.

1. Board Leadership/Student Achievement

Level Two

Item C

C. *The Board supports the appropriate use of technology in educational programming (provide examples)*

- Google Workspace for Education
- Nearpod
- Flocabulary
- Kami
- Atlas Curriculum Management
- Instructional and school management online platforms including:
 - Amplify Reading
 - Buss Agilix E-Dynamic Learning
 - Code.org
 - College Board Online
 - Common Sense Education
 - Destiny Discover
 - Discovery Education
 - E-hallpass
 - Edgenuity
 - eHallPass
 - EverFi
 - Hill for Literacy
 - Houghton Mifflin Harcourt Math
 - Houghton Mifflin Harcourt Science
 - i-Ready
 - Imagine Edgenuity
 - Khan Academy
 - Kickboard
 - Legends of Learning
 - Lexia
 - McGraw Hill StudySync
 - McGraw Hill Wonders
 - McGraw Hill Maravillas
 - McGraw Hill Social Studies
 - Naviance
 - Pathful Explore
 - Pearson NNAT3
 - Pivot Interactives
 - PS Professional Learning
 - Quill.org
 - Scholastic Literacy Pro
 - Springboard online
 - Unified Talent Perform
 - Varsity Tutors
 - Vista Higher Learning
 - You Science
- Chrome Lenovo Tablets
- Document Cameras
- SWIVL Technology
- SMARTBoards and Viewsonic Boards
- Chromebooks
- iPads
- Video Editing Software
- Computer Assisted Drafting (CAD)
- Robotics in grades 6-12

1. Board Leadership/Student Achievement

Level Two

Item D

D. The Board uses data to make informed decisions regarding student achievement (provide examples):

PK-5	<ul style="list-style-type: none">• ELA Performance Index• ELA Performance Index High Needs• Math Performance Index• Math Performance Index High Needs• Science Performance Index• Science Performance Index High Needs• ELA Academic Growth• ELA Academic Growth High Needs• Math Academic Growth• Math Academic Growth High Needs• Science Academic Growth• Science Academic Growth High Needs• Progress Toward English Proficiency-Literacy• Progress Toward English Proficiency-Oral• Chronic Absenteeism- All students• Chronic Absenteeism- High Needs Students• Physical Fitness• Speed DIAL 4 Pre and Post Test Summary• Teaching Strategies Gold aligned to Early Learning Development Standards (ELDS)• Kindergarten Inventory• Dynamic Indicators of Basic Early Literacy Skills (DIBELS) 8• Foundations-Reading Foundational Skills• Wonders• Dimensions Assessment• Language Assessment Survey (LAS) Links• iReady• Interim Assessment Blocks (IABs)• Behavioral Data• Teacher Evaluation
6-8	<ul style="list-style-type: none">• ELA Performance Index• ELA Performance Index High Needs• Math Performance Index• Math Performance Index High Needs• Science Performance Index• Science Performance Index High Needs• ELA Academic Growth• ELA Academic Growth High Needs• Math Academic Growth• Math Academic Growth High Needs• Science Academic Growth• Science Academic Growth High Needs• Progress Toward English Proficiency-Literacy• Progress Toward English Proficiency-Oral• Chronic Absenteeism- All students• Chronic Absenteeism- High Needs Students• Physical Fitness• StudySync Reading Units• CREC Science Unit Assessments

	<ul style="list-style-type: none"> • Social Studies Unit Assessments • Language Assessment Survey (LAS) Links • iReady • PSAT • Interim Assessment Blocks (IABs) • Behavioral Data • Teacher Evaluation • Quill usage • Dibels Maze 8 • Performance Matters – Benchmarks • Studysync usage • Literacy Pro • Intervention Program Data (varies per school) • Varsity Tutor usage
9-12	<ul style="list-style-type: none"> • ELA Performance Index • ELA Performance Index High Needs • Math Performance Index • Math Performance Index High Needs • Science Performance Index • Science Performance Index High Needs • ELA Academic Growth • ELA Academic Growth High Needs • Math Academic Growth • Math Academic Growth High Needs • Science Academic Growth • Science Academic Growth High Needs • Progress Toward English Proficiency-Literacy • Progress Toward English Proficiency-Oral • Chronic Absenteeism- All students • Chronic Absenteeism- High Needs Students • Physical Fitness • Seal of Biliteracy • Post-Secondary Entrance and Persistence • On-track to Graduate (Credits Earned) • Graduation Rate (4 and 6 years) • SpringBoard Unit Assessments • SpringBoard Benchmarks • Preparation for College and Career Readiness-% Taking Courses • Preparation for College and Career Readiness-% Passing Exams • Arts enrollment • PSAT/SAT • Behavioral Data • Teacher Evaluation • Drop-out Rate • CollegeBoard - SAT, PSAT (9-12) • HMM Growth Measure (6-8) • Performance Matters (9-12) • Virtual Job Shadow Usage Report • Precision Exams Proficiency Data Report Pre/Post • Cognos - Number of students earning college credit • Cognos - Number of students earning work based learning credit • Number of students earning industry recognized credentials • NCCER, ASE, Comptia Fundamentals/A+/Security, CYIA, CNA, EMT, ParaPro, ServSafe, ProStart, OSHA10, EdRising, Drone Pilot Part107, NIMS • Cognos - Number of student concentrators per career pathway • LAS Links

1. Board Leadership/Student Achievement

Level Two

Item E

E. The Board addresses issues of diversity, equity, and inclusion (provide examples)

In November of 2022, the district hosted the Waterbury premier of the educational documentary, “Defining Us.” The event was open to the stakeholders and partners of the Waterbury School district an evening of constructive and positive conversations around meeting the needs of our children. The filmmaker and participants from the film provided a panel discussion after the viewing.

Several BOE commissioners joined the District’s Equity Leadership Team to provide valuable support and feedback on drafting an updated District Equity Strategic Plan. Another commissioner, joined the RRAICEs Joint Committee. This pilot program was created in partnership between Waterbury Publics Schools and the Hispanic Coalition of Greater Waterbury, supported by a Community School Partnership grant from the Nellie Mae Foundation. The partnership focuses on researching, identifying, and making recommendations for barriers and bridge for Latinx and Hispanic students and young adults to create pathways to local job in educations. In addition, as part of the campaign to create family and community focus groups, RRAICEs sponsor a “block party” and invited 15 different community partners to attend and provide information and supports for WPS families that included raffles and backpack giveaways for all families of students who attended. Over 570 folx participated in this community outreach event.

The BOE have been a vital supporter of ongoing programs and efforts that implement the BOE Equity Policy since 2019.

2. Board Member Professional Development

Level Two

Item A

A. *The Board has developed district goals and review them on a regular basis. (provide examples)*



Superintendent's Performance Goals

Dr. Verna D. Ruffin
2022-2023 Evaluation Year

Goals should include at least one goal for each category: professional practice, student learning, and district improvement. This section was not quantitatively measured but was qualitatively derived from conversations amongst the entire Board of Education Commissioners.

Goal(s)	Description	Did Not Meet	Some Progress	Significant Progress	Met	Exceeded
Professional Practice						
1	To lead a highly effective school district through governance and by building a collaborative relationship with the Waterbury Public Schools Board and the City of Waterbury.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Student Learning						
2	Lead the organizational efforts and resource allocation to ensure all students have access to: quality curriculum and instruction materials and resources aligned to CT standards, highly effective teaching and learning, rigorous academics, fine arts, physical education in an environment that is safe and orderly. Implement structure of supports for student success: <ul style="list-style-type: none"> Returning staff and students fully in person for the 2021-22 school year Safety and healthy schools SEL Academics Clubs, organizations, camps, museums, cultural events Superintendent's access to students and student voice Improving attendance (in school and out of school arrests) Continuous student growth (student achievement-improvement in Smarter Balanced test scores) 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
District Improvement						
3	Strategically lead the capacity of district resources and staff by providing support and opportunities for professional development. <ul style="list-style-type: none"> SEL Staffing options Staff incentives 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4	Lead public trust and confidence through open, honest communication and positive relationships.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	<ul style="list-style-type: none"> Seek resources to improve chronically lower performing secondary schools. Execute a plan with Board of Education, Finance and Operations to fund annual facilities repairs and maintenance projects to provide for a healthy and safe educational environment for all educational community members. 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Goals (if any)						
6	<p>The Superintendent will embed cultural competency through ongoing professional learning to engage teachers, students, parents, and community members in addressing racial inequalities, equity, and systemic racism.</p> <ul style="list-style-type: none"> Director of College and Career Readiness Director of Equity and Inclusion Equity Conference 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	Lead the development of a proposed balanced 2022-2023 budget that supports a quality educational experience for all students (efficient use of resources)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	<p>Family and Community Engagement</p> <ul style="list-style-type: none"> Family and Community Engagement Manager Structuring of Welcome Center 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Superintendent's Performance Rating for **STANDARD I: INSTRUCTIONAL LEADERSHIP**

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
<i>Board scoring is quantified in the columns</i>				
I-A. Curriculum: Ensures that all instructional staff design effective and rigorous standards-based units of instruction consisting of well-structured lessons with measurable outcomes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-B. Instruction: Ensures that practices in all settings reflect high expectations regarding content and quality of effort and work, engage all students, and are personalized to accommodate diverse learning styles, needs, interests, and levels of readiness.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-C. Assessment: Ensures that all principals and administrators facilitate practices that propel personnel to use a variety of formal and informal methods and assessments to measure student learning, growth, and understanding and make necessary adjustments to their practice when students are not learning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-D. Evaluation: Ensures effective and timely supervision and evaluation of all staff in alignment with state regulations and contract provisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I-E. Data-Informed Decision Making: Uses multiple sources of evidence related to student learning—including state, district, and school assessment results and growth data—to inform school and district goals and improve organizational performance, educator effectiveness, and student learning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall Rating for Standard I (Circle one.)	The education leader promotes the learning and growth of all students and the success of all staff by cultivating a shared vision that makes powerful teaching and learning the central focus of schooling.			
<div>Unsatisfactory Needs Improvement Proficient Exemplary</div>				
Comments and analysis (recommended for any overall rating; required for overall rating of Exemplary, Needs Improvement or Unsatisfactory):				

Examples of evidence superintendent might provide:

- ☐ Goals progress report
 ☐ Analysis of classroom walk-through data
 ☐ Analysis of district assessment data

2022/23 Evaluation Year



Page 3 of 8

- ☐ Sample of district and school improvement plans and progress reports
 ☐ Analysis of staff evaluation data
 ☐ Report on educator practice and student learning goals
☐ Student achievement data
 ☐ Analysis of student feedback
 ☐ Analysis of staff feedback
☐ Relevant school committee meeting agendas/materials
 ☐ Analysis of leadership team(s) agendas and/or feedback
 ☐ Protocol for school visits
☐ Other: _____

Superintendent's Performance Rating for **STANDARD II: MANAGEMENT AND OPERATIONS**

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
<i>Board scoring is quantified in the columns</i>				
II-A. Environment: Develops and executes effective plans, procedures, routines, and operational systems to address a full range of safety, health, emotional, and social needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
II-B. Human Resources Management and Development: Implements a cohesive approach to recruiting, hiring, induction, development, and career growth that promotes high-quality and effective practice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
II-C. Scheduling and Management Information Systems: Uses systems to ensure optimal use of data and time for teaching, learning, and collaboration, minimizing disruptions and distractions for school-level staff.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
II-D. Law, Ethics, and Policies: Understands and complies with state and federal laws and mandates, school committee policies, collective bargaining agreements, and ethical guidelines.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
II-E. Fiscal Systems: Develops a budget that supports the district's vision, mission, and goals; allocates and manages expenditures consistent with district and school-level goals and available resources.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall Rating for Standard II (Circle one.)	The education leader promotes the learning and growth of all students and the success of all staff by ensuring a safe, efficient, and effective learning environment, using resources to implement appropriate curriculum, staffing, and scheduling.			
<div>Unsatisfactory Needs Improvement Proficient Exemplary</div>				
Comments and analysis (recommended for any overall rating; required for overall rating of Exemplary, Needs Improvement or Unsatisfactory):				

Examples of evidence superintendent might provide:

- ☐ Goals progress report
 ☐ Budget analyses and monitoring reports
 ☐ Budget presentations and related materials
☐ External reviews and audits
 ☐ Staff attendance, hiring, retention, and other HR data
 ☐ Analysis of student feedback
☐ Analysis of staff feedback
 ☐ Analysis of safety and crisis plan elements
 ☐ Relevant school committee meeting
☐ Analysis and/or samples of leadership team(s)
 ☐ and/or incidence reports
 ☐ agendas/minutes/materials
☐ schedule/agendas/materials
 ☐ Other: _____

2022/23 Evaluation Year



Page 4 of 8

Superintendent's Performance Rating for **STANDARD III: FAMILY AND COMMUNITY ENGAGEMENT**

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
<i>Board scoring is quantified in the columns</i>				
III-A. Engagement: Actively ensures that all families are welcome members of the classroom and school community and can contribute to the effectiveness of the classroom, school, district, and community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
III-B. Sharing Responsibility: Continuously collaborates with families and community stakeholders to support student learning and development at home, school, and in the community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
III-C. Communication: Engages in regular, two-way, culturally proficient communication with families and community stakeholders about student learning and performance.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
III-D. Family Concerns: Addresses family and community concerns in an equitable, effective, and efficient manner.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall Rating for Standard III (Circle one.)	The education leader promotes the learning and growth of all students and the success of all staff through effective partnerships with families, community organizations, and other stakeholders that support the mission of the district and its schools.			

