

CITY OF MARLBOROUGH MEETING POSTING

Meeting Name: City Council Personnel Committee

Date: July 19, 2016

Time: 6:30 PM

Location: City Council Chamber, 2nd Floor, City Hall, 140 Main Street

Agenda Items to be addressed:

RECEIVED
CITY CLERK'S OFFICE
CITY OF MARLBOROUGH

2016 JUL 12 A 11: 23

6/20/16 - Order No.16-1006607: Appointment of Karen Bento to the Library Board of Trustees for a term to expire three years from the date of City Council approval.

5/23/16 - Order No.16-1006577: Appointments of David Doucette, Derek Chaves and Laura Kyle to the Commission on Disabilities for terms of three years from the date of City Council confirmation.

THE LISTING OF TOPICS THAT THE CHAIR REASONABLY ANTICIPATES WILL BE DISCUSSED AT THE MEETING IS NOT INTENDED AS A GUARANTEE OF THE TOPICS THAT WILL HAVE BEEN DISCUSSED. NOT ALL TOPICS LISTED MAY IN FACT BE DISCUSSED, AND OTHER TOPICS NOT LISTED MAY ALSO BE BROUGHT UP FOR DISCUSSION TO THE EXTENT PERMITTED BY LAW.

The public should take due notice that the Marlborough City Council may have a quorum in attendance due to Standing Committees of the City Council consisting of both voting and non-voting members. However, members attending this duly posted meeting are participating and deliberating only in conjunction with the business of the Standing Committee.

Electronic devices, including laptops, cell phones, pagers, and PDAs must be turned off or put in silent mode upon entering the City Council Chamber, and any person violating this rule shall be asked to leave the chamber. Express authorization to utilize such devices may be granted by the President for recordkeeping purposes.



IN CITY COUNCIL

Marlborough, Mass., JUNE 20, 2016

ORDERED:

That the Appointment of Karen Bento to the Library Board of Trustees for a term to expire three years from date of City Council approval, be and is herewith refer to **PERSONNEL COMMITTEE.**

ADOPTED

ORDER NO. 16-1006607



City of Marlborough

Office of the Mayor

140 Main Street
Marlborough, Massachusetts 01752
Tel. (508) 460-3770 Facsimile (508) 460-3698 TDD (508) 460-3610
www.marlborough-ma.gov

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CITY OF MARLBOROUGH

2016 JUN 16 A 10:55

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Arthur G. Vigeant
MAYOR

Nicholas J. Milano
EXECUTIVE AIDE

Patricia Bernard
EXECUTIVE SECRETARY

June 16, 2016

City Council President Edward J. Clancy
Marlborough City Council
140 Main Street
Marlborough, MA 01752

PWS

Re: Appointment of Karen Bento to the Library Board of Trustees

Honorable President Clancy and Councilors:

I am pleased to submit for your review and approval the appointment of Karen Bento to the Library Board of Trustees for a term to expire three years from the date of approval by the City Council.

I have enclosed a copy of her letter explaining her interest in the Board of Trustees and her resume. Karen is currently a teacher at Marlborough High School. Her enthusiasm and love for the Marlborough Public Library is clear and infectious. I believe she will be an asset to the Marlborough Public Library and the Marlborough community.

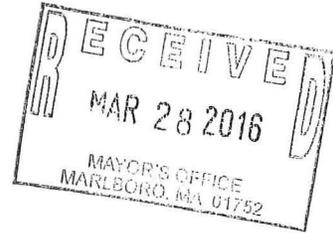
If you have any questions, please do not hesitate to contact me.

Sincerely,

Arthur G. Vigeant
Mayor

Enclosures

Marlborough, MA 01752
March 22, 2016



Mayor Arthur Vigeant
City Hall
140 Main Street
Marlborough, MA 01752

Dear Mayor Vigeant,

I am interested in applying for the Marlborough Public Library Board of Trustees position. I understand there is a vacancy, and that this volunteer position is a three year commitment if appointed.

I have been a Marlborough resident since 2009, and have been an active patron of the Marlborough Public Library since I moved here from New York. I grew up surrounded by books, and always gravitated to public libraries as they are such valuable assets to the communities they serve. The programs, activities, and resources the Marlborough Public Library offers to its ever growing community are to be commended. It is an exciting time to be a member of the Board of Trustees, especially as the library is in the beginning stages of expanding to better meet the needs of its diverse population.

