

Hiring / Personnel

In fiscal year 2014-2015 the office of Education Personnel supervised the recruitment, selection and appointment of one hundred ninety seven (197) highly qualified teachers and twenty three (23) administrators. They replaced staff that resigned, retired, were non-renewed or were promoted to higher positions. The average salary level for new teachers was \$46,997 and \$109,791 for administrators. Both of the average salaries fell within budget.

We saw a decrease in employee paid sick time for the 2014-2015 school year. This is a result of a decrease in the number of FMLA approved leaves. In 2013-2014 there were 171 FMLA approved leaves and in 2014-2015 that number was 148.

As part of our recruiting efforts, we participated in numerous career day fairs and on-site campus interview sessions within Connecticut and the tri-state area. While attending these fairs, information was also shared on becoming a substitute teacher in our district for those applicants whose certification was pending. Appli-track, an on-line application system, continues to house our hiring data and materials. In addition to creating a paperless application process – which saves space and paper costs, the system advertises Education’s vacancies – thus saving advertising costs. We also contract with CT REAP and Education Week for job postings so that our positions reach candidates within the state of CT and those in other states seeking employment. These online advertisement resources have saved us a considerable amount of advertising funding (i.e. newspaper), thus increasing the efficiency of the Personnel Office.

Relevant Salary Data for Teachers Hired During 2014-2015

The average starting salary for teachers hired during 2014-2015 was \$46,997 which placed them at Step 3. This was determined by years of experience and content/shortage area. Those in shortage areas negotiated/demanded higher steps. The budgeted salary for new teachers was \$50,000

Education Level of Teachers Hired During 2014-2015

Degree Held	Number of New Teachers
Bachelors	54
Masters	97
6 th Year	44
Doctorate	2

2014-2015 TEACHER HIRES BY RACE/ETHNICITY

Race/Ethnicity	# of Hires
Asian	4
Hispanic	10
Black/African American	3
Did NOT self-identify	6
White/Caucasian	<u>174</u>
Total	197

Approximately **8.5%** of teachers hired during 2014-2015 were minority.

Waterbury Publics Schools ANNUAL REPORT 2011-2012

Education Level of Teachers Hired During 2011-2012

Degree Held	# of New Teachers	% of New Teachers
Bachelors	13	18.3%
Masters	45	63.3%
6 th Year	12	17%
Doctorate	1	1.4%

2011-2012 TEACHER HIRES BY RACE/ETHNICITY

Race/Ethnicity	# of Hires	% of Total Hires
Asian	1	1.4%
Hispanic	6	8.5%
Black/African American	3	4.2%
Two or More Races	3	4.2%
White/Caucasian	58	81.7%
Total	71	100%

Approximately 18% of teachers hired during 2011-2012 were minority.

2011-2012 Teacher Resignations/Deaths

School/Department	Subject/Grade	# of Resignations/Deaths
Elementary School	Grades Pre-K through 5	8
Elementary School	Social Worker	1
Elementary School	Reading	2
Middle School	Science	1
Middle School	Reading	1
Middle School	Tech Ed	1
Middle School	Mathematics	2
Middle School	Physical Education	1
High School	Foreign Language	3
High School	Mathematics	2
High School	Social Studies	2
High School	Dance	1
High School	Library Media	1
High School	English/Language Arts	1
High School	Science	1
Special Education	Hearing	1
Special Education	Self-Contained or Resource	5
Special Education	Psychologist	1
	Total	35

Waterbury Publics Schools ANNUAL REPORT 2011-2012

Minority Hiring Report:

Approximately 10% of teachers hired during 2007-2008 were minority.
Approximately 12% of teachers hired during 2008-2009 were minority.
Approximately 11% of teachers hired during 2009-2010 were minority.
Approximately 12% of teachers hired during 2010-2011 were minority.
Approximately 18% of teachers hired during 2011-2012 were minority.
Over the last five years approximately 12.6% of teachers hired were minority.

2007-2008 TEACHER HIRES BY RACE/ETHNICITY

<u>Race/Ethnicity</u>	<u># of Hires</u>	<u>% of Total Hires</u>
Asian	1	1%
Hispanic	7	4%
Black/African American	9	5%
White/Caucasian	156	90%
Total	173	100%

Approximately 10% of teachers hired during 2007-2008 were minority.