Unsatisfactory

Needs Improvement

Proficient

Exemplary

Comments and analysis (recommended for any overall rating; required for overall rating of *Exemplary*, *Needs Improvement* or *Unsatisfactory*):

Examples of evidence superintendent might provide:

- | | | |
|---|--|--|
| <input type="checkbox"/> Goals progress report | <input type="checkbox"/> Participation rates and other data about school and district family engagement activities | <input type="checkbox"/> Evidence of community support and/or engagement |
| <input type="checkbox"/> Sample district and school newsletters and/or other communications | <input type="checkbox"/> Analysis of school improvement goals/reports | <input type="checkbox"/> Community organization membership/participation/contributions |
| <input type="checkbox"/> Analysis of survey results from parent and/or community stakeholders | <input type="checkbox"/> Relevant school committee presentations and minutes | <input type="checkbox"/> Other: _____ |

2022/23 Evaluation Year



Page 5 of 8

Superintendent's Performance Rating for **STANDARD IV: PROFESSIONAL CULTURE**

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
<i>Board scoring is quantified in the columns</i>				
IV-A. Commitment to High Standards: Fosters a shared commitment to high standards of service, teaching, and learning with high expectations for achievement for all.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
IV-B. Cultural Proficiency: Ensures that policies and practices enable staff members and students to interact effectively in a culturally diverse environment in which students' backgrounds, identities, strengths, and challenges are respected.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
IV-C. Communication: Demonstrates strong interpersonal, written, and verbal communication skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
IV-D. Continuous Learning: Develops and nurtures a culture in which staff members are reflective about their practice and use student data, current research, best practices, and theory to continuously adapt practice and achieve improved results. Models these behaviors in his or her own practice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
IV-E. Shared Vision: Successfully and continuously engages all stakeholders in the creation of a shared educational vision in which every student is prepared to succeed in postsecondary education and become a responsible citizen and global contributor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
IV-F. Managing Conflict: Employs strategies for responding to disagreement and dissent, constructively resolving conflict, and building consensus throughout a district or school community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall Rating for Standard IV (Tied score both circled)	The education leader promotes the learning and growth of all students and the success of all staff by nurturing and sustaining a districtwide culture of reflective practice, high expectations, and continuous learning for staff.			

Unsatisfactory

Needs Improvement

Proficient

Exemplary

Comments and analysis (recommended for any overall rating; required for overall rating of *Exemplary*, *Needs Improvement* or *Unsatisfactory*):

Examples of evidence superintendent might provide:

- | | | |
|--|--|---|
| <input type="checkbox"/> Goals progress report | <input type="checkbox"/> School visit protocol and sample follow-up reports | <input type="checkbox"/> School committee meeting agendas/materials |
| <input type="checkbox"/> District and school improvement plans and reports | <input type="checkbox"/> Presentations/materials for community/parent meetings | <input type="checkbox"/> Sample of leadership team(s) agendas and materials |
| <input type="checkbox"/> Staff attendance and other data | <input type="checkbox"/> Analysis of staff feedback | <input type="checkbox"/> Analysis of staff feedback |
| <input type="checkbox"/> Memos/newsletters to staff and other stakeholders | <input type="checkbox"/> Samples of principal/administrator practice goals | <input type="checkbox"/> Other: _____ |

2022/23 Evaluation Year



Page 6 of 8

2. Board Member Professional Development

Level Two

Items C & D

- C. The Board has incorporated Board professional development into policy. (provide examples)***

- D. The Board holds a retreat outside of a regular meeting with a component offering professional development. (provide copy of agendas)***

(SEE FOLLOWING THREE PAGES)

Organization and Methods of Operation, continued

Duties of the President

- a) → In the absence of the Chair, the Board President shall preside at all Board meetings.
- b) → The President shall appoint liaison positions as appropriate.
- c) → The President shall appoint ad-hoc committees as needed.
- d) → The President or his/her designee will conduct orientation/training for all new Board members within 30 days of taking office.
- e) → Conduct a Board self-evaluation yearly and make provisions for Board member professional development.

Duties of the Vice President

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

Order of Business

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

Standing Committees

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

WATERBURY BOARD OF EDUCATION¶

Special Meeting¶

Saturday, April 22, 2023 – 9:00 a.m.¶

Wilby High School, Media Center¶

568 Bucks Hill Road, Waterbury, CT¶

¶

¶

¶ · A G E N D A ¶

¶

¶

¶

SILENT PRAYER¶

¶

¶

PLEDGE ALLEGIANCE TO THE FLAG¶

¶

¶

EXECUTIVE SESSION for discussion concerning self-evaluation as referenced in Section 1-200(6)(A) of the Freedom of Information Act.¶

¶

¶

¶

¶

ADJOURNMENT·¶

¶

¶

¶
Meeting Outline¶
April 22, 2023¶

¶

¶

¶

9:00 a.m. — 9:15 a.m. → Expectations of meeting (President Sweeney)¶

¶

¶

9:15 a.m. — 10:45 a.m. → State of the District/Future Plans (Dr. Ruffin)¶

¶

¶

10:45 a.m. — 11:30 a.m. → BOE Responsibilities and Role of the
Superintendent including review of Policy 2000.1 —
Board of Education/Superintendent's Classification
of Duties¶

¶

¶

11:30 a.m. — 12:00 p.m. → Lunch with Superintendent¶

¶

¶

12:10 p.m. — 1:00 p.m. → BOE Self-evaluation¶

3. Policy Level Two Items A & B

- A. *The Board relates applicable agenda items to appropriate policies. (provide sample agendas that show this practice)***

- B. *Policy Discussions are a regular part of the Board meetings. (provide agendas where this takes place)***

(SEE FOLLOWING 73 PAGES)

**3. Policy
Level Two
Item C**

- C. *The Board has adopted a policy addressing diversity, equity, and inclusion.
(provide policy)***

(SEE FOLLOWING FOUR PAGES)

4. Community Relations

Level Two

Item B

**B. *The Board has successfully worked with other community leaders.
(provide description and/or supporting documentation)***

The Board's collaboration with community leaders shows a commitment to enhancing overall support of the community. Parent Liaisons in each school work with community leaders to host community events within the school and school "community day" events outside of school.

In the past year the district has participated in the following:

- Attend monthly/bimonthly meetings and events with the following community groups:
 - Diversity Committee
 - United Way Board of Directors
 - Palace Theater Board of Directors
 - Waterbury Promise Board of Directors
 - Waterbury Links
 - Waterbury RED
- Media correspondence:
 - Weekly meetings with Republican American
 - News station interviews (WFSB, NBC, WTNH, FOX)
 - WATR Talk of the Town
 - CT Examiner
 - UCONN Waterbury Campus Director Search Committee
 - Press conferences with Legislators regarding important programs/opportunities/awards
- Northwest Regional Healthcare and Manufacturing Regional Sector Partnership Core Team
- Meetings to establish Community-Based Health Centers
- Quarterly SRO Meetings with Police Department
- National Night Out (August 3)
- Waterbury Neighborhood Council 22nd Annual Awards Dinner (October 20)
- PINK Out Day (October 21, 2022)
- Legislative Roundtable Dinner (December 13)
- Connecticut Junior Republic Regional Legislative Update (December 20)
- Mental Health Awareness and Suicide Prevention Virtual Forum (February 23)
- A Conversation with Michelle Baker-LINKS (March 19)
- Waterbury PD Graduation Ceremony (March 21)
- Dr. Lawrence Shea Awards Banquet (March 29)
- UCONN W.I.S.H. Fest (April 18)
- School Readiness Council Meetings
- Board of Education Liaisons to the Board of Aldermen
- WATR Talk of the Town: participates in segments to apprise community of WPS happenings
- Waterbury Public Schools District Equity Conference
- School Safety & Security Task Force
- Waterbury Youth Services Back to School Rally
- Restorative Justice Training ~ Waterbury PD
- BOOST Community School Partner Convening at Mattatuck Museum
- The Gathering
- Committee participation: Regional Crisis Team Meetings – CT Center for School Safety and Crisis Preparation

4. Community Relations

Level Two

Item C

The Board works with the community's local cable access channel. (provide description)".

The Board appointed its Director of Communications, Belen Michelis, as its representative on the Greater Waterbury Cable Council. Ms. Michelis coordinates programming on the local education access channel 16 on behalf of Waterbury. This Board appointee works closely with Comcast and SKYE Cable XIII, which has been appointed by Comcast to coordinate use of public access channels in the area.

The Board of Education meetings and workshops are aired on the City's public access channel and local education access channel. In addition, school closures or school events are also aired on the public access channel and local education access channel in an effort to showcase all the great work done by staff and students!

5. Related Organizational Leadership
Level Two
Item B

- B. The Board has sponsored a Legislative Breakfast or some other legislative event
(provide invitation or agenda)***

(SEE FOLLOWING 14 PAGES)

5. Related Organizational Leadership

Level Two

Item C

The Waterbury Board of Education has a sub-committee on legislation whose purpose is to follow current and proposed legislation and recommend correspondence to our state delegation on matters of concern, as well as position statements for board approval. The committee meets yearly with our delegation prior to the start of the General Session, along with the Superintendent, staff, and Mayor to address district priorities and areas of concern. Waterbury has had all three of its delegates in attendance at the CABA Delegate Assembly for several years.

Our Superintendent of Schools, Dr. Ruffin, along with Board members, testified during the 2023 legislative session on numerous legislative proposals.

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON FINANCE

Item #12.1

September 21, 2023

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Finance moves that the Waterbury Board of Education approve the submittal of FY 2024 Alliance and Priority Schools Grants.

Allocations

Waterbury School District (0000000151-00) Public School District - FY 2024 - Alliance and Priority School District Grants - Rev 0 - Allocations

(1)	Alliance DG (2)	Priority SDG (3)	PSD - ESH (4)	PSD - SS	Total
LEA	\$57,567,834.00	\$1,994,390.00	\$327,959.00	\$384,691.00	\$60,274,874.00
Total	\$57,567,834.00	\$1,994,390.00	\$327,959.00	\$384,691.00	\$60,274,874.00

Contacts	
Waterbury School District (0000000151-00) Public School District - FY 2024 - Alliance and Priority School District Grants - Rev 0 - Contacts	
Required Contacts	
Type	Contact(s)
Alliance District Grant Contact [Select at least 1 contact(s)]	<u>Doreen Biolo</u> <u>Darren Schwartz</u>
Additional Contacts	
Type	Contact(s)
Priority School District Grant Contact	<u>Linda Riddick Barron</u>
PSD - Extended School Hours Grant Contact	<u>Linda Riddick Barron</u>
PSD - Summer School Grant Contact	<u>Linda Riddick Barron</u>

Waterbury School District (0000000151-00) Public School District - FY 2024 - Alliance and Priority School District Grants - Rev 0 - Focus Areas - Alliance District and Priority School District Grants

Click here to view the district's most recent data in Connecticut Report Card:

* Please indicate if this focus area is part of the Alliance District/Priority School District plan:

- ☒ This focus area **IS** part of the Alliance District/Priority School District plan
☐ This focus area **IS NOT** part of the Alliance District/Priority School District plan

1. Alliance Districts may choose, but are not required, to pursue additional strategies to strengthen district and school talent systems. Place a check beside the district's 2022-23 talent-related reform priorities. Please note that PSDs must spend all of their PSD funding on allowable PSD reform areas which excludes spending under the Talent focus area.

- | | |
|---|--|
| <input checked="" type="checkbox"/> Recruitment and human capital pipelines | <input checked="" type="checkbox"/> Instructional coaching |
| <input checked="" type="checkbox"/> Hiring and placement processes | <input checked="" type="checkbox"/> District/school leadership development |
| <input checked="" type="checkbox"/> Professional learning | <input checked="" type="checkbox"/> Retention of top talent |
| <input type="checkbox"/> Evaluation | <input type="checkbox"/> Other |

2. Identify a core set of no more than three strategies to advance the district's talent-related reform priorities (identified in 1). Following the sample below, summarize each district talent strategy using a number (eg. 1.1), a headline phrase, and a separate paragraph that provides a brief rationale for incorporating that strategy. Identify a S.M.A.R.T. goal (ie., specific, measurable, actionable, realistic, and time-bound) that is aligned to each strategy and is, at minimum, tied to district ESSA Milestone metrics. If Smarter Balanced scores are relevant to the strategy, this assessment must be used for goal-setting purposes. S.M.A.R.T. goals will be central to quarterly progress monitoring.

Talent Priorities:

Sample: 1.1 Embedded Literacy Coaching - District will staff one literacy coach in each of the elementary Turnaround and Focus schools. Coaches will work with the Chief Academic Officer and school principals to create and implement a four-week coaching cycle, ensuring that all teachers receive some form of coaching over the school year. Coaches will provide instructional coaching, professional development, model lessons, and co-taught lessons. All coaches will receive Foundational Literacy training in Fall 2022.

Rationale: The addition of embedded coaches in each Turnaround and Focus elementary school in 2021-22 contributed to improvements in Tier 1 and SRBI supports, resulting in schoolwide improvements in district interim assessments in each school. The district has completed its professional development guide for the current year and will implement the first coaching cycle in September 2022.

Aligned SMART Goals:

Sample: 1.1 In alignment with ESSA goal targets, increase the District Performance Index (DPI) for English Language Arts (ELA) from 50.2 in 2018-19 to 54.1 in 2022-23.