Not only do I love books, but I also teach English at Marlborough High School, where I have been employed for the past seven years. I had been an educator in the Newburgh Enlarged City School District in New York for eleven years before obtaining my Massachusetts teaching licensure. I currently teach Freshman English, American Literature, and Structured English Immersion (SEI) American Literature. I work closely with adolescents on a daily basis, and try and impart my love of books with my students. I embed a variety of teaching pedagogies into my lessons and foster a safe classroom environment where 21st century skills, such as critical thinking, problem solving and synthesis, are incorporated.

Outside of the classroom, I am the Newspaper Club Advisor to a small group of dedicated students who enjoy interviewing, writing, and creating. In an effort to "go green" we began posting student work on the Panther Tracks Blog, rather than printing hard copies.

I hope you consider appointing me to be a member of the Board of Trustees. I feel my ties to Marlborough, my experience working as teacher, and my dedication to ensuring the Marlborough Public Library continues to meet the needs of its community, make me a strong candidate for this position.

Please contact me at _____ or at _____. I look forward to hearing from you at your earliest convenience.

Sincerely,

Karen B. Bento

KAREN B. BENTO

- Marlborough, MA 01752

CAREER OBJECTIVE: Dedicated and creative educator who seeks a position teaching secondary English

SUMMARY OF QUALIFICATIONS

- Over 18 years teaching experience
- Committed team player able to adapt to new teaching environments
- Excellent organizational and communication skills
- Hands on experience creating lesson plans and developing curriculum

EDUCATION & CREDENTIALS

Master of Science in Education GPA 3.72

Mount Saint Mary College Newburgh, NY (1993)

International Honor Society in Education: Kappa Delta Pi (1993)

Bachelor of Arts in Communications GPA 3.59

Marist College Poughkeepsie, NY (1990)

Minor: English

Study Abroad Program:

Oxford University Manchester College Oxford, England (1988-1989)

Studies included concentrations in Victorian Era Literature, Shakespeare, 20th Century Drama

Massachusetts: English (8-12) Academic Professional Certification (2013)

SEI Teacher Academic Endorsement (2014)

New York: Permanent Certification: English 7-12 (2001)

Permanent Certification: Nursery, Kindergarten & Grades 1-6 (1996)

New Jersey: Standard Certification: Teacher of English (1997)

Standard Certification: Elementary School Teacher (1997)

PROFESSIONAL TEACHING EXPERIENCE

Marlborough High School Marlborough, MA (2009 – Present)

English Teacher (9-12)

- Create and implement rigorous Common Core aligned lessons integrating various teaching pedagogies, learning strategies, and backward design to ensure student success
- Collaborate with fellow teachers to create differentiated instruction for all students including how to write literary research papers, synthesis essays, and rhetorical analysis

- Revise curriculum and teaching methods based on measurable data and create meaningful formative and summative assessments that accurately measure academic progress
- Offer after school support to struggling students and maintain frequent communication with parents and guardians
- Integrate 21st Century skills into daily lessons by utilizing Google Classroom, TED Talk, Podcasts, audiobooks, and eBooks

NEWSPAPER CLUB ADVISOR

The Panther Tracks (2009-Present)

- Offer sound advice regarding various aspects of a publishing a student centered blog (thepanthertracksmhs.weebly.com)
- Advise students how to properly research facts, get validation, give proper credit, and to reference material correctly before posting
- Engage students to discuss various sides of an issue while providing a platform for learning

RELATED WORK HISTORY

Newburgh Free Academy Newburgh, NY (2002-2009)

English Teacher (9-12)

North Junior High School Newburgh, NY (1996-1997)

English Teacher (8th grade)

Horizons-on-the-Hudson Magnet School Newburgh, NY (1993-1996)

Elementary school teacher (3rd grade)

Empire Blue Cross Blue Shield (1990-1992)

Management Trainee New York, NY

Supervisor/Management Information Analyst Middletown, NY

Supervised 75 employees in the Microfiche Retrieval Department

PROFESSIONAL DEVELOPMENT

Cambridge College: Laying the Foundation Pre-AP High School English Part II (2014)

Laying the Foundation Pre-AP High School English Part I (2010)

College of New Rochelle: Hudson Valley Shakespeare Festival (2007)

Drake University: Teaching Responsible Behavior (2006)