2008-2009 TEACHER HIRES BY RACE/ETHNICITY

<u>Race/Ethnicity</u>	<u># of Hires</u>	<u>% of Total Hires</u>
Asian	2	1%
Hispanic	8	6%
Black/African American	6	4%
Two or More Races	1	1%
White/Caucasian	121	88%
Total	138	100%

Approximately 12% of teachers hired during 2008-2009 were minority.

2009-2010 TEACHER HIRES BY RACE/ETHNICITY

<u>Race/Ethnicity</u>	<u># of Hires</u>	<u>% of Total Hires</u>
Asian	0	0%
Hispanic	4	4%
Black/African American	3	3%
Two or More Races	4	4%
White/Caucasian	92	89%
Total	103	100%

Approximately 11% of teachers hired during 2009-2010 were minority.

2010-2011 TEACHER HIRES BY RACE/ETHNICITY

<u>Race/Ethnicity</u>	<u># of Hires</u>	<u>% of Total Hires</u>
Asian	1	1.4%
Hispanic	4	5.4%
Black/African American	4	5.4%
Two or More Races	0	0%
White/Caucasian	65	87.8%
Total	74	100%

Approximately 12% of teachers hired during 2010-2011 were minority.

Waterbury Publics Schools ANNUAL REPORT 2011-2012

2011-2012 TEACHER HIRES BY RACE/ETHNICITY

<u>Race/Ethnicity</u>	<u># of Hires</u>	<u>% of Total Hires</u>
Asian	1	1.4%
Hispanic	6	8.5%
Black/African American	3	4.2%
Two or More Races	3	4.2%
White/Caucasian	58	81.7%
Total	71	100%

Approximately 18% of teachers hired during 2011-2012 were minority.

INFORMATION TECHNOLOGY CENTER

Will Zhuta, Supervisor

ACCOMPLISHMENTS

During the course of the school year, we have been able to complete many large and small scale I.T. projects. A plethora of software upgrades were performed to existing applications, along with the replacement of critical hardware, to ensure that we continue to stay current with technological changes that occur in the field of technology. Below is a list some of the projects that my department was able to complete:

- District Mail Server and end user interface: Exchange 2010 server upgrade.
- Track-It upgrade: used to monitor/track and assign over 20,000 service and repair issues.
- Deployment of image server: allows for rapid restore of PC's.
- VMware Project- Consolidation of servers, moved to a cloud based computing system for network servers.
- Virtual-LAN Project- separated the Student and Administration network traffic for security and prioritizing network resources.
- Core Switch and Firewall upgraded.
- Wireless Access Points installed in schools: allows Central Office to control wireless access to the School network from a central location.
- Completed and managed the implementation of the District's SMART Boards. Every traditional classroom in the District has a Smart Board.
- Implementation of temperature sensors in Data Closets throughout district.

Data Warehouse/Business Intelligence

The Coding, Testing and Program debugging phases are complete. The major project Dashboards (Superintendent, Curriculum, Special Education, School Principals, Student and Teacher) have been designed and developed. User testing on a selective basis is occurring regularly, with full deployment by the start of the 2012-2013 school year. By the start of the new school year, full implementation of the Data Warehouse Project will be complete. Having this reliable source of information across all Board of Education agencies will allow for the Waterbury Public Schools to measure and monitor progress of key metrics in real time. The data warehouse solution will present application data to users and provide a single point of access and analytical capabilities of all data marts used in the district. The data warehouse will allow for development of program specific performance management, so as to improve analytical capabilities by integrating program data and standardizing information modeling and reporting capabilities based on Local, State and Federal standards.

Virtualization of Servers

Phase I

Virtualization of the District Servers has allowed for higher utilization of the District's servers, which saves space and requires less power, therefore reducing cooling costs.

Phase II; of the project will encompass setting up a redundant virtualized server farm, offsite. This will afford us the ability to be prepared for a disaster, with the ability to recover specific critical servers.

Waterbury Public Schools Annual Report 2009-2010

MINORITY HIRING REPORT

Approximately 19% of teachers hired during 2005-2006 were minority.