<p>1.1 Improve Instructional Leadership Effectiveness-The Deputy Superintendent, Chief Academic Officer, Chief Turnaround Officer, and Assistant Superintendents will collaborate to provide school leaders with differentiated job-embedded professional development to meet their needs as identified by adults (Common Core of Leading rubric, site visits) and student measures. Administrators can also engage in the National Institute for School Leadership professional learning. Rationale: The Deputy Superintendent, Chief Academic Officer, and Assistant Superintendents provide the guidance, support, and leadership that will be imperative to successfully implementing district and school improvement goals aligned to core priorities in collaboration with school leaders.</p>	<p>1.1 The District Performance Index (DPI) for ELA will improve from 50.7 in 2023 to 65.0 in 2024. The DPI for Math will improve from 43.8 in 2023 to 62.0 in 2024.</p>
<p>1.2 Improve Teacher Effectiveness-The Chief Academic Officer, Chief Turnaround Officer, Assistant Superintendents, Supervisors of Talent and Professional Development, and Human Capital Department will collaborate with content supervisors and principals to provide professional development aligned to the district improvement plan that empowers administrators to ensure high-quality instruction occurs in every classroom. Coaching cycles will provide job-embedded professional learning for teachers to support instruction/intervention in Science, Mathematics, and English/Language Arts (ELA). All administrators will commit to walkthroughs and feedback to monitor the return on investment of Professional Learning on high-quality instruction. Teachers will continue to develop high-quality instructional techniques and technology skills by achieving certifications in Google and other related programs. Staff will also be given a stipend to provide professional learning within buildings to colleagues in areas of expertise. The Supervisor of Technology for Teaching and Learning will be hired to improve the teaching and programming in Waterbury Public Schools as it relates to blended learning. By improving teacher effectiveness via professional learning, as well as improving the curricula for technology instruction, student data will improve. Rationale: The Chief Academic Officer, Assistant Superintendents, Talent Office, and Content Supervisors recognize that teaching is the most vital resource in Waterbury. Therefore, coordinated efforts to systematically improve instruction are vital to improving student achievement and accelerating student learning.</p>	<p>1.2 The District Performance Index (DPI) for ELA will improve from 50.7 in 2023 to 65.0 in 2024. The DPI for Math will improve from 43.8 in 2023 to 62.0 in 2024.</p>
<p>1.3 Recruitment and Retention-The Supervisors of Talent and Professional Development, in collaboration with colleagues and the Director of Equity and Inclusion, will participate in focused recruitment of minority teachers and building personal relationships, "grow our own" pipelines, partnering with higher education with a particular focus on specific Historically Black Colleges and Universities HBCUs, collect data to evaluate the program and establish a new teacher hiring process. Rationale: A talent strategy that recruits and retains the highest quality staff is vital to sustainable growth.</p>	<p>1.3 The District Performance Index (DPI) for ELA will improve from 50.7 in 2023 to 65.0 in 2024. The DPI for Math will improve from 43.8 in 2023 to 62.0 in 2024.</p>

Waterbury School District (0000000151-00) Public School District - FY 2024 - Alliance and Priority School District Grants - Rev 0 - Focus Areas - Alliance District and Priority School District Grants

Click here to view the district's most recent data in Connecticut Report Card:

* Please indicate if this focus area is part of the Alliance District/Priority School District plan:

- ☒ This focus area **IS** part of the Alliance District/Priority School District plan
☐ This focus area **IS NOT** part of the Alliance District/Priority School District plan

1. Alliance Districts may choose, but are not required, to pursue additional strategies to strengthen district and school academic systems. Place a check beside the district's 2022-23 academic-related reform priorities. Please note that PSDs must spend all of their PSD funding on allowable PSD reform areas and at least 20 percent of PSD funds promoting early literacy.

- | | |
|--|--|
| <input checked="" type="checkbox"/> Common Core-aligned curriculum | <input checked="" type="checkbox"/> Full-day kindergarten |
| <input checked="" type="checkbox"/> Assessment systems | <input checked="" type="checkbox"/> Pre-Kindergarten |
| <input checked="" type="checkbox"/> Supports for special populations (eg., EL, SPED) | <input checked="" type="checkbox"/> Pre-K - Grade 3 literacy |
| <input checked="" type="checkbox"/> SRBI and academic interventions | <input checked="" type="checkbox"/> Instructional technology |
| <input checked="" type="checkbox"/> College and career access | <input type="checkbox"/> Alternative/transitional programs |
| <input type="checkbox"/> Other | |

2. Identify a core set of no more than three strategies to advance the district's academic-related reform priorities (identified in 1). Following the sample below, summarize each district academic strategy using a number (eg. 2.1), a headline phrase, and a separate paragraph that provides a brief rationale for incorporating that strategy. Identify a S.M.A.R.T. goal (ie., specific, measurable, actionable, realistic, and time-bound) that is aligned to each strategy and is, at minimum, tied to district ESSA Milestone metrics. If Smarter Balanced scores are relevant to the strategy, this assessment must be used for goal-setting purposes. S.M.A.R.T. goals will be central to quarterly progress monitoring.

Academic Priorities:	Aligned SMART Goals:

Sample: 2.1 Pre-K Grade 3 Literacy - Academic interventionists will provide direct instruction and monitor student progress using research based interventions in reading. Staff will provide this support using the following tools: Leveled Literacy Intervention (LLI), Lexia Core 5 Reading, and Wilson Reading Foundations. Additionally, the district will offer a full day kindergarten program district-wide for all kindergarten students. As part of this program, and in alignment with the Reading Foundations Common Core State Standards, teachers will implement Foundations (Wilson Language), a structured, sequential and cumulative phonics/spelling program using multi-sensory teaching techniques.

Rationale: All of the components of this strategy are grounded in clear research on foundational literacy skills and are supported by research outlined in the CSDE Evidence-Based Practice Guide for Reading. To become successful readers, young students require targeted and purposeful instruction in the core elements of literacy foundations with focused and explicit phonemic awareness instruction and systemic phonics instruction.

For Opportunity Districts, if the priority is one of its three identified need areas supported by the CSDE cross-functional team, it would instead be identified in the example above as follows: **"2.1 CORE DISTRICT PRIORITY #1 (or #2 or #3) - PreK Grade 3 Literacy"** ...

2.1 Improve Special Populations -The Chief Academic Officer, Early Childhood Special Education Supervisors, and Bilingual Supervisor will collaborate with colleagues to provide professional learning opportunities for Bilingual/ESL Teachers, Preschool (PK) Teachers, and PK Assistants to support the delivery of Connecticut Core Standards and Early Learning Development Standards-aligned curriculum. In addition, the Chief Academic Officer, Early Childhood Education Supervisor, Early Childhood Special Education Supervisors, and School Readiness Council will collaborate to leverage Quality Enhancement and Alliance funds to improve the PK curriculum. In addition, the Director of Student Affairs will develop a personalized program for students needing additional services who are having difficulty with substance abuse and behavioral expectations. A focused effort on establishing the dual language school and extending support for students to earn the seal of biliteracy will be a focus for the school year. Rationale: Data consistently shows that approximately 30% of students, via the Kindergarten inventory, are still not fully prepared to take on the rigors of K-12 education and score at the lowest performance level. In addition, there were approximately 150 students who earned the seal of biliteracy in 2022-2023, and the district believes they can double that amount based on current data.

Sample: 2.1 In alignment with ESSA goal targets, increase the District Performance Index (DPI) for English Language Arts (ELA) from 50.2 in 2018-19 to 54.1 in 2022-23.

2.1 The District Performance Index (DPI) for ELA will improve from 50.7 in 2023 to 65.0 in 2024. The average percentage of Target Achieved in Oral ELP on LAS Links will improve from 49.6% in 2023 to 84.2% in 2024. The Average percentage of Target Achieved in Literacy ELP on LAS Links will improve from 50.1% in 2023 to 78.8% in 2024.

2.2 Core District Priority Improve English Language Arts Outcomes for PK-12th grade students with reading teachers and the ELA Supervisors- - Provide explicit, systematic phonemic awareness instruction using Heggerty Phonemic Awareness Program [K-2]. Monitor with DIBELS 8 Phoneme Segmentation Fluency scores. -Provide explicit, systematic oral reading fluency instruction using the new oral reading fluency routine [Grades 3-5]. Monitor with DIBELS 8 Oral Reading Fluency Scores. -Provide explicit instruction in content-area vocabulary through two focused interdisciplinary strategies [Grades 6-12]: Frayer Model for pre-teaching concept-based vocabulary and interactive word walls for regular, consistent vocabulary interactions. -Utilize the new assessment system, Performance Matters [Grades 6-12], to improve instructional decision-making related to secondary literacy strategies. -Expand the Early College High program Rationale: Data consistently shows a flat trend in English/Language Arts scores on the Smarter Balanced Assessment and a decrease in Scholastic Aptitude Test (SAT) English/Language Arts scores. The curriculum writers are essential to delivering a high-quality, valid, reliable curriculum for all students in Waterbury.

2.2 1.1 The District Performance Index (DPI) for ELA will improve from 50.7 in 2023 to 65.0 in 2024.

2.3 Core District Priority Improve Math and Science Outcomes. - Focused instruction on the unfinished learning by prioritized standards as identified and measured by i-Ready Diagnostic and Standards Mastery fluency assessments. [K-8] - Focused efforts on building conceptual knowledge through student-centered tasks, including hands-on activities and technology-based simulations, while growing procedural fluency in earlier standards. - Utilization of the new 6-12 Assessment system, Performance Matters, to improve decision-making for students and staff as measured by: the number of staff logins per school/month; percent of students completing district benchmark assessments; and teacher/building admins' regular use of reporting features during IDTs and building-level meetings. - Implementation of the Fellowship Program in collaboration with UConn and MfA will be assessed using pre/post surveys and observations. -Expand the Early College High program -Math Supervisor, Math Coaches, PK teachers, PK Assistants, and Waterbury Career Academy Science, Technology, Engineering, and Math (STEM) program will ensure: curriculum writing and adoption continues, tiered services are implemented with fidelity, job-embedded and district professional development is effective via coaching cycles and IDTs are focused on student learning (Music, Library/Media, and Art teachers). The Career and Technical Education Supervisor will ensure Tech Ed teachers will provide the authentic application of Mathematics and Science skills through career/technical coursework and create career pathways in STEM aligned to local workforce trends. Rationale: Continuing the work to improve instruction while focusing on our assessment systems that provide reliable data is essential to making proper adjustments for teaching and learning.

2.3 The DPI for Math will improve from 43.8 in 2023 to 62.0 in 2024.

Sample: 3.1 CORE DISTRICT PRIORITY 3- Chronic

Absenteeism/Attendance: - Through the creation of a cross-functional District Attendance Team, the district will support schools in reducing chronic absenteeism by providing and hiring additional support staff and an external partner (e.g. Attendance Words) to develop and execute strategies to reduce absenteeism by recognizing good and improved attendance; engaging students and parents to determine root causes for attendance issues; monitoring attendance data and practice; and providing personalized early outreach. By using a tiered system of supports aligned to student/family needs, we will be able to increase student attendance, decrease chronic absenteeism and promote positive home-school partnerships. Each district and school attendance team meeting will include a review of bi-weekly chronic absenteeism data as a review of the effectiveness of tier I and II attendance interventions.

Rationale: Regular school attendance promotes academic, social, emotional, and behavioral success. Students who are chronically absent are at greater risk for lower achievement, engaging in risky behaviors, and potential for becoming off-track for graduation. A district level attendance team meeting will ensure consistent practices across the district, where schools can learn and implement successful strategies from those schools whose data shows a consistent decrease in chronic absenteeism rates over the last several years.

3.1 Promote a Positive and Safe School Climate (PSD)-The Director of Equity and Inclusion, Director of Student Support Services, Director of College and Career Readiness, Supervisor of College and Career Readiness, Director of Student Affairs, Social Workers, Coordinator of Security and School Safety, Behavior Technicians, In-School Suspension Monitors, Hall Monitors, Guidance Counselors, and Prevention Specialists will collaborate with colleagues to provide a safe climate in all buildings. In addition to the ongoing efforts, this year will include establishing an MTSS framework for the district, SEL Curriculum, and intervention support for four identified schools based on previous data and reports. Rationale: The district continues to support restorative practices and aims to reduce disparities in discipline data across the district. There is a need for a systematic approach to social-emotional learning to reduce outside suspensions and disparity in discipline data. The district will develop a systems approach to measure effectiveness and success indicators integrating restorative practices and social-emotional learning work.

Sample: 3.1 In alignment with ESSA goal targets, decrease the district's Chronic Absenteeism indicator from 14.7 in 2020-21 to 12.0 in 2022-23.

3.1 Reduce Chronic Absenteeism from 31.2% in the 2022-2023 school year to 10.1% in the 2023-2024 school year..

3.2 Core District Priority Reduce Chronic Absenteeism (PSD)-A focus on implementing student support team meetings at the secondary level to identify students falling within early warning indicators by discussing student progress, analyzing collected data, and the impact on reducing chronic absenteeism. Also, the district will participate in Connecticut State Department of Education opportunities for district leaders and staff to better understand and develop systems to reduce chronic absenteeism. Every school will conduct bi-weekly Chronic Absenteeism Meetings under the guidance of the Director of Equity and Inclusion and Assistant Superintendents. In addition, strategies will be aligned with those efforts under the LEAP grant to ensure continuity. Rationale: The district continues to have an elevated chronic absenteeism rate. Utilizing a systemic approach to improvement that identifies and intervenes at the individual student level will increase student attendance.