SUNY New Paltz: Hudson Valley Writing Project: Digital Storytelling (2006)

SUNY New Paltz: Hudson Valley Writing Project Summer Invitational Institute (2005)



IN CITY COUNCIL

Marlborough, Mass.,

MAY 23, 2016

ORDERED:

That the Appointments of Councilor David Doucette, Derek Chaves, & Laura Kyle to the Commission on Disabilities for terms of three years from date of City Council confirmation, be and is herewith refer to **PERSONNEL COMMITTEE.**

ADOPTED

ORDER NO. 16-1006577



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2016 MAY 19 A 11: 21

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Arthur G. Vigeant
MAYOR

Nicholas J. Milano
EXECUTIVE AIDE

Patricia Bernard
EXECUTIVE SECRETARY

May 19, 2016

City Council President Edward J. Clancy
Marlborough City Council
140 Main Street
Marlborough, MA 01752

per

Re: Appointments to the Commission on Disabilities

Honorable President Clancy and Councilors:

I am pleased to appoint three new members to the Commission on Disabilities for three year terms to expire from the date of Council confirmation:

- Councilor David Doucette – the Commission on Disabilities has traditionally included one member of the City Council. Since the passing of our friend and colleague, Bob Page, there has not been a Council representative on the Commission. I thank Councilor Doucette for volunteering to serve.
- Derek Chaves – Derek is an impressive young man who has experience working with and advocating for the disabled. Through his position at the E.K. Shriver Center at the University of Massachusetts Medical School, he has helped improve the online and virtual experience for many people with disabilities.
- Laura Kyle – Laura's parents and sister are deaf and she has dedicated much of her life to working with individuals with disabilities. Currently a substitute teacher for Marlborough Public Schools, Laura would bring her personal and professional experiences to the Commission.

Thank you in advance for your consideration of these appointees. If you have any questions or comments, please do not hesitate to contact me.

Sincerely,

Arthur G. Vigeant
Mayor

Enclosures

Derek Chaves

Director of Technology | ~~Derek A. Chaves~~ | ~~(781) 619-6511~~

Summary

8 years of experience as a team oriented, engaging project manager with a proven track record of driving successful projects. Versed in all phases of the Software Development Lifecycle from conception to delivery and beyond. Participates in all activities including UX design, coding, functional testing, and product support. Leverages creative acumen to solve problems and deliver unique solutions resulting in a competitive advantage for stakeholders.

Experience

Director of Technology 2011 – Present

INDEX Program, E.K. Shriver Center, University of Massachusetts Medical School

Managed a project portfolio of 10+ agile, continuous release projects while leading business development activities, strategic planning, and product development. Managed various technical projects for public sector agencies on local, state and federal levels.

- Directly managed 6 team members and lead cross-functional teams across business units
- Lead the performance review process, identified strengths and areas of needed improvement for team members
- Led sales demonstrations leading to the realization of new revenue streams
- Managed various projects for public sector agencies on local, state and federal levels
- Aligned INDEX's strategic plan with the business goals of UMMS ensuring success through continuity across business units
- Increased quality of outcomes for the Mass CANS helpdesk (20,000 registered users) by redesigning workflows and new, improved helpdesk system
- Ensured usability and accessibility by enforcing strict standards and requirements such as Section 508, W3C, and WCAG standards
- Managed and customized learning management systems helping organizations such as Mass Health and The Executive Office of Health and Human Services improve the quality of healthcare in Massachusetts, especially for people with disabilities
- Oversaw the continuous delivery of many proprietary and off the shelf software products
- Architected user experience outcomes for web apps by eliciting user expectations and needs
- Maintain active relationships with MA Office of Elder Affairs, Office of Long Term Services and Supports, Mass Rehab Commission, Department of Developmental Services, MassHealth / Childrens Behavioral Health Initiative,

Skills

- | | | |
|---|----------------------------------|------------------------------------|
| • Agile / Scrum & Waterfall Methodologies | • UX Design | • SaaS |
| • Section 508, WCAG Accessibility Standards | • Critical Thinking | • PaaS |
| • ITIL | • Problem Solving | • IaaS |
| • Instructional Design | • Budgeting & Bookkeeping | • HIPAA |
| • Business Analysis | • Cross-Functional Collaboration | • FISMA |
| • Application Testing | • Team Building & Mentoring | • LAMP and WAMP Stack Architecture |
| • PMBOK | • Client Relationship Management | • VMWare |
| • Project Scheduling | • Business Planning | • Database Design & Administration |
| • Learning Management Systems | • Vendor Management ROI Analysis | • HTML |
| • Change Management | • Strategic Planning | • CSS |
| • Contract Management | | • JQuery |