Approximately 15% of teachers hired during 2006-2007 were minority.

Approximately 10% of teachers hired during 2007-2008 were minority.

Approximately 12% of teachers hired during 2008-2009 were minority.

Approximately 11% of teachers hired during 2009-2010 were minority.

Over the last five years approximately 13.4% of teachers hired were minority.

2005-2006 TEACHER HIRES BY RACE/ETHNICITY

<u>Race/Ethnicity</u>	<u># of Hires</u>	<u>% of Total Hires</u>
Asian	0	0%
Hispanic	12	15%
Black/African American	3	4%
White/Caucasian	65	81%
Total	80	100%

Approximately 19% of teachers hired during 2005-2006 were minority.

2006-2007 TEACHER HIRES BY RACE/ETHNICITY

<u>Race/Ethnicity</u>	<u># of Hires</u>	<u>% of Total Hires</u>
Asian	0	0%
Hispanic	8	8%
Black/African American	7	7%
White/Caucasian	84	85%
Total	99	100%

Approximately 15% of teachers hired during 2006-2007 were minority.

2007-2008 TEACHER HIRES BY RACE/ETHNICITY

<u>Race/Ethnicity</u>	<u># of Hires</u>	<u>% of Total Hires</u>
Asian	1	1%
Hispanic	7	4%
Black/African American	9	5%
White/Caucasian	156	90%
Total	173	100%

Approximately 10% of teachers hired during 2007-2008 were minority.

Waterbury Public Schools Annual Report 2009-2010

2008-2009 TEACHER HIRES BY RACE/ETHNICITY

<u>Race/Ethnicity</u>	<u># of Hires</u>	<u>% of Total Hires</u>
Asian	2	1%
Hispanic	8	6%
Black/African American	6	4%
Two or More Races	1	1%
White/Caucasian	121	88%
Total	138	100%

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2009-2010 TEACHER HIRES BY RACE/ETHNICITY

<u>Race/Ethnicity</u>	<u># of Hires</u>	<u>% of Total Hires</u>
Asian	0	0%
Hispanic	4	4%
Black/African American	3	3%
Two or More Races	4	4%
White/Caucasian	92	89%
Total	103	100%

Approximately 11% of teachers hired during 2009-2010 were minority.

Hiring / Personnel

In fiscal year 2012-2013 the Office of Education Personnel supervised the recruitment, selection and appointment of one hundred forty-three highly qualified teachers to replace teachers that resigned, retired, were non-renewed or were promoted to higher positions. The average salary level for these new teachers was \$46,413 and came in under budget.

Each new teacher was partnered with a trained and certified mentor teacher through an enhanced mentoring program. Numerous mentor teachers were recruited, trained and certified through district initiatives and incentives. New Teacher Orientation acclimated new hires to proper school procedures from Attendance Policy to Dress Code. Additionally, class management and special education procedures and policies are included in the three day orientation. Feedback from attendees has been positive regarding the New Teacher Orientation. The number of non-renewal recommendations from building Administrators and Supervisors has decreased the last three school years; we believe this is a reflection of the New Teacher Orientation.

Twenty administrative vacancies occurred for 2012-2013 as a result of retirements, resignations, transfers, promotions and expansion positions. All of these vacancies have been filled with qualified staff.

As part of our recruiting efforts, we participated in twenty three teacher/career day fairs within and outside the State of Connecticut. We held our annual "Teacher Fair" at Rotella Magnet School, where candidates interested in employment with the Waterbury School District attended, and conducted over 73 on-site interviews with qualified applicants and substitute teachers from Waterbury. Applitrack, an on-line application system, has been fully implemented, and training for the system will be offered in August 2013. In addition to creating a paperless application process – which saves space and paper costs, the system advertises Education's vacancies – thus saving advertising costs, enables immediate access to candidates' applications directly by our Administrators – providing convenience and saving time, provides immediate confirmation of receipt of application to the applicants – saving calls and postage, thus increasing the efficiency of the Personnel Office.

Relevant Salary Data for Teachers Hired During 2012-2013

81% of new teachers hired in 2012-2013 were placed at Step 1 of the salary schedule.