3.2 Reduce Chronic Absenteeism from 31.2% in the 2022-2023 school year to 10.1% in the 2023-2024 school year.

3.3 Dropout Prevention (PSD)-The Director of College and Career Readiness, Assistant Superintendent of Secondary Schools, and Supervisor of Pupil Services will improve graduation rates by providing School Counselors, Social Workers, Prevention Specialists, Truancy Specialists, Behavior Technicians, Hall Monitors, and Parent Liaisons (and other colleagues) with strategies for engagement at the secondary level. The Director of College and Career Readiness will work closely with school counselors to address credits, credit recovery, student success plans, course alignment and continuum, and build up transition planning from middle school to high school. The district will also be engaging in the Waterbury Promise Program to encourage post-secondary education. In addition, schools will have access to online learning programs to earn recovery credit for core courses. Rationale: A coordinated effort to provide multiple pathways to graduation and working with families will decrease dropout rates. Graduation rates are directly related to Every Student Succeeds Act targets, and although graduation rates have been rising steadily, the expectations of graduates need to increase as well.

3.3 Increase the four-year graduation rate from 83.0% in 2022-2023 (21-22 cohort) to 84.5% in 2023-2024 (22-23 cohort). Increase the six-year high needs graduation rate from 86.7% in 2022-2023 (19-20 cohort) to 88.5% in 2023-2024 (20-21 cohort).

Waterbury School District (0000000151-00) Public School District - FY 2024 - Alliance and Priority School District Grants - Rev 0 - Focus Areas - Alliance District and Priority School District Grants

Click here to view the district's most recent data in Connecticut Report Card:

* Please indicate if this focus area is part of the Alliance District/Priority School District plan:

- ☒ This focus area **IS** part of the Alliance District/Priority School District plan
☐ This focus area **IS NOT** part of the Alliance District/Priority School District plan

1. Alliance Districts may choose, but are not required, to pursue additional strategies to strengthen district and school operations systems. Place a check beside the district's 2022-23 operations-related reform priorities. Please note that PSDs must spend all of their PSD funding on allowable PSD reform areas.

- | | |
|--|--|
| <input checked="" type="checkbox"/> Budgeting and financial management | <input checked="" type="checkbox"/> Student enrollment processes |
| <input checked="" type="checkbox"/> School operations | <input checked="" type="checkbox"/> Extended learning time |
| <input checked="" type="checkbox"/> Technology integration | <input type="checkbox"/> Other |

2. Identify a core set of no more than three strategies to advance the district's operations-related reform priorities (identified in 1). Following the sample below, summarize each district operations strategy using a number (eg. 4.1), a headline phrase, and a separate paragraph that provides a brief rationale for incorporating that strategy. Identify a S.M.A.R.T. goal (ie., specific, measurable, actionable, realistic, and time-bound) that is aligned to each strategy and is, at minimum, tied to district ESSA Milestone metrics. If Smarter Balanced scores are relevant to the strategy, this assessment must be used for goal-setting purposes. S.M.A.R.T. goals will be central to quarterly progress monitoring.

Operations Priorities:	Aligned SMART Goals:

Sample: 4.1 Extended Learning Time: -The district will support an extended school day to students in grades 1-5. This program will serve approximately 150 students and offer Science and Math instruction and Co-Curricular Enrichment activities to raise present levels of academic performance for elementary level students. Program provides students an opportunity to receive additional instruction from certified teachers from 3-5 days a week. Program includes extensive experiential learning through project-based activities aligned with math and science standards, but also utilizes the "close reading" methodology as part of the non-fiction reading necessary for the preparation for each activity..

Rationale: Increasing learning time is a key lever in meeting performance targets for students across the district. The district has made significant investments in the expansion of learning time to include extended day and extended year. In order to increase performance on math and science, the district has implemented a STEAM focus extended day program across grades 1-5. Staff use science and math content to also advance literacy for participating extended day programs.

4.1 Student Information Management System PowerSchool-The Student Information System that combines the four disparate systems that were in use. The system will be used to generate improved dashboard reports specifically in student discipline and chronic absenteeism for the 2022-2023 school year. We have included an assessment system using other grant funding to support this system. Rationale: The management system provides the district with a tool to house vast amounts of data and creates dashboards for leaders and teachers to identify key data points aligned to district priorities.

4.2 Each elementary school will implement an after-school program focused on math, science, and enrichment with highly qualified teachers. In addition, in the Summer of 2023, each school will provide a rigorous Summer after-school program for all students who qualify, based on mCLASS reading assessments and credits. Rationale: The after-school programming not only provides students with additional time to focus on core subject areas but also allows for enrichment. Both are proven to be beneficial for student achievement.

Sample: 4.1 In alignment with ESSA goal targets, increase the District Performance Index (DPI) for English Language Arts (ELA) from 50.2 in 2018-19 to 54.1 in 2022-23.

4.1 Reduce Chronic Absenteeism from 31.2% in the 2022-2023 school year to 10.1% in the 2023-2024 school year.

4.2 The District Performance Index (DPI) for ELA will improve from 50.7 in 2023 to 65.0 in 2024. The DPI for Math will improve from 43.8 in 2023 to 62.0 in 2024. Reduce Chronic Absenteeism from 31.2% in the 2022-2023 school year to 10.1% in the 2023-2024 school year.

4.3 Technology Upgrades and Network Support-Four network specialists will be added to the budget to support technology aligned to the strategic operating plan and distance learning goals. Rationale: Technology is crucial to the district's blended learning model as it continues to be a 1-to-1 school system. Network Specialists support the student information system and provide network support handling reporting details. They also coordinate the programming and operations with students' grade reporting, personnel support maintenance, ranking, transcripts, and training and professional development for central office staff. Network Specialists work with staff and administration to maximize the use of technology to enhance educational outcomes, including hybrid learning. Network Specialists install and maintain local and wide area networks, review and evaluate software making recommendations for purchase. They provide in-service training for staff on software and network.



4.3 The District Performance Index (DPI) for ELA will improve from 50.7 in 2023 to 65.0 in 2024. The DPI for Math will improve from 43.8 in 2023 to 62.0 in 2024.

Opportunity Districts

Waterbury School District (0000000151-00) Public School District - FY 2024 - Alliance and Priority School District Grants - Rev 0 - Focus Areas - Alliance District and Priority School District Grants




Instructions: If the box is checked below, your district is an Opportunity District and you must upload the document(s) indicated. If the box is not checked, it is not necessary to upload the document(s).

☒ This district is an Opportunity District.

Documents		
Type	Document Template	Document/Link
Opportunity District Focus Areas [Upload 1 document(s)]	 Opportunity District Focus Areas Template	 Waterbury Opportunity District Focus Areas 2023-2024

Related Documents

Waterbury School District (0000000151-00) Public School District - FY 2024 - Alliance and Priority School District Grants - Rev 0 - Focus Areas - Alliance District and Priority School District Grants

Required Documents		
Type	Document Template	Document/Link
Opportunity District Focus Areas [Upload 1 document(s)]	 Opportunity District Focus Areas Template	 Waterbury Opportunity District Focus Areas 2023-2024
Optional Documents		
Type	Document Template	Document/Link
ESSA Accountability Key Indicator Dashboard [Upload up to 1 document(s)]	N/A	 ESSA Milestones-Waterbury.

Alliance District Grant Budget

Waterbury School District (0000000151-00) Public School District - FY 2024 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant

Object	Total
100 - Personal Services > Salaries	\$52,558,000.00
200 - Personal Services > Employee Benefits	\$3,019,600.00
300 - Purchased Professional and Technical Services	\$387,981.00
400 - Purchased Property Services	\$0.00
500 - Other Purchased Services	\$711,222.00
600 - Supplies	\$891,031.00
700 - Property	\$0.00
800 - Debt Service and Miscellaneous	\$0.00
	Total \$57,567,834.00
	Allocation \$57,567,834.00
	Remaining \$0.00

Budget Detail

Waterbury School District (0000000151-00) Public School District - FY 2024 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant

100 - Personal Services > Salaries - \$52,558,000.00



Budget Detail	Narrative Description
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 Academics Goal 2.2 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$6,621,751.00 Line Item Total: \$6,621,751.00	Waterbury Career Academy 87 Full time Positions (4 Administrators, 71 Teachers, 3 Clerical, 6 Maintainers, 1 Hall Monitor, 1 Classroom, 1 network Specialist)
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3 Climate Goal 3.1 Climate Goal 3.2 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$4,420,789.00 Line Item Total: \$4,420,789.00	Crosby Teachers 62 Full time Positions(4-Guidance, TAG, Counselor, Librarian, 6 Science, 1 Italian,6 Spanish, 2 Chemistry, 2 Business, 5 Science, 1 Physics, 4 Biology, 2 ROTC, 9 Math, 10 Social studies, 1 Food service))
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3 Climate Goal 3.1 Climate Goal 3.2 Climate Goal 3.3 LEA / School: Waterbury School District (0000000151-00)	Kennedy Teachers 55 Full Time Positions (6 Business, 11 English, 1 Physics, 3 Chemistry, 9 math, 10 Social Studies, 2 Biology, 4 Spanish, 5 Science, 2 Ttalian, 1 Gfted/talented, 1 ESL)

Quantity: 1.00 Cost: \$4,256,408.00 Line Item Total: \$4,256,408.00	
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 Academics Goal 2.2 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$4,213,246.00 Line Item Total: \$4,213,246.00	Bilingual Teachers 56 Full-time Positions(6 Hopeville, 4 Wallace, 8 Bucks Hill, 9 Chase, 4 North End, 3 Crosby, 3 West Side, 2 Kennedy, 2 Tinker, 2 District wide, Driggs, Generali, Maloney, Gilmartin, Bunker Hill, Reed, Wilby, WAMS, Carrington, Walsh, Duggan, Sprague, Kingsbury
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.2 Academics Goal 2.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$3,857,436.00 Line Item Total: \$3,857,436.00	Wallace Teachers 46 Full-time Positions(4-Computer, 12 English, 9 Science, 9 Social Studies, 9 Math, Spanish, Reading, Unique Subject Area
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3 Climate Goal 3.1 Climate Goal 3.2 Climate Goal 3.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$3,740,401.00	Wilby Teachers 51 Full-time Positions (3 Biology, 8 English, 3 Science, 4 Spanish, 9 Social Studies, 9 Math, 5 Business, 2 Chemistry, 2 FCS, 1 Physics, 1 Italian, 1 culinary, 2 ROTC, 1 CTE)

Line Item Total: \$3,740,401.00	
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$3,447,485.00 Line Item Total: \$3,447,485.00	North End Middle School Teachers 48 Full-time Positions (3 Computers, 14 English, 11 Science, 9 Social Studies, 9 Math, 1 reading, 1 Spanish,)
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$3,287,880.00 Line Item Total: \$3,287,880.00	West Side Teachers 43 Full-time Teacher Positions (12 English, 9 Social Studies, 5 General Science, 2 Spanish, 9 Math, 2 Computer, 4 Science)
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.1 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$2,027,416.00 Line Item Total: \$2,027,416.00	School Counselors 26 Full-time Positions (3 North End, 1 Enlightenment, 5 Wilby, 4 WAMS, 3 West Side, 5 Kennedy, 3 Wallace, Split Carrington/ Gilmartin, Split Duggan/Tinker)

Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.2 Academics Goal 2.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$1,887,255.00 Line Item Total: \$1,887,255.00	Library Media Specialists 24 full time Positions(Bucks Hill, Driggs, Hopeville, Generali, Chase, Gilmartin, Bunker Hill, Kingsbury, Tinker, Carrington. Wilby, Walsh, Duggan, Sprague, Wallace, West Side, WAMS, Kennedy, Rotella, Wendell Cross, Wilson, Split Regan/Washington, NEMS, Reed)
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$1,697,168.00 Line Item Total: \$1,697,168.00	Tech Ed Teachers 23 Full- time Positions (6 Crosby, 4 Kennedy, 4 Wilby, 2 West Side, 2 WAMS, Gilmartin, North End, Wallace, Reed, State st)
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$1,298,745.00 Line Item Total: \$1,298,745.00	TESOL 17 full-time Positions (2 Wilby, 2 West Side, 2 Hopeville, State Street, Sprague, Crosby, Kennedy, Washington, Bucks Hill, Wendell Cross, Walsh, Generali, Wilson, Regan)
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.2 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00	Reading Teachers 15 Full-time Positions (6- West Side, 6- Wallace, 2- North End, 1 International School)

Cost: \$1,123,409.00 Line Item Total: \$1,123,409.00	
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.2 Climate Goal 3.1 Climate Goal 3.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$960,409.00 Line Item Total: \$960,409.00	Social Workers 13 Full-time Positions (2 North End, 2 Wallace, Rotella, Walsh, Hopeville, Bucks Hill, Duggan, West Side, Bucks Hill Pre-K, Split Driggs/ Wendell Cross,, State Street/ Enlightenment)
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.2 Academics Goal 2.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$946,486.00 Line Item Total: \$946,486.00	Academic Academy Program 12 Full-time Positions (1 Supervisor, 11 Teachers @ Wallace)
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.2 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$846,192.00 Line Item Total: \$846,192.00	Literacy Facilitators 10 Full-time Positions (Tinker, Walsh, Gilmartin, Hopeville, Kingsbury, Generali, Reed, Chase, Wilson, State Street)

Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.2 Academics Goal 2.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$843,406.00 Line Item Total: \$843,406.00	Art/ Music Teachers 12 Full-time Positions (2 Crosby, 2 Reed, Sprague, Maloney, Carrington, State Street, Enlightenment, Duggan, West Side, North End)
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 Climate Goal 3.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$774,809.00 Line Item Total: \$774,809.00	Enlightenment School 11 FT positions (2 Science,4 Alternative program, 2 English, 1 Business, 2 Math)
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 Climate Goal 3.1 Climate Goal 3.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$570,000.00 Line Item Total: \$570,000.00	1 Director of Student Affairs - \$ 150,000 1 Administrator - \$ 120,000 3 Teachers @ \$ 180,000 1 Social Worker @ \$ 60,000 1 Substance Abuse Counselor @ \$ 60,000
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 Academics Goal 2.2	International school 8 FT positions (4 spanish, 4 English)