Projects

Project Name	Role	Client	Purpose
<u>MassOptions</u>	Technical Lead	MA Office of Long Term Services and Supports, US Center for Medicaid Services	Streamline access to LTSS for elders and people with disabilities
<u>Mass Real Lives</u>	Director of Technology	MA Department of Developmental Services	Enable individuals with intellectual and developmental disabilities to self-direct their care
<u>Mass CANS</u>	Project Manager	MassHealth / Children's Behavioral Health Initiative	Train clinicians on how to perform CANS assessments
<u>Jobs Without Limits</u>	Director of Technology	Commonwealth Medicine / Work Without Limits	Connect job seekers with disabilities to employers actively looking to hire PWD
<u>DisabilityInfo.org</u>	Director of Technology	Mass Rehab Commission, MA Dept. of Developmental Services	Provide information and referral about programs and services for PWD
<u>Am I Covered</u>	Designer / Developer	MA Department of Public Health	Inform caregivers of children with autism if their health insurance plan is subject to the ARICA law
<u>One Care Learning</u>	Project Manager	MassHealth	Educate providers on how to deliver services to individuals who are eligible for both Medicare and Medicaid (Duals)

Activities

- Committee Member, UMASS Medical School Committee on Disabilities
- Member, Hudson Portuguese Club

Education

Bachelor of Science, Network Information Systems, Wentworth Institute of Technology
Certificate in Language (Portuguese), University of the Azores (Portugal)

References available upon request

Laura Kyle, LMHC 5017

[REDACTED]

Marlboro, MA 01752

[REDACTED]

EDUCATION

Assumption College, Worcester, MA 1998

M.A. Counseling Psychology – concentrations: Cognitive-Behavioral Therapy & Marital/Family Studies

Westfield State College, Westfield, MA 1995

B.A. Psychology, minor in Social Science and Women’s Studies

CERTIFICATION

Licensure - Commonwealth of Massachusetts – Licensed Mental Health Counselor 1998

WORK EXPERIENCE

Marlborough Public Schools, Marlborough, MA 2015 - 2016

Substitute Teacher and Substitute Paraprofessional(Grades K – 4)

- Responsible for following the current curriculum and the teacher’s plans in their absence in order to maintain an effective and organized approach to learning.
- Using an interdisciplinary approach to enable students to work at their current skill level and help them be successful in the goals set by the teacher.

Marlborough Public Schools, Marlborough, MA 2010 - 2014

American Sign Language (ASL) translator and Substitute Support Tech Communication Aide

- Translate for Deaf families when they attend school events including, but not limited to, parent-teacher conferences, Core Curriculum presentations, as well as preschool screenings for hearing preschool age children whose parent or parents are Deaf.

- Assisted at the high school with a student who uses ASL to communicate when her full-time aide is absent.

The Learning Center for the Deaf, Walden School

1998 – 2004

Licensed Mental Health Counselor

- Counseled students that were challenged by severe social and emotional difficulties resulting from childhood trauma, mental illness, and/or organic dysfunction
- Assisted families in having successful visitations at home with their child whenever possible, including coordinating out of state support when needed.
- Ran group therapy sessions with the students to build support and trust to improve dynamics between staff and student as well as student to student.
- Coordinated psychiatric evaluations when needed as well as support staff when students needed hospitalization for safety and/or medication management.

VOLUNTEER

Francis J. Kane Elementary School

2006-2014

Newsletter Editor

- Prepare bimonthly newsletter for distribution to families of 750 students.
- Work in collaboration with PTO, Principal, and teachers to ensure each section is represented in the newsletter.

Cultural Arts Co-Coordinator

- Schedule and prepare events for each grade that support the curriculum being taught in that grade.
- Work closely as a liaison between presenters and the school to make sure things run smoothly
- Include press releases when necessary to advertise the presentations to the community.

St. Matthias Church

2011-2016

Faith Formation Teacher 5th grade students

2011-2016

- Teach children about concepts in the Catholic religion following guided curriculum.
- Adhere to the study guide provided by the church.
- Create fun and creative ways to help the children be involved in the experience.