The average starting salary for teachers hired during 2012-2013 was \$46,413.

The budgeted salary for new teachers was \$50,000

Education Level of Teachers Hired During 2012-2013

Degree Held	# of New Teachers	% of New Teachers
Bachelors	30	21%
Masters	93	65%
6 th Year	18	12.6%
Doctorate	2	1.4%

2012-2013 TEACHER HIRES BY RACE/ETHNICITY

Race/Ethnicity	# of Hires	% of Total Hires
Asian	0	0%
Hispanic	7	4.9%
Black/African American	4	2.8%
Two or More Races	4	2.8%
White/Caucasian	128	89.5%
Total	143	100%

Approximately 10.5% of teachers hired during 2012-2013 were minority.

Hiring / Personnel

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2012-2013 TEACHER HIRES BY RACE/ETHNICITY

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Hispanic	7	4.9%
Black/African American	4	2.8%
Two or More Races	4	2.8%
White/Caucasian	128	89.5%
Total	143	100%

Approximately 10.5% of teachers hired during 2012-2013 were minority.

Hiring / Personnel

In fiscal year 2013-2014 the Office of Education Personnel supervised the recruitment, selection and appointment of 143 highly qualified teachers to replace teachers that resigned, retired, were non-renewed or were promoted to higher positions. The average salary level for these new teachers was \$48,395. Each new teacher was partnered with a trained and certified mentor teacher through an enhanced mentoring program known as TEAM.

Our absences due to injuries on the job continue to decline. During the 2013-14 school year there were 213 approved leaves which equated to 10% of our workforce.

Under direction from the Superintendent and the Chief Operating Officer, the Director of Personnel completed investigations into allegations of misconduct, both on and off the job, by Education employees. The investigations resulted in disciplinary actions, including suspensions and terminations of Education employees. The number of grievances reaching the Superintendent's office totaled 34, and 10 reached the board. Zero were submitted by the WTA for arbitration.

Twenty seven (27) administrative vacancies occurred during 2013-2014 as a result of retirements, resignations, transfers, promotions and expansion positions. Two thirds of these have been filled with qualified staff, and the remaining one third will be completed by August 15, 2014. All of these vacancies have been filled with qualified staff. We also received three CHRO/EEOC complaints this year. However, two of those were continuations from last year.

As part of our recruiting efforts, we participated in 18 career day fairs within CT and the tri-state area. AppliTrack, an on-line application system, has been fully implemented. In addition to creating a paperless application process, the system advertises Education's vacancies and enables immediate access to candidates' applications directly by our Administrators. It also provides immediate confirmation of receipt of application to the applicants.

Teachers Hired With Durational Permits (DSAP)

In certain circumstances, the Connecticut Department of Education, Bureau of Teacher Certification will issue temporary teaching certificates in subject areas where a school district is experiencing a shortage of suitable certified candidates. In order to qualify for a DSAP the applicant must: (1) successfully complete all three components of the Praxis I teacher examination or qualify for a waiver; (2) certify, through official transcripts, that he or she has successfully completed certain required undergraduate and/or graduate coursework in the content area for which the DSAP is sought; and (3) demonstrate that he or she is enrolled in a teacher preparation program to complete the remaining coursework and/or testing for teacher certification and new as of 7/1/06 DSAP candidates must pass the Praxis II in their content area. Furthermore, a school district must "sponsor" a DSAP applicant by demonstrating that no suitable certified applicants in the subject area could be hired despite reasonable recruiting efforts. For 2013-2014, four new teachers (two special education one Library Media Specialist, and one Bilingual math) were hired through the DSAP. This represented 2.3% of all new teachers hired.

Education Level of Teachers Hired During 2013-2014

Bachelors Degree	58
Masters Degree	81
6th Year Degree	21

2013-2014 TEACHER HIRES BY RACE/ETHNICITY

Race/Ethnicity	# of Hires
Asian	1
Pacific Islander	1
Latino	11
Black/African American	9
White/Caucasian	138
Total	
	160

Of the new hires, 131 were female and 29 were males.

2012-2013 Teacher Resignations/Deaths

Deaths – 1
Resignations – 55
TOTAL: 56

*This includes 6 non-renewals who resigned.