<p>Academics Goal 2.3</p> <p>LEA / School: Waterbury School District (0000000151-00)</p> <p>Quantity: <input type="text" value="1.00"/></p> <p>Cost: <input type="text" value="\$511,623.00"/></p> <p>Line Item Total: <input type="text" value="\$511,623.00"/></p>	
<p>Object: 100 - Personal Services > Salaries</p> <p>Purpose: 01 - Public School Activities</p> <p>Focus Area: Talent - Goal 1.2 Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3</p> <p>LEA / School: Waterbury School District (0000000151-00)</p> <p>Quantity: <input type="text" value="1.00"/></p> <p>Cost: <input type="text" value="\$485,560.00"/></p> <p>Line Item Total: <input type="text" value="\$485,560.00"/></p>	<p>Supervisor Positions 4 Full-time (Fine Arts, Social Studies, ELA Secondary, Career Technical Education) 12 months (Central Office)</p>
<p>Object: 100 - Personal Services > Salaries</p> <p>Purpose: 01 - Public School Activities</p> <p>Focus Area: Talent - Goal 1.1 Talent - Goal 1.2 Academics Goal 2.1 Academics Goal 2.2</p> <p>LEA / School: Waterbury School District (0000000151-00)</p> <p>Quantity: <input type="text" value="1.00"/></p> <p>Cost: <input type="text" value="\$445,303.00"/></p> <p>Line Item Total: <input type="text" value="\$445,303.00"/></p>	<p>Content Supervisors 3.5 full time Positions 12 Months (Central Office)</p>
<p>Object: 100 - Personal Services > Salaries</p> <p>Purpose: 01 - Public School Activities</p> <p>Focus Area: Talent - Goal 1.3 Academics Goal 2.1 Academics Goal 2.2 Climate Goal 3.1</p> <p>LEA / School: Waterbury School District (0000000151-00)</p>	<p>CT Teacher Residency program (6 teachers @ \$ 65,000)</p>

Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$390,000.00"/> Line Item Total: <input type="text" value="\$390,000.00"/>	
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Talent - Goal 1.1 Talent - Goal 1.2 Talent - Goal 1.3 LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$315,000.00"/> Line Item Total: <input type="text" value="\$315,000.00"/>	Assistant Superintendents 2 Full-time Positions- 12 months (Central Office)
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.2 Academics Goal 2.3 LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$235,872.00"/> Line Item Total: <input type="text" value="\$235,872.00"/>	Walsh Teachers 4 Full-time Positions (3 Elementary, Reading)
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Talent - Goal 1.2 Talent - Goal 1.3 LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$233,249.00"/> Line Item Total: <input type="text" value="\$233,249.00"/>	Supervisor of Talent & Professional Development 2 Full-time Position- 12 months (Central Office)

Total:		
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.2 Academics Goal 2.3 LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$180,000.00"/> Line Item Total: <input type="text" value="\$180,000.00"/>	Wendell Cross teachers 3 Full-time positions(1 MS gr.7-8, 1 social worker, 1 ELA)	
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.2 LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$160,670.00"/> Line Item Total: <input type="text" value="\$160,670.00"/>	2 Literacy facilitator (65% NEMS 35% CN, 65% Wallace 35% CN), 1 Literacy Facilitator 100% for Westside	
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Talent - Goal 1.1 Talent - Goal 1.2 Talent - Goal 1.3 LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$160,000.00"/> Line Item Total: <input type="text" value="\$160,000.00"/>	Chief Academic Officer 1 Full-time Position-12 months (Central Office)	
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Talent - Goal 1.1 Talent - Goal 1.2 Talent - Goal 1.3 LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$160,000.00"/> Line Item Total: <input type="text" value="\$160,000.00"/>	Director of College & Career Readiness 1 Full-time position (Central Office)	

Focus Area: Academics Goal 2.1 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$160,000.00 Line Item Total: \$160,000.00	
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Talent - Goal 1.1 Talent - Goal 1.2 Talent - Goal 1.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$150,000.00 Line Item Total: \$150,000.00	Chief Turnaround Officer 1 Full-time position 12 months (Central Office)
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$134,755.00 Line Item Total: \$134,755.00	Supervisor of Technology for Teaching & Learning 1 Full-Time Position 12 months (Central Office)
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.1 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00	Coordinator of Security and School Safety 1 Full-time Position- 12 Months

Cost: <input type="text" value="\$130,780.00"/> Line Item Total: <input type="text" value="\$130,780.00"/>	
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: <input type="text" value="Academics Goal 2.1"/> <input type="text" value="Climate Goal 3.1"/> <input type="text" value="Climate Goal 3.2"/> LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$130,000.00"/> Line Item Total: <input type="text" value="\$130,000.00"/>	Director of Equity and Inclusion 1 Full-time Position 12 months (Central Office)
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: <input type="text" value="Academics Goal 2.1"/> LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$123,731.00"/> Line Item Total: <input type="text" value="\$123,731.00"/>	Early College High Administrator (Crosby) 1 Full time 12 mos
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: <input type="text" value="Talent - Goal 1.2"/> LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$123,731.00"/> Line Item Total: <input type="text" value="\$123,731.00"/>	Crosby Administrator 1 full-time Position- 12 months

Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$120,000.00 Line Item Total: \$120,000.00	Math Coach 2 Full-time Positions (West Side and Wallace)
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.1 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$120,000.00 Line Item Total: \$120,000.00	Legal Counsel 1 FTE Salary To assist with legal contracts, labor negotiations, labor relations & other related processes
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$118,348.00 Line Item Total: \$118,348.00	1 Early Childhood Special Ed Supervisor
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.1 Climate Goal 3.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00	College and Career readiness Supervisor

Cost: <input type="text" value="\$114,901.00"/> Line Item Total: <input type="text" value="\$114,901.00"/>	
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: <input type="text" value="Academics Goal 2.3"/> LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$111,554.00"/> Line Item Total: <input type="text" value="\$111,554.00"/>	Math Supervisor 1 full-time Position- 12 Months (Central Office)
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: <input type="text" value="Climate Goal 3.1"/> <input type="text" value="Climate Goal 3.2"/> LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$100,001.00"/> Line Item Total: <input type="text" value="\$100,001.00"/>	Behavioral Techs (Counselors) 2 full-time Positions (State Street, Enlightenment)
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: <input type="text" value="Talent - Goal 1.3"/> <input type="text" value="Climate Goal 3.1"/> LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$91,400.00"/> Line Item Total: <input type="text" value="\$91,400.00"/>	1 Communication Specialist 1 Communication Associate
Object: 100 - Personal Services > Salaries	2 Full-time Office Manager

<p>Purpose: 01 - Public School Activities</p> <p>Focus Area: Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3 Climate Goal 3.1</p> <p>LEA / School: Waterbury School District (0000000151-00)</p> <p>Quantity: 1.00</p> <p>Cost: \$90,727.00</p> <p>Line Item Total: \$90,727.00</p>	<p>12 month position (Central Office)</p>
<p>Object: 100 - Personal Services > Salaries</p> <p>Purpose: 01 - Public School Activities</p> <p>Focus Area: Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3</p> <p>LEA / School: Waterbury School District (0000000151-00)</p> <p>Quantity: 1.00</p> <p>Cost: \$90,235.00</p> <p>Line Item Total: \$90,235.00</p>	<p>(3) teachers for 3rd 9th grade small learning community @ Wilby HS @50% (the other 50% is funded in Commissioner Network)</p>
<p>Object: 100 - Personal Services > Salaries</p> <p>Purpose: 01 - Public School Activities</p> <p>Focus Area: Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3</p> <p>LEA / School: Waterbury School District (0000000151-00)</p> <p>Quantity: 1.00</p> <p>Cost: \$89,033.00</p> <p>Line Item Total: \$89,033.00</p>	<p>Pre-K Certified Teachers 1 Full-time Pre-K Teacher at WCA</p>
<p>Object: 100 - Personal Services > Salaries</p> <p>Purpose: 01 - Public School Activities</p>	<p>Stem coach (Washington)</p>

Focus Area: Talent - Goal 1.2 Academics Goal 2.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$84,007.00 Line Item Total: \$84,007.00	
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.1 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$77,004.00 Line Item Total: \$77,004.00	1 Building Facility Coordinator
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.1 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$75,000.00 Line Item Total: \$75,000.00	1 School Security Coordinator
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.2 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$71,874.00	3 Attendance Counselors (65% 2 Wilby, 1 NEMS)

Line Item Total: \$71,874.00	
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3 Climate Goal 3.1 Climate Goal 3.2 Climate Goal 3.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$60,000.00 Line Item Total: \$60,000.00	1 Data Analyst
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.2 Academics Goal 2.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$37,400.00 Line Item Total: \$37,400.00	CTE Skills Specialist PT
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Operations Goal 4.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$37,360.00 Line Item Total: \$37,360.00	1 IT network Specialist
Object: 100 - Personal Services > Salaries	

Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.1 Climate Goal 3.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$32,760.00 Line Item Total: \$32,760.00	Hall Monitors 2 Part time substitutes \$90 / Day x 182 Days (Wilby, Kennedy)
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$32,186.00 Line Item Total: \$32,186.00	Teaching Assistant Pre-K 1 Part-time Pre-K Assistant Position- 10 Months (WCA)
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$21,865.00 Line Item Total: \$21,865.00	After School Program/Detention program, Pre-K 8, Middle and High schools. Teachers after school rate is \$34/ hour.
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.3	530 Club program to promote SAT achievement in Mathematics for High School Students in grade 11.

LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$20,000.00"/> Line Item Total: <input type="text" value="\$20,000.00"/>	
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.3 LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$20,000.00"/> Line Item Total: <input type="text" value="\$20,000.00"/>	Online Learning digital Curriculum Part-time Substitutes after School
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.3 LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$20,000.00"/> Line Item Total: <input type="text" value="\$20,000.00"/>	WCA Stem Part-time Support Staff After School @ \$33/ Hr for approximately (5) teachers Teachers & \$38/hr for (1) Administrator
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.1 LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$16,380.00"/> Line Item <input type="text" value="\$16,380.00"/>	In School Suspension Monitor 1 Part-time Monitor \$90/ day x 182 days- Reed

Total:		
Object: 100 - Personal Services > Salaries	Google certification expansion for certified and non certified staff. Stipends for Fall/Spring Sessions (Level 1 & Level 2) Other Technology related training; ISTE, KAMI	
Purpose: 01 - Public School Activities		
Focus Area: Talent - Goal 1.2		
LEA / School: Waterbury School District (0000000151-00)		
Quantity: <input type="text" value="1.00"/>		
Cost: <input type="text" value="\$15,000.00"/>		
Line Item Total: <input type="text" value="\$15,000.00"/>		
Total for 100 - Personal Services > Salaries:		<input type="text" value="\$52,558,000.00"/>
Total for all other Objects:		<input type="text" value="\$5,009,834.00"/>
Total for all Objects:		<input type="text" value="\$57,567,834.00"/>
Allocation:		<input type="text" value="\$57,567,834.00"/>
Remaining:		<input type="text" value="\$0.00"/>

Budget Detail

Waterbury School District (0000000151-00) Public School District - FY 2024 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant

200 - Personal Services > Employee Benefits - \$3,019,600.00 ▼

Budget Detail	Narrative Description
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.1 Climate Goal 3.2 Climate Goal 3.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$473,770.00 Line Item Total: \$473,770.00	Social Workers 13 Full time positions 10 months @ 49.33%
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.2 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$417,427.00 Line Item Total: \$417,427.00	Literacy Facilitators 10 Full time positions 10 months @ 49.33%
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.2 Academics Goal 2.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$406,415.00 Line Item Total: \$406,415.00	Art Music Teachers 12 Full time positions 10 months @ 49.33%

Total:		
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 Climate Goal 3.1 Climate Goal 3.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$281,181.00 Line Item Total: \$281,181.00		Director of Student Affairs @ 49.33% 1 Administrator @ \$ 120,000 @ 49.33% 3 Teachers @ \$ 60,000 @ 49.33% 1 Social Worker @ \$ 60,000 @ 49.33% 1 Substance Abuse Counselor @ \$ 60,000 @ 49.33%
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: Talent - Goal 1.1 Talent - Goal 1.2 Talent - Goal 1.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$155,390.00 Line Item Total: \$155,390.00		Assistant Superintendents 2 Full time positions 12 months @ 49.33%
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: Talent - Goal 1.2 Talent - Goal 1.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$115,062.00 Line Item Total: \$115,062.00		Supervisor of Talent and Professional Development 2 Full time position 12 months @ 49.33%
Object: 200 - Personal Services > Employee Benefits		Chief Academic Officer

Purpose: 01 - Public School Activities Focus Area: Talent - Goal 1.1 Talent - Goal 1.2 Talent - Goal 1.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$78,928.00 Line Item Total: \$78,928.00	1 full time Position 12 Months @49.33%
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$78,928.00 Line Item Total: \$78,928.00	Full-time Director of College & Career Readiness @ 49.33%
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.1 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$74,518.00 Line Item Total: \$74,518.00	Coordinator of Security & School Safety 1 Full time position - 12 months @ 56.98%
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 Climate Goal 3.1 Climate Goal 3.2	Director of Equity and Inclusion 1 Full-time Position 12 months @ 56.98%

LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$74,074.00"/> Line Item Total: <input type="text" value="\$74,074.00"/>	
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: Talent - Goal 1.1 Talent - Goal 1.2 Talent - Goal 1.3	Chief Turnaround Officer 1 Full-time Position @ 49.33% (Central Office)
LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$73,995.00"/> Line Item Total: <input type="text" value="\$73,995.00"/>	
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.1	Legal Counsel Benefits 1 Full-time Position 12 Months @ 58.96%
LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$68,376.00"/> Line Item Total: <input type="text" value="\$68,376.00"/>	
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$66,475.00"/> Line Item	Full-time Supervisor of Technology for Teaching and Learning @ 49.33%

Total: \$66,475.00		
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$61,037.00 Line Item Total: \$61,037.00		Early College High Administrator 1 Full-time position 12 months @ 49.33% (Central Office)
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$59,196.00 Line Item Total: \$59,196.00		Math Coach 2 Full time positions 10 months @ 49.33%
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$58,381.00 Line Item Total: \$58,381.00		Early Childhood Special Ed Supervisor 1 Early Childhood Special Ed Supervisor @49.33%
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.1 Climate Goal 3.2		Behavior Techs (Counselors) 2 Full time positions 10 months @ 56.98%

LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$56,981.00"/> Line Item Total: <input type="text" value="\$56,981.00"/>	
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: <input type="text" value="Climate Goal 3.1"/> <input type="text" value="Climate Goal 3.3"/> LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$56,681.00"/> Line Item Total: <input type="text" value="\$56,681.00"/>	College and Career readiness Supervisor @49.33%
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: <input type="text" value="Academics Goal 2.3"/> LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$55,030.00"/> Line Item Total: <input type="text" value="\$55,030.00"/>	Math Supervisor 1 Full time position 12 Months @ 49.33%
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: <input type="text" value="Talent - Goal 1.3"/> <input type="text" value="Climate Goal 3.1"/> LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$52,079.00"/> Line Item Total: <input type="text" value="\$52,079.00"/>	1 Communication Specialist @ 56.98% 1 Communication Associate @ 56.98%

Total:	
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.1 LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$51,696.00"/> Line Item Total: <input type="text" value="\$51,696.00"/>	Office Manager 2 Full-time Position 12 months @ @ 56.98%
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3 LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$43,920.00"/> Line Item Total: <input type="text" value="\$43,920.00"/>	Pre-K Certified Teacher 1 Full time position 10 months @ 49.33%
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.1 LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$43,877.00"/> Line Item Total: <input type="text" value="\$43,877.00"/>	1 Building Facility Coordinator @ 56.98%
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities	1 School Security Coordinator @ 56.98%

Focus Area: Climate Goal 3.1 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$42,735.00 Line Item Total: \$42,735.00	
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.2 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$35,456.00 Line Item Total: \$35,456.00	3 Attendance Counselors (65% 2 Wilby, 1 NEMS)@49.33%
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3 Climate Goal 3.1 Climate Goal 3.2 Climate Goal 3.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$34,188.00 Line Item Total: \$34,188.00	1 Data Analyst @ 56.98%
Object: 200 - Personal Services > Employee Benefits Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3	Teaching Assistant Pre-K 1 Part time position 10 months @ 11.82%

LEA / School: Waterbury School District (0000000151-00)

Quantity: 1.00

Cost: \$3,804.00

Line Item \$3,804.00

Total:

Total for 200 - Personal Services > Employee Benefits: \$3,019,600.00

Total for all other Objects: \$54,548,234.00

Total for all Objects: \$57,567,834.00

Allocation: \$57,567,834.00

Remaining: \$0.00

Budget Detail

Waterbury School District (0000000151-00) Public School District - FY 2024 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant

300 - Purchased Professional and Technical Services - \$387,981.00 ▼

Budget Detail	Narrative Description
Object: 300 - Purchased Professional and Technical Services Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$140,000.00 Line Item Total: \$140,000.00	Online learning digital curriculum Part-Time Substitutes after School
Object: 300 - Purchased Professional and Technical Services Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.2 Academics Goal 2.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$109,045.00 Line Item Total: \$109,045.00	College Readiness System Solutions SAT testing materials & scoring
Object: 300 - Purchased Professional and Technical Services Purpose: 01 - Public School Activities Focus Area: Talent - Goal 1.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$40,000.00	CT Teacher residency program admin. Fees (CREC)

Line Item Total: \$40,000.00	
Object: 300 - Purchased Professional and Technical Services Purpose: 01 - Public School Activities Focus Area: Talent - Goal 1.3 Climate Goal 3.1 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$40,000.00 Line Item Total: \$40,000.00	Marketing and Branding the school district photos/videos; social media ads; Advertising on billboards, news media
Object: 300 - Purchased Professional and Technical Services Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$33,936.00 Line Item Total: \$33,936.00	Naugatuck Valley Community College (NVCC) Partnership NVCC Dual Articulation Courses Waterbury Career Academy School
Object: 300 - Purchased Professional and Technical Services Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.1 Climate Goal 3.2 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$25,000.00 Line Item Total: \$25,000.00	Professional Development for Equity Training Contract service providers to provide program design and development support to implement district wide equity training for teachers and administrators.

Total for 300 - Purchased Professional and Technical Services:	\$387,981.00
---	--------------

Total for all other Objects:	\$57,179,853.00
-------------------------------------	-----------------

Total for all Objects:	\$57,567,834.00
-------------------------------	-----------------

Allocation:	\$57,567,834.00
--------------------	-----------------

Remaining:	\$0.00
-------------------	--------

Budget Detail

Waterbury School District (0000000151-00) Public School District - FY 2024 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant

500 - Other Purchased Services - \$711,222.00



Budget Detail	Narrative Description
Object: 500 - Other Purchased Services Purpose: 01 - Public School Activities Focus Area: Operations Goal 4.1 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$353,072.00 Line Item Total: \$353,072.00	Student Management System Manage student system (Power School) for a more coherent and aligned approach to operations.
Object: 500 - Other Purchased Services Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$138,150.00 Line Item Total: \$138,150.00	Online Learning/Digital Curriculum - Imagine Learning 1 year online system - Online learning (regular and extended school day use)
Object: 500 - Other Purchased Services Purpose: 01 - Public School Activities Focus Area: Operations Goal 4.2 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$130,000.00 Line Item Total: \$130,000.00	Transportation for the Extended Day After School Programs / Field trips, Robotics, and Invention convention

Object: 500 - Other Purchased Services Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$50,000.00 Line Item Total: \$50,000.00		Marketing for specialized programs/recruitment photos/videos; social media ads; promoting jobs on recruitment sites, travel/mileage reimbursement; Advertising on billboards
Object: 500 - Other Purchased Services Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.2 Academics Goal 2.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$40,000.00 Line Item Total: \$40,000.00		530 Club program to promote SAT achievement in Mathematics for High School Students in grade 11.
		Total for 500 - Other Purchased Services: \$711,222.00
		Total for all other Objects: \$56,856,612.00
		Total for all Objects: \$57,567,834.00
		Allocation: \$57,567,834.00
		Remaining: \$0.00

Budget Detail

Waterbury School District (0000000151-00) Public School District - FY 2024 - Alliance and Priority School District Grants - Rev 0 - Alliance District Grant

600 - Supplies - \$891,031.00



Budget Detail	Narrative Description
Object: 600 - Supplies Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$490,235.00 Line Item Total: \$490,235.00	Instructional resources (Decathelon)
Object: 600 - Supplies Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.1 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$125,000.00 Line Item Total: \$125,000.00	HALO detectors, to monitor and detect smoking, vaping, disturbance and vandalism in student bathrooms 50 units @ \$ 2500 = \$ 125,000.
Object: 600 - Supplies Purpose: 01 - Public School Activities Focus Area: Climate Goal 3.1 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$97,296.00 Line Item Total: \$97,296.00	Athletic New regulation Shot clocks

Total:	
Object: 600 - Supplies Purpose: 01 - Public School Activities Focus Area: Talent - Goal 1.2 Academics Goal 2.1 Academics Goal 2.2 Academics Goal 2.3 LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$65,000.00"/> Line Item Total: <input type="text" value="\$65,000.00"/>	Student Grab and go meals on Professional learning half days for middle and high school.
Object: 600 - Supplies Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.2 Academics Goal 2.3 LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$60,000.00"/> Line Item Total: <input type="text" value="\$60,000.00"/>	Instructional supplies for innovative programming: Early College High Program, Academic Academy, and International Dual Language School.
Object: 600 - Supplies Purpose: 01 - Public School Activities Focus Area: Academics Goal 2.3 LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$26,500.00"/> Line Item Total: <input type="text" value="\$26,500.00"/>	Incentives for students to join the 530 Club program to promote SAT achievement in Mathematics for High School Students in grade 11.
Object: 600 - Supplies Purpose: 01 - Public School Activities Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$26,500.00"/> Line Item Total: <input type="text" value="\$26,500.00"/>	
Object: 600 - Supplies Purpose: 01 - Public School Activities	Marketing / Branding

Focus Area: Talent - Goal 1.3 Climate Goal 3.1 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$20,000.00 Line Item Total: \$20,000.00	
Object: 600 - Supplies Purpose: 01 - Public School Activities Focus Area: Talent - Goal 1.3 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$5,000.00 Line Item Total: \$5,000.00	Minority Recruitment and Retention Recruitment materials such as books, shirts, sanitizer, flyers, banners, tote bags, branded promotional advertising products.
Object: 600 - Supplies Purpose: 01 - Public School Activities Focus Area: Talent - Goal 1.1 Talent - Goal 1.2 LEA / School: Waterbury School District (0000000151-00) Quantity: 1.00 Cost: \$2,000.00 Line Item Total: \$2,000.00	Materials and supplies to enhance professional learning.
Total for 600 - Supplies: \$891,031.00	
Total for all other Objects: \$56,676,803.00	
Total for all Objects: \$57,567,834.00	
Allocation: \$57,567,834.00	
Remaining: \$0.00	

PSD - Extended School Hours Budget

Waterbury School District (0000000151-00) Public School District - FY 2024 - Alliance and Priority School District Grants - Rev 0 - PSD - Extended School Hours

Object	Total
100 - Personal Services > Salaries	\$156,324.39
200 - Personal Services > Employee Benefits	\$0.00
300 - Purchased Professional and Technical Services	\$0.00
400 - Purchased Property Services	\$0.00
500 - Other Purchased Services	\$124,501.76
600 - Supplies	\$47,132.85
700 - Property	\$0.00
800 - Debt Service and Miscellaneous	\$0.00
917 - Indirect Costs	\$0.00
	Total \$327,959.00
	Allocation \$327,959.00
	Remaining \$0.00

Budget Detail

Waterbury School District (0000000151-00) Public School District - FY 2024 - Alliance and Priority School District Grants - Rev 0 - PSD - Extended School Hours

100 - Personal Services > Salaries - \$156,324.39 ▼

Budget Detail		Narrative Description
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$156,324.39"/> Line Item Total: <input type="text" value="\$156,324.39"/>	ESH District Wide Staff for Fall 2023 69 Certified Teachers, 23 Administrators, 23 Paraprofessionals, 12 Secretary/Clerical, 4 Parent Liaisons, 1- Education Aide	
		Total for 100 - Personal Services > Salaries: <input type="text" value="\$156,324.39"/>
		Total for all other Objects: <input type="text" value="\$171,634.61"/>
		Total for all Objects: <input type="text" value="\$327,959.00"/>
		Allocation: <input type="text" value="\$327,959.00"/>
		Remaining: <input type="text" value="\$0.00"/>

Budget Detail

Waterbury School District (0000000151-00) Public School District - FY 2024 - Alliance and Priority School District Grants - Rev 0 - PSD - Extended School Hours

500 - Other Purchased Services - \$124,501.76 ▼

Budget Detail		Narrative Description
Object: 500 - Other Purchased Services		<p>Local and regional vendors such as the Mystic Aquarium, Children Museum, Flanders Nature Center, CT Science Museum, Animal Embassy, Mattatuck Museum ,Little Scientists, Fitness Fury, Prospect Martial Arts, ASAP (Virtual Mighty Writers and Creative Movements), Hands on Drumming and Authors that will provide the community involvement and provide educational and environmental programs. Additional community involvement will provide a variety of virtual dance lessons and vendors such as Go Noodle, Mindfulness, Wellness and Nutrition to exercise their bodies and minds. \$66,000.00</p> <p>Transportation for the students home from school to home will be partially provided with the ESH funds. \$58,501.76</p>
Purpose: 01 - Public School Activities		
LEA / School: Waterbury School District (0000000151-00)		
Quantity: <input type="text" value="1.00"/>		
Cost: <input type="text" value="\$124,501.76"/>		
Line Item Total: <input type="text" value="\$124,501.76"/>		
Total for 500 - Other Purchased Services:		<input type="text" value="\$124,501.76"/>
Total for all other Objects:		<input type="text" value="\$203,457.24"/>
Total for all Objects:		<input type="text" value="\$327,959.00"/>
Allocation:		<input type="text" value="\$327,959.00"/>
Remaining:		<input type="text" value="\$0.00"/>

Budget Detail

Waterbury School District (0000000151-00) Public School District - FY 2024 - Alliance and Priority School District Grants - Rev 0 - PSD - Extended School Hours

600 - Supplies - \$47,132.85 ▼

Budget Detail		Narrative Description
Object: 600 - Supplies		Instructional Supplies for students who have an extended school day.
Purpose: 01 - Public School Activities		
LEA / School: Waterbury School District (0000000151-00)		
Quantity: <input type="text" value="1.00"/>		
Cost: <input type="text" value="\$47,132.85"/>		
Line Item Total: <input type="text" value="\$47,132.85"/>		
Total for 600 - Supplies:		<input type="text" value="\$47,132.85"/>
Total for all other Objects:		<input type="text" value="\$280,826.15"/>
Total for all Objects:		<input type="text" value="\$327,959.00"/>
Allocation:		<input type="text" value="\$327,959.00"/>
Remaining:		<input type="text" value="\$0.00"/>

Waterbury School District (0000000151-00) Public School District - FY 2024 - Alliance and Priority School District Grants - Rev 0 - PSD - Summer School

Object	Total
100 - Personal Services > Salaries	\$212,160.28
200 - Personal Services > Employee Benefits	\$0.00
300 - Purchased Professional and Technical Services	\$2,000.00
400 - Purchased Property Services	\$0.00
500 - Other Purchased Services	\$117,143.04
600 - Supplies	\$53,387.68
700 - Property	\$0.00
800 - Debt Service and Miscellaneous	\$0.00
917 - Indirect Costs	\$0.00
	Total \$384,691.00
	Allocation \$384,691.00
	Remaining \$0.00

Budget Detail

Waterbury School District (0000000151-00) Public School District - FY 2024 - Alliance and Priority School District Grants - Rev 0 - PSD - Summer School

100 - Personal Services > Salaries - \$212,160.28 ▼

Budget Detail		Narrative Description
Object: 100 - Personal Services > Salaries Purpose: 01 - Public School Activities LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$212,160.28"/> Line Item Total: <input type="text" value="\$212,160.28"/>		Summer School staff for the Extended Academic Support (EAS) Summer School; 1 Administrator/4 EAS Elementary Coordinator @ \$38 per hour, an estimate 48 teachers @ \$34 per hour and 4 Secretaries; 1 per site with an average hourly rate of \$16 per hour. Balance will be charged to stipends for training and for Summer School preparation.
		Total for 100 - Personal Services > Salaries: <input type="text" value="\$212,160.28"/>
		Total for all other Objects: <input type="text" value="\$172,530.72"/>
		Total for all Objects: <input type="text" value="\$384,691.00"/>
		Allocation: <input type="text" value="\$384,691.00"/>
		Remaining: <input type="text" value="\$0.00"/>

Budget Detail

Waterbury School District (0000000151-00) Public School District - FY 2024 - Alliance and Priority School District Grants - Rev 0 - PSD - Summer School

300 - Purchased Professional and Technical Services - \$2,000.00 ▼

Budget Detail		Narrative Description
Object: 300 - Purchased Professional and Technical Services Purpose: 01 - Public School Activities LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$2,000.00"/> Line Item Total: <input type="text" value="\$2,000.00"/>	Social Emotional Presentation	
Total for 300 - Purchased Professional and Technical Services:		<input type="text" value="\$2,000.00"/>
		Total for all other Objects: <input type="text" value="\$382,691.00"/>
		Total for all Objects: <input type="text" value="\$384,691.00"/>
		Allocation: <input type="text" value="\$384,691.00"/>
		Remaining: <input type="text" value="\$0.00"/>

Budget Detail

Waterbury School District (0000000151-00) Public School District - FY 2024 - Alliance and Priority School District Grants - Rev 0 - PSD - Summer School

500 - Other Purchased Services - \$117,143.04 ▼

Budget Detail		Narrative Description
Object: 500 - Other Purchased Services Purpose: 01 - Public School Activities LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$117,143.04"/> Line Item Total: <input type="text" value="\$117,143.04"/>	Transportation for the EAS summer school.	
		Total for 500 - Other Purchased Services: <input type="text" value="\$117,143.04"/>
		Total for all other Objects: <input type="text" value="\$267,547.96"/>
		Total for all Objects: <input type="text" value="\$384,691.00"/>
		Allocation: <input type="text" value="\$384,691.00"/>
		Remaining: <input type="text" value="\$0.00"/>

Budget Detail

Waterbury School District (0000000151-00) Public School District - FY 2024 - Alliance and Priority School District Grants - Rev 0 - PSD - Summer School

600 - Supplies - \$53,387.68 ▼

Budget Detail		Narrative Description
Object: 600 - Supplies Purpose: 01 - Public School Activities LEA / School: Waterbury School District (0000000151-00) Quantity: <input type="text" value="1.00"/> Cost: <input type="text" value="\$53,387.68"/> Line Item Total: <input type="text" value="\$53,387.68"/>		Purchase of summer school supplies including students fiction and non-fiction texts and workbooks to ensure students know the key skills needed to succeed at the next grade level.
		Total for 600 - Supplies: <input type="text" value="\$53,387.68"/>
		Total for all other Objects: <input type="text" value="\$331,303.32"/>
		Total for all Objects: <input type="text" value="\$384,691.00"/>
		Allocation: <input type="text" value="\$384,691.00"/>
		Remaining: <input type="text" value="\$0.00"/>

Statement of Assurances

Waterbury School District (0000000151-00) Public School District - FY 2024 - Alliance and Priority School District Grants - Rev 0 - Assurances

☒ * The Local Educational Agency (LEA) hereby assures the State Educational Agency (SEA) that the LEA follows all regulations applicable for CSDE, including those outlined below.

- | | |
|-----------|--|
| A. | The applicant has the necessary legal authority to apply for and receive the proposed grant; |
| B. | The filing of this application has been authorized by the applicant's governing body, and the undersigned official has been duly authorized to file this application for and on behalf of said applicant, and otherwise to act as the authorized representative of the applicant in connection with this application; |
| C. | The activities and services for which assistance is sought under this grant will be administered by or under the supervision and control of the applicant; |
| D. | The project will be operated in compliance with all applicable state and federal laws and in compliance with regulations and other policies and administrative directives of the State Board of Education and the Connecticut State Department of Education; |
| E. | Grant funds shall not be used to supplant funds normally budgeted by the agency; |
| F. | Fiscal control and accounting procedures will be used to ensure proper disbursement of all funds awarded; |
| G. | The applicant will submit a final project report (within 60 days of the project completion) and such other reports, as specified, to the Connecticut State Department of Education, including information relating to the project records and access thereto as the Connecticut State Department of Education may find necessary; |
| H. | The Connecticut State Department of Education reserves the exclusive right to use and grant the right to use and/or publish any part or parts of any summary, abstract, reports, publications, records and materials resulting from this project and this grant; |
| I. | If the project achieves the specified objectives, every reasonable effort will be made to continue the project and/or implement the results after the termination of state/federal funding; |
| J. | The applicant will protect and save harmless the State Board of Education from financial loss and expense, including legal fees and costs, if any, arising out of any breach of the duties, in whole or part, described in the application for the grant; |
| K. | At the conclusion of each grant period, the applicant will provide for an independent audit report acceptable to the grantor in accordance with Sections 7-394a and 7-396a of the Connecticut General Statutes, and the applicant shall return to the Connecticut State Department of Education any moneys not expended in accordance with the approved program/operation budget as determined by the audit; |
| L. | REQUIRED LANGUAGE (NON-DISCRIMINATION) |
| | References in this section to "contract" shall mean this grant agreement and to "contractor" shall mean the Grantee. |
| (a) | For purposes of this Section, the following terms are defined as follows: |
| (1) | "Commission" means the Commission on Human Rights and Opportunities; |
| (2) | "Contract" and "contract" include any extension or modification of the Contract or contract; |
| (3) | "Contractor" and "contractor" include any successors or assigns of the Contractor or contractor; |

	(4)	"Gender identity or expression" means a person's gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth, which gender-related identity can be shown by providing evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity or any other evidence that the gender-related identity is sincerely held, part of a person's core identity or not being asserted for an improper purpose.
	(5)	"good faith" means that degree of diligence which a reasonable person would exercise in the performance of legal duties and obligations;
	(6)	"good faith efforts" shall include, but not be limited to, those reasonable initial efforts necessary to comply with statutory or regulatory requirements and additional or substituted efforts when it is determined that such initial efforts will not be sufficient to comply with such requirements;
	(7)	"marital status" means being single, married as recognized by the state of Connecticut, widowed, separated or divorced;
	(8)	"mental disability" means one or more mental disorders, as defined in the most recent edition of the American Psychiatric Association's "Diagnostic and Statistical Manual of Mental Disorders", or a record of or regarding a person as having one or more such disorders;
	(9)	"minority business enterprise" means any small contractor or supplier of materials fifty-one percent or more of the capital stock, if any, or assets of which is owned by a person or persons: (1) who are active in the daily affairs of the enterprise, (2) who have the power to direct the management and policies of the enterprise, and (3) who are members of a minority, as such term is defined in subsection (a) of Connecticut General Statutes § 32-9n; and
	(10)	"public works contract" means any agreement between any individual, firm or corporation and the State or any political subdivision of the State other than a municipality for construction, rehabilitation, conversion, extension, demolition or repair of a public building, highway or other changes or improvements in real property, or which is financed in whole or in part by the State, including, but not limited to, matching expenditures, grants, loans, insurance or guarantees.
For purposes of this Section, the terms "Contract" and "contract" do not include a contract where each contractor is (1) a political subdivision of the state, including, but not limited to, a municipality, (2) a quasi-public agency, as defined in Conn. Gen. Stat. Section 1-120, (3) any other state, including but not limited to any federally recognized Indian tribal governments, as defined in Conn. Gen. Stat. Section 1-267, (4) the federal government, (5) a foreign government, or (6) an agency of a subdivision, agency, state or government described in the immediately preceding enumerated items (1), (2), (3), (4) or (5).		

(b)	(1) The Contractor agrees and warrants that in the performance of the Contract such Contractor will not discriminate or permit discrimination against any person or group of persons on the grounds of race, color, religious creed, age, marital status, national origin, ancestry, sex, gender identity or expression, intellectual disability, mental disability or physical disability, including, but not limited to, blindness, unless it is shown by such Contractor that such disability prevents performance of the work involved, in any manner prohibited by the laws of the United States or of the State of Connecticut; and the Contractor further agrees to take affirmative action to insure that applicants with jobrelated qualifications are employed and that employees are treated when employed without regard to their race, color, religious creed, age, marital status, national origin, ancestry, sex, gender identity or expression, intellectual disability, mental disability or physical disability, including, but not limited to, blindness, unless it is shown by the Contractor that such disability prevents performance of the work involved; (2) the Contractor agrees, in all solicitations or advertisements for employees placed by or on behalf of the Contractor, to state that it is an "affirmative action-equal opportunity employer" in accordance with regulations adopted by the Commission; (3) the Contractor agrees to provide each labor union or representative of workers with which the Contractor has a collective bargaining agreement or other contract or understanding and each vendor with which the Contractor has a contract or understanding, a notice to be provided by the Commission, advising the labor union or workers' representative of the Contractor's commitments under this section and to post copies of the notice in conspicuous places available to employees and applicants for employment; (4) the Contractor agrees to comply with each provision of this Section and Connecticut General Statutes §§ 46a-68e and 46a-68f and with each regulation or relevant order issued by said Commission pursuant to Connecticut General Statutes §§ 46a-56, 46a-68e and 46a-68f; and (5) the Contractor agrees to provide the Commission on Human Rights and Opportunities with such information requested by the Commission, and permit access to pertinent books, records and accounts, concerning the employment practices and procedures of the Contractor as relate to the provisions of this Section and Connecticut General Statutes § 46a-56. If the contract is a public works contract, the Contractor agrees and warrants that he will make good faith efforts to employ minority business enterprises as subcontractors and suppliers of materials on such public works projects.
(c)	Determination of the Contractor's good faith efforts shall include, but shall not be limited to, the following factors: The Contractor's employment and subcontracting policies, patterns and practices; affirmative advertising, recruitment and training; technical assistance activities and such other reasonable activities or efforts as the Commission may prescribe that are designed to ensure the participation of minority business enterprises in public works projects.
(d)	The Contractor shall develop and maintain adequate documentation, in a manner prescribed by the Commission, of its good faith efforts.
(e)	The Contractor shall include the provisions of subsection (b) of this Section in every subcontract or purchase order entered into in order to fulfill any obligation of a contract with the State and such provisions shall be binding on a subcontractor, vendor or manufacturer unless exempted by regulations or orders of the Commission. The Contractor shall take such action with respect to any such subcontract or purchase order as the Commission may direct as a means of enforcing such provisions including sanctions for noncompliance in accordance with Connecticut General Statutes §46a-56; provided if such Contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the Commission, the Contractor may request the State of Connecticut to enter into any such litigation or negotiation prior thereto to protect the interests of the State and the State may so enter.
(f)	The Contractor agrees to comply with the regulations referred to in this Section as they exist on the date of this Contract and as they may be adopted or amended from time to time during the term of this Contract and any amendments thereto.
(g)	(1) The Contractor agrees and warrants that in the performance of the Contract such Contractor will not discriminate or permit discrimination against any person or group of persons on the grounds of sexual orientation, in any manner prohibited by the laws of the United States or the State of Connecticut, and that employees are treated when employed without regard to their sexual orientation; (2) the Contractor agrees to provide each labor union or representative of workers with which such Contractor has a collective bargaining agreement or other contract or understanding and each vendor with which such Contractor has a contract or understanding, a notice to be provided by the Commission on Human Rights and Opportunities advising the labor union or workers' representative of the Contractor's commitments under this section, and to post copies of the notice in conspicuous places available to employees and applicants for employment; (3) the Contractor agrees to comply with each provision of this section and with each regulation or relevant order issued by said Commission pursuant to Connecticut General Statutes § 46a56; and (4) the Contractor agrees to provide the Commission on Human Rights and Opportunities with such information requested by the Commission, and permit access to pertinent books, records and accounts, concerning the employment practices and procedures of the Contractor which relate to the provisions of this Section and Connecticut General Statutes § 46a-56.

	(h) The Contractor shall include the provisions of the foregoing paragraph in every subcontract or purchase order entered into in order to fulfill any obligation of a contract with the State and such provisions shall be binding on a subcontractor, vendor or manufacturer unless exempted by regulations or orders of the Commission. The Contractor shall take such action with respect to any such subcontract or purchase order as the Commission may direct as a means of enforcing such provisions including sanctions for noncompliance in accordance with Connecticut General Statutes § 46a-56; provided, if such Contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the Commission, the Contractor may request the State of Connecticut to enter into any such litigation or negotiation prior thereto to protect the interests of the State and the State may so enter.
M.	The grant award is subject to approval of the Connecticut State Department of Education and availability of state or federal funds.
N.	The applicant agrees and warrants that Sections 4-190 to 4-197, inclusive, of the Connecticut General Statutes concerning the Personal Data Act and Sections 10-4-8 to 10-4-10, inclusive, of the Regulations of Connecticut State Agencies promulgated there under are hereby incorporated by reference.

* The Local Education Agency (LEA) hereby assures the State Education Agency (SEA) that the LEA has received local board of education approval of this plan's submission. Date of board approval:

09/21/2023 

BOARD OF EDUCATION

Waterbury, Connecticut

COMMITTEE ON GRIEVANCES

Item #13.1

September 21, 2023

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Committee on Grievances moves that S.A.W. Grievance 2022-2023-05,
heard by the committee on September 18, 2023, be _____.

Committee Meeting Agenda/Minutes

Committee: BOE Grievance Committee			
Location: Superintendent's Office Chase Building/Room 158 236 Grand Street	Date of Meeting: Monday September 18, 2023	Start Time: 5:30 p.m.	Finish Time: 7:30 pm

Team Norms:
<ol style="list-style-type: none"> 1. All meetings will start on time 2. All team members will agree to stay on specific agenda topics 3. A specific agenda will be set for all meeting

Commissioners Present:	Staff Present:
<i>Melissa Serrano Adorno, Margaret O'Brien, Juanita Hernandez and Ann Sweeney</i>	<i>Supt. Dr. Verna Ruffin, Juan Mendoza, Attorney Joseph Britton, Dan Berry, and Geen Thazhampallath</i> <i>OTHERS: Attorney Eric Brown, Michael Veronneau, and Robert Johnston.</i>

AGENDA			MOTION
	Agenda Item	Time Allotted	Motion by/seconded by Vote tally
1.	SAW Grievance 22-23-05	20 minutes	<i>Motion to convene in executive session regarding SAW Grievance 22-23-05; motion by Ann Sweeney, 2nd by Juanita Hernandez - unanimous 6:44 pm.</i> <i>Motion to return from executive session, no votes were taken; motion by Juanita Hernandez, 2nd by Ann Sweeney – unanimous 7:08 pm.</i> <i>Motion to recommend SAW Grievance 22-23-05 be denied; motion by Ann Sweeney, 2nd Juanita Hernandez – Yeas/3 Serrano Adorno, Hernandez, Sweeney with O'Brien recusing herself from the matter.</i>
	Adjournment		<i>Motion to adjourn at 7:30 p.m. - Hernandez, 2nd Sweeney – unanimous.</i>

Additional notes/minutes:

Attorney Eric Brown went through the history of the incident, maintaining the exercise of Grievant's best judgement, including the decision to call a shelter in place, in response to a report of a gun in the school.

Principal Veronneau spoke to the incident of a report of a student in possession of a gun. Notified the Principal of Wallace Middle School. Needed to find the student. Asked the SRO if a shelter in place was appropriate and called shelter in place.

Testimony by Geen T and Dan Barry centered on protocols for shelter in place and lockdown.

Minutes prepared by: ***Ann Sweeney***

Committee Meeting Agenda/Minutes

Committee:		BOE Grievance Committee		
Location: Superintendent's Office Chase Building/Room 158 236 Grand Street		Date of Meeting: Monday September 18, 2023	Start Time: 5:30 p.m.	Finish Time:

Team Norms:	
<ol style="list-style-type: none">1. All meetings will start on time2. All team members will agree to stay on specific agenda topics3. A specific agenda will be set for all meeting	

Commissioners Present:	Staff Present:

AGENDA			MOTION
	Agenda Item	Time Allotted	Motion by/seconded by Vote tally
1.	SAW Grievance 22-23-05	20 minutes	
	Adjournment		

Additional notes/minutes:

Minutes prepared by:

S.A.W. – Waterbury Administrators Union

Official Grievance Form

Employer: Waterbury Board of Education

Date Submitted: 6/2/23

Local Grievance No.: 2022-2023-5

Step 1: To answer the grievance in writing with copies to S.A.W. within 7 school days following receipt of the written grievance.

Grievant: Michael Veronneau

Title: Principal, Crosby High School

Class Action: N/A

Supervisor: Jade Gopie

I authorize my union, S.A.W., and our union's attorney, Law Office of Eric R. Brown, to act as my representative for me in this grievance.

Date: 6/2/23

Signature

Grievant

Signature of Union Representative: _____, Title: President, SAW

Statement of Grievance

Article and Sections of the contract that have been violated:

Article IX, Section 10.

No Administrator shall be disciplined (exclusive of termination, which is controlled by section 10-151 of the Connecticut General Statutes), denied an increment be reduced in status or pay (except as part of a reduction in force, pursuant to Article VII, Section 8), without just cause.

Grievance: Issuance of letter of written warning on May 22, 2023, without just cause.

Remedy Sought:

Rescind letter of written warning and make employee whole.

S.A.W. – Waterbury Administrators Union

Official Grievance Form

Grievance No.: 2022-2023-5

Step 1 Response: Attached

Step 2 Response: Attached

Step 3 Response:



WATERBURY
PUBLIC SCHOOLS

Mrs. Jade L. Gopie

Assistant Superintendent of Schools

(203) 574-8023

jgopie@waterbury.k12.ct.us

June 27, 2023

I, Asst. Superintendent Jade L. Gopie, as Supervisor of Grievant Principal Michael Veronneau, heard a Stage 2 Level 1 Grievance, as presented by the Waterbury School Administrators' union on behalf of Principal Veronneau on June 22, 2023. After considering all presented statements, I am Rejecting this Stage 2 Level 1 Grievance.

Thank you.

Jade L. Gopie
Assistant Superintendent



WATERBURY
PUBLIC SCHOOLS

Mr. Juan Mendoza

Assistant Superintendents of Human Capital

Jmendoza@waterbury.k12.ct.us

August 8, 2023

As the Superintendent's designee, I heard grievance 2023-2023-5 at Stage 2 Level 2, as presented by the Waterbury School Administrators' Union on behalf of Principal Veronneau on August 1, 2023. After considering all presented statements, we are rejecting this Stage 2 Level 2 Grievance. Thank you.

Juan Mendoza

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #14.1

September 21, 2023

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

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

<u>Name</u>	<u>School</u>	<u>Position</u>	<u>Effective</u>
Shippee, Kieran	KHS	Assistant Volley Ball Coach	08/28/23
Morrison, Terrance	KHS	Head Volleyball Coach	09/13/23
Williams, Dajee	WHS	Assistant Softball Coach	05/19/23

Respectfully submitted,

Dr. Verna D. Ruffin
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #14.2

September 21, 2023

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:

<u>Name</u>	<u>Position/Location</u>	<u>FT/PT</u>	<u>Rate</u>	<u>Union</u>	<u>Funding</u>	<u>Effective</u>
Aidoo, Syreeta (transfer)	Behavior Counselor Duggan	FT	\$28.77/hr	F UPSEU 69	Title I/A 23-25	09/07/23
Banaj, Alketa	Classroom Assistant Wilson (correction)	FT	\$15.41/hr	UPSEU 68	Title I/A 22-24	08/24/23
Brooks, Randford (promotion)	Behavior Counselor Enlightenment	FT	\$25/hr	F UPSEU 69	Alliance 23-24	08/21/23
Caisaguano, Elizabeth	Classroom Assistant Maloney	FT	\$15.41/hr	UPSEU 68	MMS Magn. 22-23	08/24/23
Gaston, Jordan	Prev. Specialist Enlightenment	FT	\$18.14/hr	F UPSEU 69	Priority 22-23	09/07/23
Gonzalez, Amari	Parent Liaison Generali	FT	\$15.88/hr	UPSEU 69	Title I/DW 22-24	09/07/23
James, Zakai	Communications Assistant	FT	\$20/hr	F UPSEU 69	Alliance 23-24	09/07/23

Respectfully submitted,

Dr. Verna D. Ruffin
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #14.3

September 21, 2023

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following Maloney Magnet School's Before and After School Program appointments:

<u>Teachers</u>		
Barbieri, Katie S.	Fusco, Sara	Orsini, Taylor
Beltran, Erin	Grazhdani Eneida	Perrucci, Daria (sub)
Bussey, Jennifer	Grendzinski, Katie (sub)	Smith, Holly
Cancro, Dana	Hibbs, Jennifer	Strachan, Andrea (sub)
Colangelo, Esther	Irizarry, Dana	.
Couture, Cheryl	Lund, Kelly	<u>Administration</u>
Dunn, Andrew	Maloney, Susan	Dombrowski, Jason
Egan, Alzira	Mecca, Kylie (sub)	Gittings, Stacey
Fiore, Patience	Miller, Jennifer	Yamashita-Iverson, Kazumi

Respectfully submitted,

Dr. Verna D. Ruffin
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #14.4

September 21, 2023

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

The Superintendent of Schools notifies the Board of Education of the following Walsh School's Before/After Program appointments:

Danzinger, Byron – Teacher (replacing Ken Yaffe)

Respectfully submitted,

Dr. Verna D. Ruffin
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #14.5

September 21, 2023

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) appointments:

<u>School</u>	<u>Last name</u>	<u>First Name</u>	<u>Assignment</u>
Chase	Arroyo	Ivet	Sub for para
	Commendatore	Joe	Sub for teacher
	DelMoral	Denise	Para Grade 1
	DiGiovancarlo	Krista	Secretary
	Eldridge	Lori	Administrator
	Lopez	Marlene	Sub for para
	Mancinone	Taylor	Grade 1 teacher
	Marchetti	Savannah	Sub for teacher
	O'Donnell	Caitlin	Grade 2 teacher
	Pitcaim-Broughton	Dorothea	Art Teacher
	Santiago	Jennifer	Sub for para
	Turner	Gina	Para Grade 2
Duggan	Besemer	Katie	Teacher
	DeFeo	Dawn	Sub-Teacher
	DiGiovanni	Melissa	Administrator
	Fidanza	Carla	Administrator
	Fields	Susan	Teacher
	Gaudiosi	Karen	Teacher
	McCasland	Maureen	Teacher
	Mullen-Gillyard	Vickie	Educational Aide
	Pelletier	Allison	Teacher
	Scirica	Erin	Teacher
Generali	Tzepos	Julie	Teacher
	Alfredson	Sarah	Administrative Assistant
	Hart	Rebecca	3 rd grade teacher
	Lyons	Jean	Admin Sub
	Moscariello	Beth	Para Sub
	Mulvehill	Michelle	Teacher Sub
	Neibel	Amy	4 th grade teacher

BOARD OF EDUCATION

Waterbury, Connecticut

Item #14.5

Page 2

	Piccochi-Frank	Christina	Admin
	Poulter	Dennis	5 th grade teacher
	Walker-Templeton	Donna	Para
	Walling	Maggie	Para
Tinker	Bemer	Maura	Teacher
	Biello	Claudia	Administrator
	Brown	Edie	Teacher
	Defeo	Sharon	Teacher
	Desanto	Tina	Teacher
	Diaz	Mildred	Paraprofessional
	Eldredge	Sandy	Paraprofessional
	Guerrera	Maria	Teacher
	Sagendorf	Jan	Admin Sub/Teacher
	Teel	Mackenzie	Teacher
	Wehry	Nina	Secretary

Respectfully submitted,

Dr. Verna D. Ruffin
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #14.6

September 21, 2023

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

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

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
Tolman, James	NEMS/Vice Principal (date correction)	01/02/24

Respectfully submitted,

Dr. Verna D. Ruffin
Superintendent of Schools

BOARD OF EDUCATION

Waterbury, Connecticut

SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Item #14.7

September 21, 2023

To the Board of Education
Waterbury, CT

Ladies and Gentlemen:

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

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
Barbieri, Angela	RMS/MMS Social Worker	10/11/23
Beierle, Karen	WSMS/Family Consumer Science	06/15/23
Bhatnager, Sonali	Reed/Library Media	new hire
Bickley, Robert	W. Cross/Grade 6 Science	05/15/23
Carrano, Amber	Gilmartin/Grade 6 Math/Science	06/15/23
Coty, Heidi	Reed/Grade 3	08/16/23
Dombrowski, Andrew	NEMS/Grade 8 SS	08/15/23
Guerrera, Olivia	Bucks Hill/Grade 1	09/08/23
Johannes, Christopher	Reed/Grade 7-8 Science	09/01/23
Kaponis, Rachael	State Street/Special Education	09/29/23
Leggitt, Karen	WMS/Special Education	09/15/23
Minton, Anna	Academy @ WMS/Grade 5 ELA/SS	08/16/23
Morales, Elizabeth	Duggan/Social Worker	09/22/23
Moriarty, Shea	Duggan/Grade 6-8 Social Studies; Walsh/Interim VP	08/17/23
Moquete, Narciso	WCA/Info Tech	08/31/23
Phillips, Emily	NEMS/Science	09/08/23
Riston, Cariane	WMS/Special Education	08/16/23
Styles, Alex	Walsh/Grade 4	new hire
Walsh, Conor	Wilson	09/01/23
Wilde, Elizabeth	NEMS/Numeracy	08/16/23

Respectfully submitted,

Dr. Verna D. Ruffin
Superintendent of Schools